



# Value of Safe Staffing and Skill Mix Data

**Sinead Lardner**  
**National Lead for Safe**  
**Staffing and Skill Mix**



Oifig an Stiúirthóra Seirbhísí  
Altranais & Cnáimhseachais

Office of Nursing &  
Midwifery Services Director



# What is Safe Staffing and Skill Mix?



**A radical new approach to determining nurse staffing levels, designed to put patient needs first and focus on delivering positive patient outcomes**



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# Why the Framework for Safe Nurse Staffing and Skill Mix?



Public service cuts during recession



Replacement by agency/locum use



Move of service to day care/day services



Increase in demand – acuity and dependency



Move to integrated care model



Support critical mass of ANPs





# Assumptions of the Safe Staffing and Skill





# What is data used for:



- Staffing requirements
- Funding requirements
- Implementation of Framework for Safe Nurse Staffing and Skill Mix
- Impact of implementation of the Framework for Safe Nurse Staffing and Skill Mix
- Impact on patient, staff and organisational outcomes
- Support requirements





# Patient Elements



- Acuity and dependency measurement
- Bed Utilisation and bed occupancy measurement
- Length of Stay
- Patient Experience Time
- Assessment of ward speciality/specialities (Phase I)
- Identification of triage requirements (Phase II)
- Use of data to inform predictable patterns to support allocation of resources
- Enhanced Care requirements





# Nursing Elements

- RN/HCA Skill Mix
- Absenteeism
- Recruitment into approved posts
- Vacancies/Attrition
- Use of agency/overtime/bank
- Care Left Undone Events
- Missed Care



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# Organisational Elements

- **CNM2 100% Supervisory**
- **Application of professional Judgement**
- **Establishment and regular productive meetings of Local Implementation Groups**





# Outcome elements

- KPI's such as falls incidence, HCAI's and pressure ulcers
- Nursing Quality Care Metrics (NMQCM's)
- National Patient Experience survey
- Staff surveys
- Care Left Undone Events (CLUE's)





# What data sources do we use?

## Local Implementation Groups

Provides stewardship for the full implementation of the Safe Nurse Staffing and Skill Mix as agreed through the project plan, to the required standard, and within the agreed resource and timeframe.

Monitors the impact of implementation of the Framework for Safe Nurse Staffing and Skill Mix. This includes recruitment, Quality Care metrics, Agency/Overtime utilisation, Vacancies (permanent and temporary).



Data Source

## SharePoint

Identifies staff in post for Safe Staffing and skill Mix.

In 2023, Primary Notification Numbers were developed for agency conversion posts.





# What data sources do we use?

**H.I.P.E Currently being explored to identify standardised data points across all implementation sites**

- Length of stay (LOS)
- Urinary tract infection
- Pressure ulcers
- Hospital-acquired pneumonia
- Shock or cardiac arrest
- Upper gastrointestinal bleeding
- Hospital-acquired sepsis
- Deep venous thrombosis
- Central nervous system complications
- Wound infection
- Pulmonary failure
- Metabolic derangement
- Mortality
- Failure to rescue





# What data sources do we use?

TrendCare is the acuity and dependency software system that has been procured by the HSE to support the implementation of Phase I of the Framework for Safe Nurse Staffing and Skill Mix.



- Measure patient acuity – nursing intensity required for care
- Predict nursing and non-nursing hours required
- Distribute equitable workloads
- Identify variances





## Contact Details



**Sinead Lardner**  
**National Lead for Safe Staffing and Skill Mix**

**[sinead.lardner@hse.ie](mailto:sinead.lardner@hse.ie)**  
**[ssf@hse.ie](mailto:ssf@hse.ie)**



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