

WORK STUDY

Mrs. Khalida Jabeen

This work-study was carried out to find the difference between assigning Nurses as per bed occupancy rate and as per physical dependency of the patients, and to compare the both with the standard norms (Nurse-Patient ratio) of International Council of Nursing (ICN).

Prior to this study six weeks observation work-study was conducted to find out the actual Nursing hours needed for totally dependent patients, partially dependent cases and independent in 24 hours in each ward. Accordingly Nursing Supervisors were assigned to observe the actual time spent by Nurses with each patient, the number of totally dependent / dependent and self cared case were equally divided among the shift Nurses in these wards. Continuous observation method was adopted round the clock by the observer Nursing supervisors to find out actual time spent by the Nurses with each patient doing Nursing job. This study excluded the transportation job of Nurses, like carrying patients to different departments for diagnostic and therapeutic procedures or taking blood samples to different laboratories and collecting supplies from the department. As according to current health research it is not productive or cost effective to use highly skilled professional Nurses to perform low skilled duties. Therefore, such job was assigned to the ward attendants.

On the basis of this information (Actual Nursing hours needed per patient and bed occupancy rate) the comparative study was conducted. Efforts have also been made to study the complexity of procedures, type of patients admitted in these wards. Their length of stay and quantum of services re-

quired.

This study will provide conceptual framework for orderly presentation of information regarding Nursing staff requirement as per bed occupancy rate and as per physical dependency of patients.

Objectives

1. To determine the number of Nurses required for Multidisciplinary wards.
2. To differentiate the required number of Nurses for multidisciplinary ward with standard norms of International Nurses Council (ICN)
3. To compare the standard norms with the number of Nurses needed as per bed occupancy rate.
4. To determine the number of Nurses needed as per required Nursing hours per patient for 24 hours in these wards and compare the standard norms and bed occupancy rate with required Nursing hours.

Target

[Though the author selected four pilot wards with multidisciplinary department with the bed capacity of 25 beds in each, we have taken only one ward due to the space constraints here].

MI = Internal Medicine, Gen. Medicine, Gastroenterology, Cardiology.

Nsg. Supervisor - 1

Shift Ward Inch. - 3

Shift Nurses - 12

Ward Attendant - 1

Methodology

This study is based on the information obtained from Hospital information system (HIS) for one year regarding bed occupancy rate, average length of stay and efficiency grade of each inpatient area. The study considered the norms (Nurse patient ratio) suggested by In-

ternational Nursing Council and also Nursing hours needed per patient per 24 hours of these multidisciplinary wards.

Ward MI.

Allotted No. of beds	25
Bed occupancy rate	22.95
Average stay days	5.1
Nurse patient ratio (ICN)	1.5 Per shift
Required Nursing Hours	3.4 hour per patient 24 hours
Efficiency grade	91%

1. Requisite No. of Nurses as per allotted bed x 3 shifts /

$$\text{Nurse patient ratio } \frac{25}{5} \times 3 = 15$$

2. Requisite No. of Nurses as per bed occupancy rate

$$\text{Nurse patient ratio } \frac{22.95}{5} \times 3 = 13.77 \\ = 14 \text{ Nurses}$$

3. Requisite No. of Nurses as per required Nursing hours per patient for 24 hours x No. of allotted beds

$$3.4 \text{ hours} \times 25 \\ = 85.0 \text{ Nursing hours} \\ 10.5 \text{ Nurses}$$

MI.

This inpatient area houses Internal medicine, General medicine, Cardiology and Gastroenterology. The bed occupancy rate was 22.95 beds occupied out of 25 (92%) and average length of stay 5.1. days. The manpower requirement was calculated as per bed occupancy rate (B.O.R.) as per Nurse patient ratio given by International



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Nursing Council (ICN) for non-teaching hospitals it was found that 14 Nurses were required for 25 patients in 24 hours as per B.O.R. and 15 Nurses as per norms given by ICN. Further, it was found the required Nursing hour per patient for 24 hours in above-mentioned discipline are 85 hours, which makes difference of 27 to 35 hours approximately. This study excluded the job of administrative / charge Nurse, domestic and transportation job of Nurses. While concluding, the requirement of Nursing manpower as per Nurse patient is 15 Nurses as per B.O.R. Nurses and as per required Nursing hours for such patients in these wards or 10.5 Nurses.

While assigning Nurses for such disciplines keeping in view Nurse patient ratio (ICN) for non-teaching hospitals, bed occupancy and required Nursing hours, the following factors need consideration. Physical layout of the hospital, the size and plan of the each clinical unit, multi storied building, or single storey with extensive field area such physical lay out needs more auxiliary staff for transportation of patients to different areas for diagnostic and therapeutic procedures. In super specialised hospitals where nature of procedures are complex and the departments are not equipped with supplies and equipments, Nurse- patient ratio will be more.

According to current health care research, it is not productive or cost effective to use highly skilled professional Nurses to perform low skilled duties. Therefore, the complex procedures need to be assigned to qualified Nurses, which should constitute 60% of Nurses' jobs, remaining 40% of jobs like domestic and transportation of patients need to be assigned to auxiliary staff. That will be cost effective and save technical manpower.

Since the Nurses are doing Non-Nursing jobs like maintaining of inventories and doing other administra-

tive jobs, it is important that a hospital should recruit one clerk cum administrative Nurse for each ward who will look after that job.

References:

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Reader's View

This letter was written by Ms. TK Adranvala, the great Nurse leader whom we lost on 29th November 2000, to Mr. A B Kulkarni, former Vice President, TNAI. This is being reproduced in her own handwriting. Her clarity of thoughts and concern are evident from this letter written on a post card.

Dear Mr Kulkarni

I am sorry for the delay in replying to your letter of Vashi Nagar. I am living here by the kindness of a friend and do not have any documents with me. This house has no connection with our house in Lonavla but you may if you wish contact Miss N.J. Balaporia G. 352 410, 401. to ask if any documents are available P.T.O.

I am sorry that I shall not be able to meet you I am stone deaf so not able to converse with any one

with best wishes
G.K. Flavannale



Mr Arvind Kulkarni

J N. 4 1602 Sector 10

Jahangar Vashi
Navi Mumbai

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