

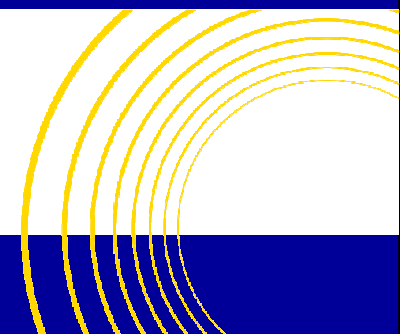


RN4CAST

nurse forecasting in Europe

General objectives RN4CAST

Prof. dr. Walter Sermeus
Catholic University Leuven



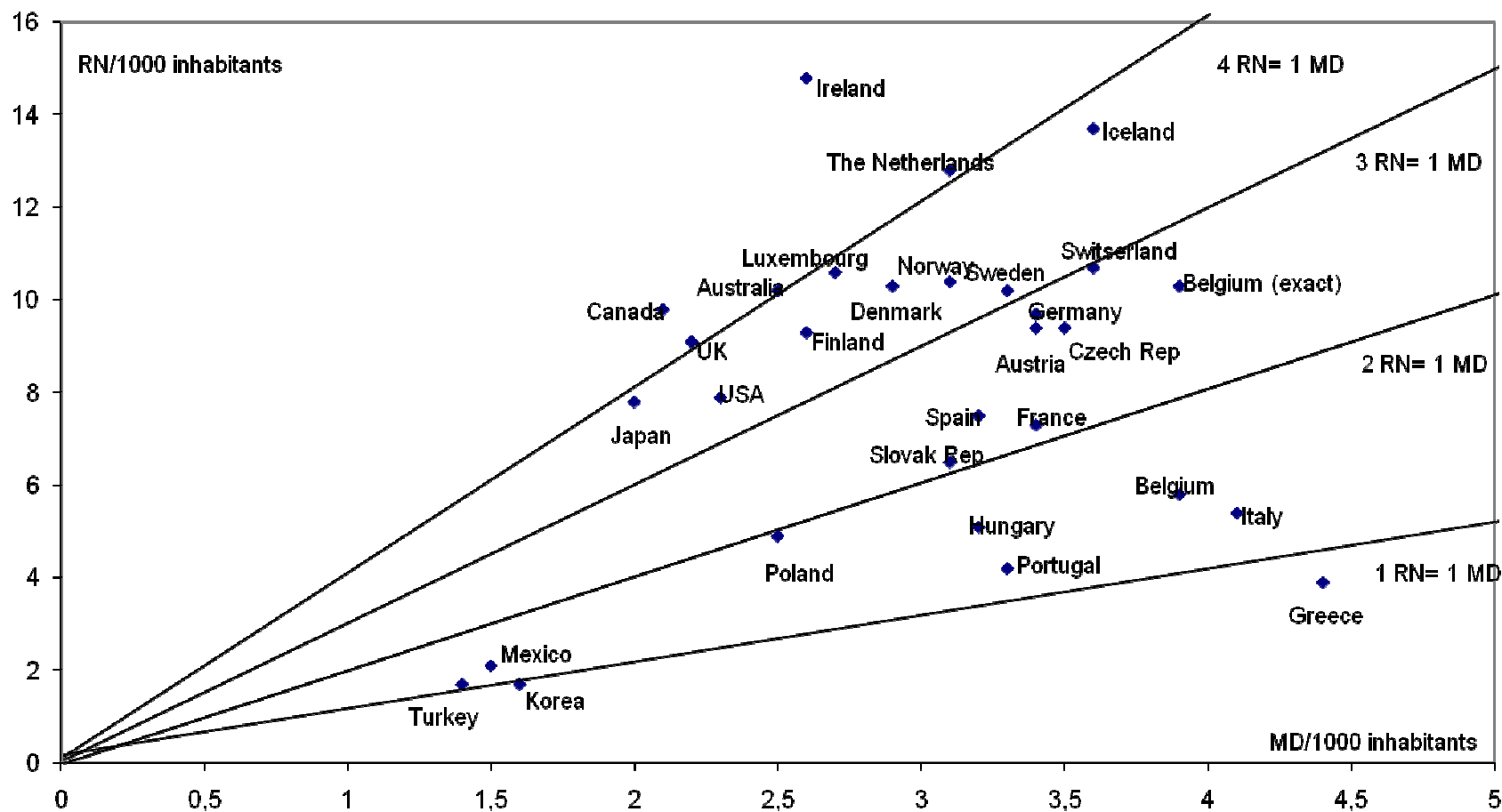
*Funded by the Seventh Framework Programme
of the European Commission*

CONTENT

- ❑ The nursing workforce, international context
- ❑ **RN4CAST: FP7-funded research on the nursing workforce**

THE NURSING WORKFORCE, INTERNATIONAL CONTEXT

Ratio nurses/physicians



Source: OESO 2005 – for Belgium (exact): J.Pacolet, 2006

THE NURSING WORKFORCE, INTERNATIONAL CONTEXT

- ❑ Worldwide numeric, skill and geographic imbalances in the nursing workforce
- ❑ Joint effects of staffing and various practice environment elements on patient outcomes (Aiken et al., 2002)
 - ❑ Staffing levels, nurse qualification
 - ❑ Practice environment:
 - ❑ Resource adequacy, support by management, good nurse-physician relationships
- ❑ Poor nursing workforce planning and associated shortages in any country threaten the stability of the nurse workforce

Nurse staffing, education, & work environment are important individually and together in determining hospital mortality

- Surgical patients in hospitals with better nurse work environments have 13% lower odds on dying;
- Patients in hospitals with better staffing (two fewer patients per nurse) have 11% lower odds on dying;
- Patients in hospitals with better educated nurses (20% more BSNs) have 8% lower odds on dying.
- Surgical patients in hospitals that are better on all three have roughly 30% lower odds on dying.

Source: Aiken et al., JONA, 2008

CONTENT

- ❑ **The nursing workforce, international context**

- ❑ **RN4CAST: FP7-funded research on the nursing workforce**

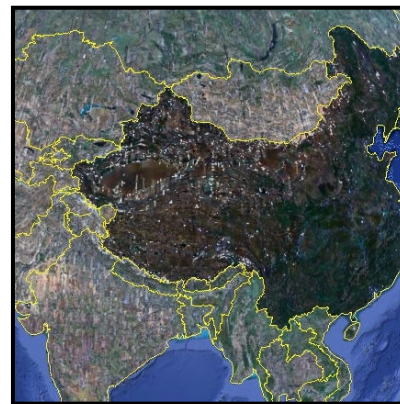
RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE THE SEVENTH FRAMEWORK PROGRAMME

- ❑ Framework 7: 2007-2013
- ❑ Theme Health:
 - “Research action to improve the health of European citizens and boost the competitiveness of health-related industries and businesses, as well as address global health issues.”
- ❑ FP7-Health
 - ❑ Health theme 3: Optimising the delivery of health care
 - ❑ 3.2. Quality, Efficiency and solidarity of health care systems, including transnational health systems
 - ❑ 3.2.4. Health care human resources planning in nursing

<http://cordis.europa.eu/fp7/>

RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE CALL

- ❑ RN4CAST: nurse forecasting In Europe
- ❑ Timeframe: 2009-2011
- ❑ Budget: 3 mio Euro
- ❑ Co-ordination
 - ❑ Co-ordinator: Walter Sermeus (Katholieke Universiteit Leuven)
 - ❑ Vice-coordinator: Linda Aiken (University of Pennsylvania)
- ❑ 15 (+1) partners: 11 (+1) European countries, USA, 3 ICPC countries



RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE OBJECTIVE

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

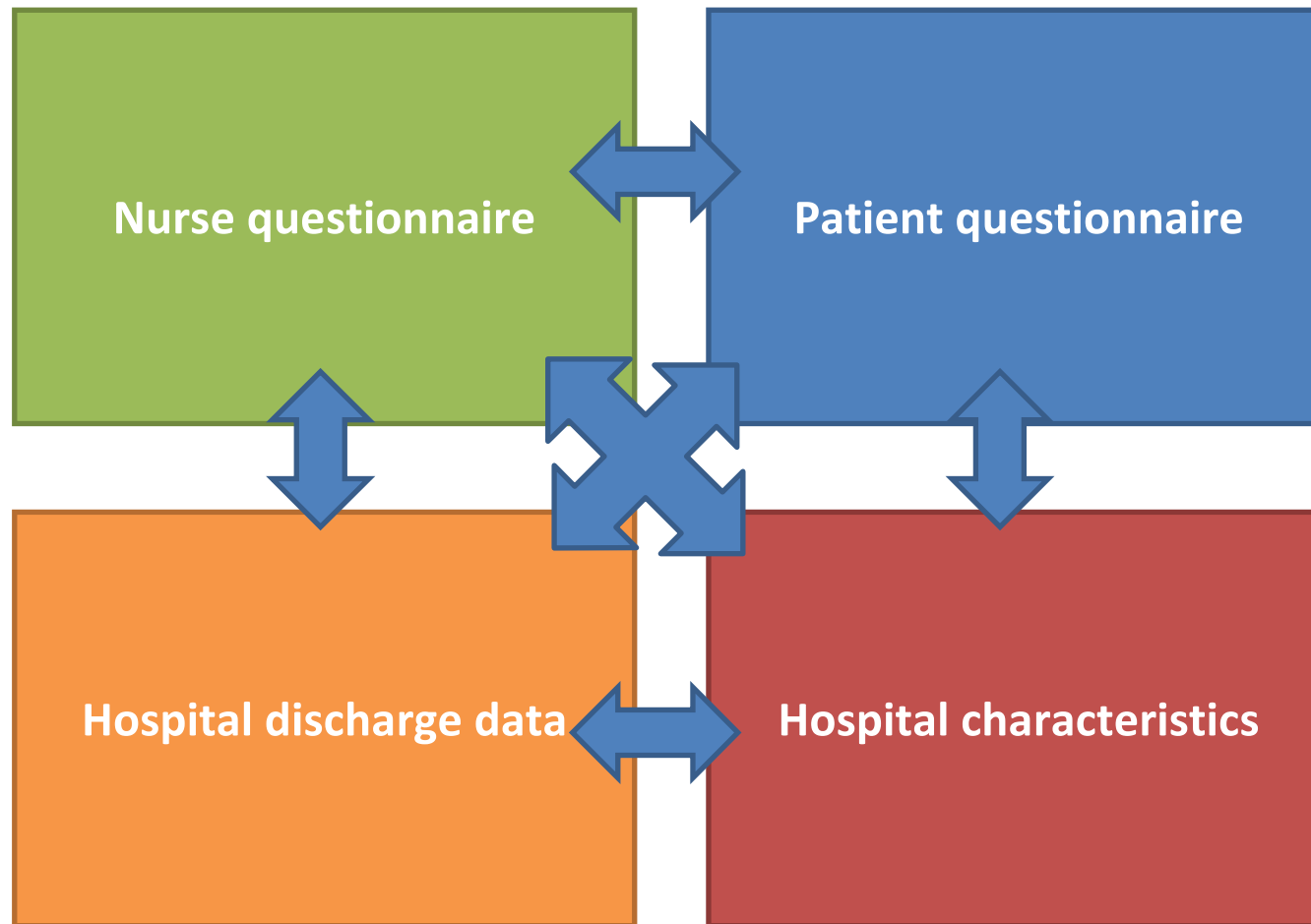
1. Various aspects of the nursing work environment
2. Impact of nurse deployment on recrutement, retention and productivity of nurses and on patient outcomes

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

RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE WP4 - 6 DATA COLLECTION

- Hospitals
 - Acute hospitals
 - At least 30 hospitals/country
- Nursing units
 - General medicine and surgery (cf. Kane et al., 2007)
 - At least 2 units/hospital
- Nurses
 - All nurses in direct patient care
 - Approximately 25 000 nurses will participate

RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE
WP4 - 6 DATA COLLECTION



RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE WP4 - 6 DATA COLLECTION

Nursing Questionnaire

- The nursing work environment
 - Factors influencing the nursing work environment, job satisfaction, intention to leave
- Quality and safety
 - Incidents, quality nursing unit and hospital
- Most recent shift
 - Number of patients cared for, non-nursing tasks,...
- Characteristics of nurses
 - Age, gender, migration, experience

RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE WP4 - 6 DATA COLLECTION

Patient questionnaire

- On one day
- Experiences
 - Care from nurses (respect,...)
 - Care from physicians (respect,...)
 - Hospital environment (cleanliness, calmness)
 - Pain management, information

RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE WP4 - 6 DATA COLLECTION

Hospital characteristics

- Type
- Patient activity
- Personnel deployment (nurses, physicians): number and qualification
- Personnel inflow and outflow
- Organisation and management of the nursing workforce

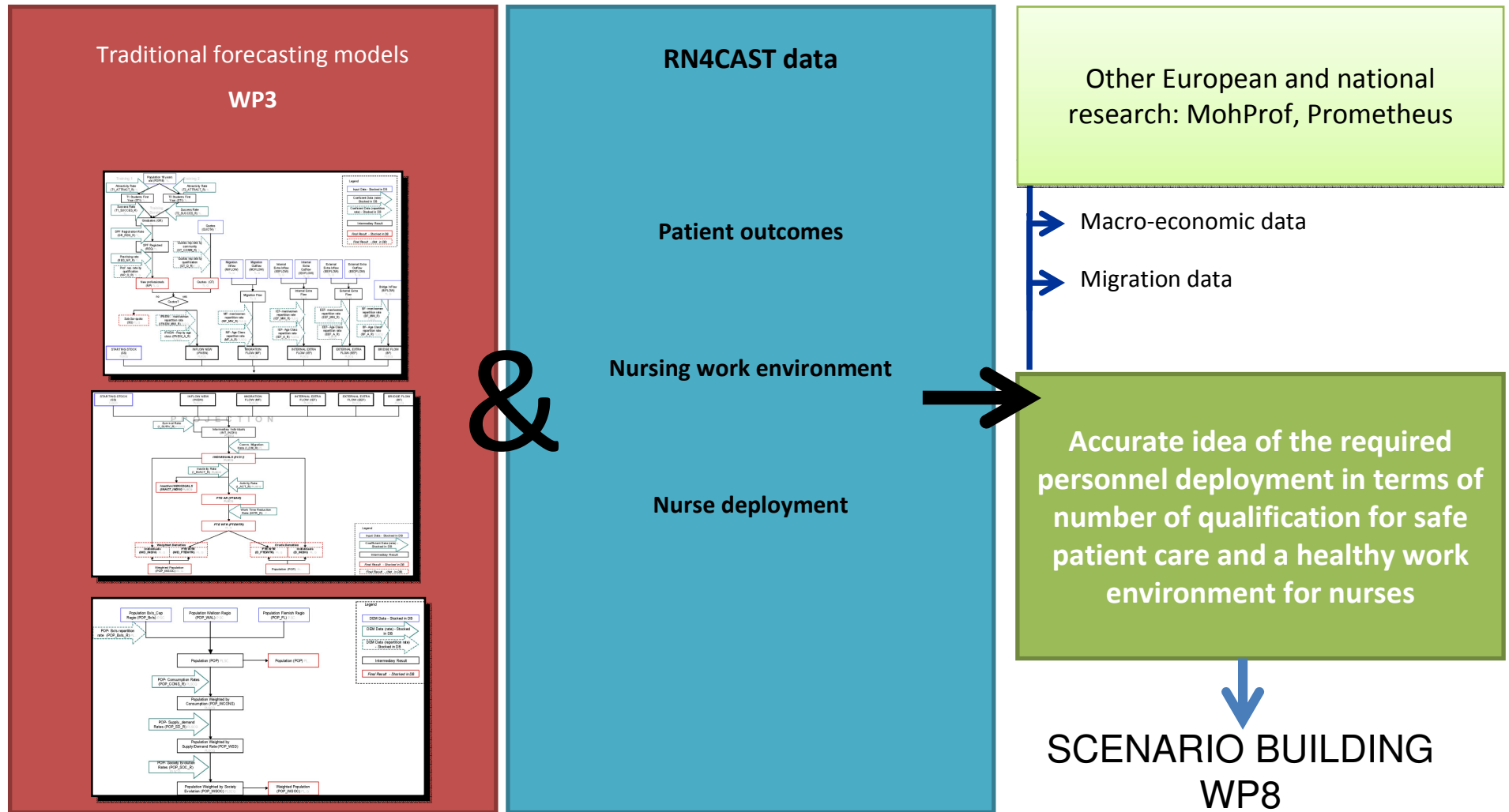
RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE WP4 - 6 DATA COLLECTION

Hospital discharge data

- Routinely collected hospital discharge data (i.e. hospital discharge datasets containing information about patient demographics, medical diagnoses & interventions
 - ICD-9, ICD-10
 - length-of-stay
 - discharge status (e.g. in-hospital mortality)
- Selection of adult medical/surgical patients
- Outcomes will include mortality, failure-to-rescue and adverse events (e.g. pressure ulcers, nosocomial infections)

RN4CAST: FP7-FUNDED RESEARCH ON THE NURSING WORKFORCE

EXPECTED RESULTS





THANK YOU

www.RN4CAST.eu
...-calendar-news-publications-partners-...

