ICU staffing to match patient need

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Nursing management
ICU workforce
Staffing ratio
Challenges in nursing management
Ensuring adequate nursing stuffing in the ICU is essential in providing high-quality patient care.(1)

Management in ICU

- Management of daily activities in ICU is challenging.
- Head nurses, shift leaders, intensivists – immediate and ad hoc decisions
What we really know about the content of the real clinical decision making?
Nurse staffing is one of several variables influencing patient safety.
Levels of education

- Vocational level
- Bachelor degree
- Master degree
- PhD
- Nursing specialisation
Patient characteristics

- Stability
- Complexity
- Vulnerability
- Resiliency
- Predictability
- Resource availability
- Participation in decision making
Setting criteria

- 1:1 – patient – nurse ratio

“Is this a dream for a lot of countries in the world??”
Nurse characteristics

- Clinical judgment
- Advocacy
- Response to patient uniqueness
- Collaboration
- Response to diversity
- Clinical inquiry
- Facilitator of learning
How to choose right person?

- Curriculum vitae
- Job interview
- Recruited from school
- Probation period?
Core values

Cooperation and results orientation

Loyalty and Integrity

Commitment to Quality

Responsibility
How to keep the right person?

- What motivation do you use?
Conclusion

- Commitment to quality
- Patient safety
- Cost benefit
Findings further suggest the need to study the impact of nurses-staffing levels on in-hospital mortality using unit level specific data.
See you in Brisbane, April 2016
One Step Further: The Pursuit of Excellence in Critical Care