

Workforce Redesign in an Inpatient Acute Setting (WRIAS)

Cheryl Dickson – Senior Project Manager - Sustainability and Value Team

Tenny Mathew – Senior Charge Nurse - WGH

Agenda

- **Strategic Ambition and Background**
- **WRIAS Methodology and Approach**
- **Findings and Implementation**
- **Support and Training of Trainee AP**

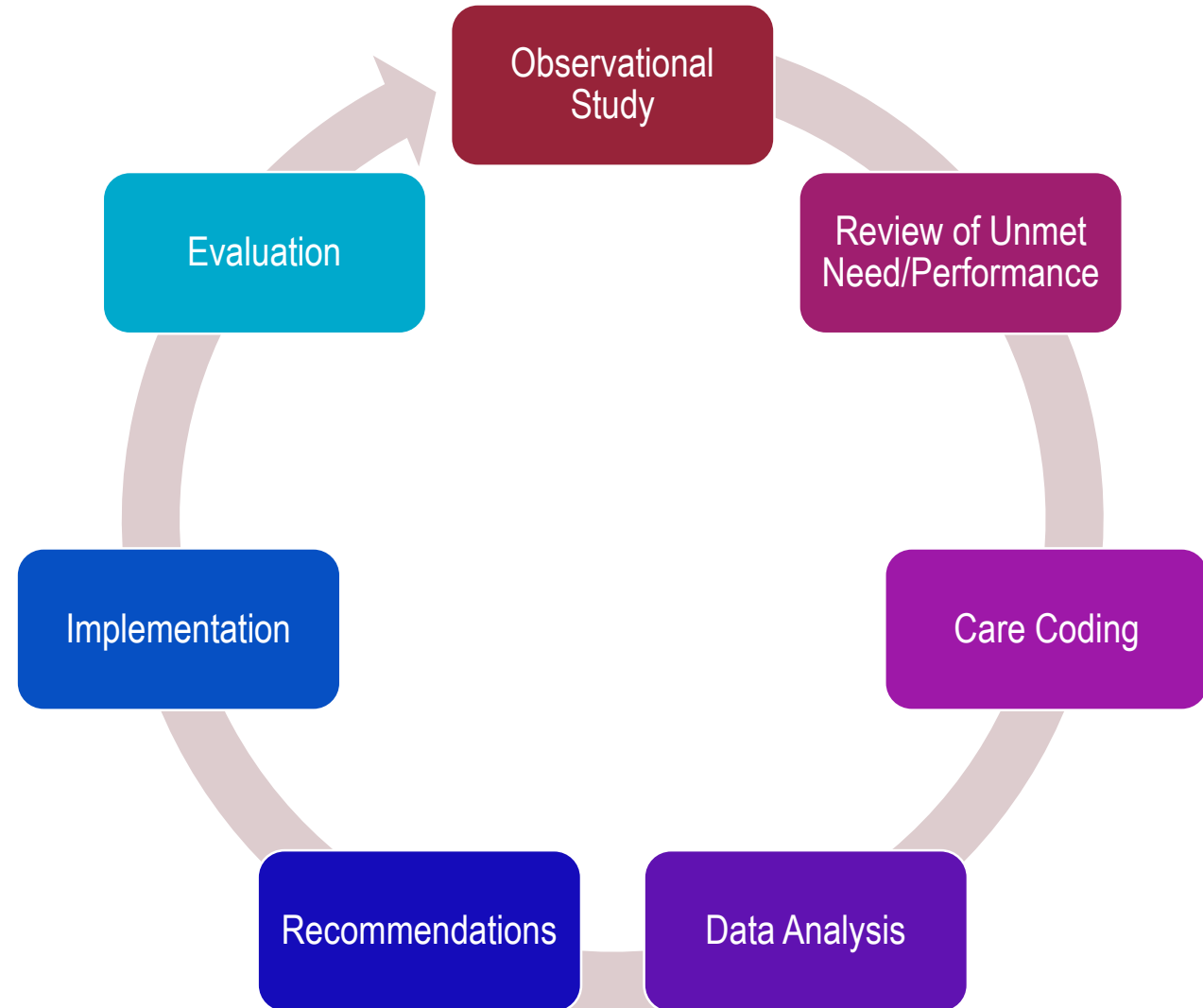
Strategic Ambitions

**Reinvigorate our
workforce**

**Maximise the professional
contribution of nurses and mi
dwives**

Approach

Ward 26 - WGH





Methodology



322HRS OBSERVED



2759 DATA ENTRIES



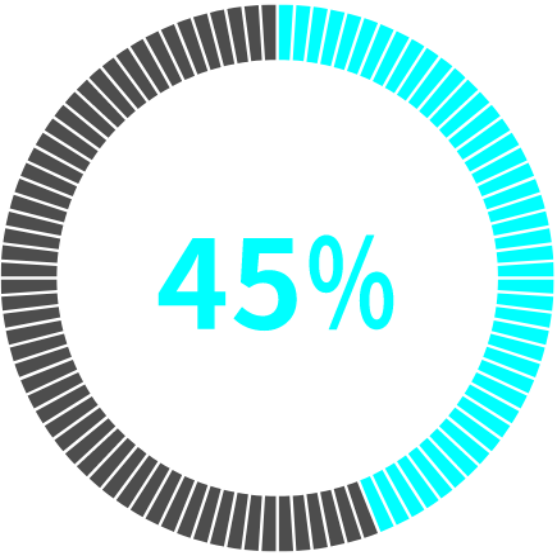
DATA COLLECTED - WORK
AS OBSERVED AND
UNMET NEEDS



CODING APPLIED IN
PARTNERSHIP WITH
CLINICAL EDUCATION



Results



Implementation

Band	Role	Current Establishment (WTE)	Future Proposed Establishment
2	Ward Clerk	1.00	1.00
2	Ward Assistant	1.00	1.00
2	CSW	10.43	10.43
4	Band 4 AP	0.00	4.00
5	RGN	19.95	15.96
6	CN	2.00	2.00
7	SCN	1.00	1.00

	RGN	NRN
Current	5	2.00
WRIPAS 20%	4	3.00

Support for Trainee AP



PDA TEAM (CET)



PERSONAL AND
ACADEMIC TUTOR



ONE WEEK
WORKPLACE
INDUCTION



CLINICAL MENTORS



REGULAR
EVALUATIONS AND
1:1



TRAINING AND
BUDDY
OPPORTUNITIES



SAFE DELEGATION
TRAINING FOR ALL
STAFF

Post PDA – CPD Plans

Advanced TRAK
Training

Person Centered
Care/Risk
Assessment

Patient Case
Loads

Nursing
Handover

Delegation of
tasks from RGN

MDT Meetings

Discharge
Planning

Developed Resources



HCSW SKILLS
MATRIX



HCSW L&D
BOOKLET



MENTORING
BOOKLET



COMMUNICATION
RESOURCES