



*Kicked off
in January 2009 and
running till December 2011*

EC-contribution: €3,000,000



Nurse Forecasting: Human Resources Planning in Nursing

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-  USA
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BACKGROUND

Despite evidence of worldwide numeric, skill and geographic imbalances in the nursing workforce and joint effects of staffing and various practice environment elements on patient and nurse outcomes, **traditional models for manpower planning in nursing are inaccurate and unreliable** as they consider established factors of demand and supply, but ignore effects of deployment of nursing staff (number and qualification) on quality of patient care

OBJECTIVE

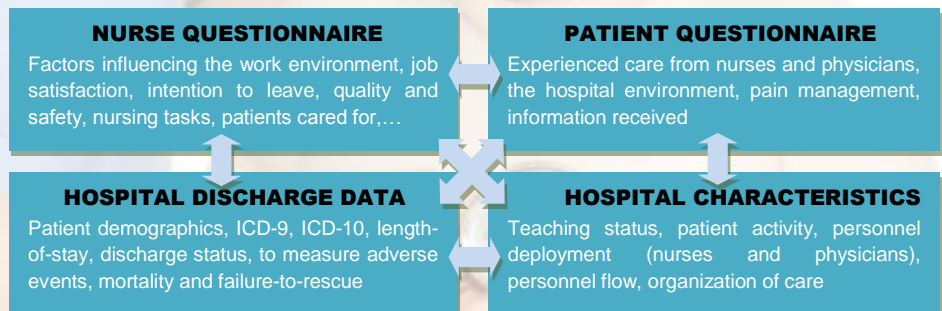
To refine current forecasting models for manpower planning of the nursing workforce with new elements:

1. (Perception of) various aspects of the nursing work environment
2. Impact of nurse deployment on nurse recruitment, retention and productivity and on patient outcomes

And present mid- and long-term projections on a European and national level

METHODS

- (random) Selection of at least 30 acute hospitals in each of the 11 European countries participating in this study
- (random) Selection of at least 2 units (general medicine and general surgery) in each acute hospital
- 4 data sources for each hospital:



- FOR A TOTAL OF ABOUT 20 000 NURSES AND 10 000 PATIENTS

POLICY IMPLICATIONS

Bridging the information gap between causes and effects of current nurse deployment and working conditions and traditional models for manpower planning of the nursing workforce

- Patients: improved outcomes
- Nurses: improved outcomes, recognition of contribution to healthcare
- Hospital administrators: better understanding of impact of staffing decisions on care
- Governments: better understanding of how organizational models affect care

