

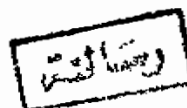
A STUDY TO DEVELOP MODELS FOR STAFFING VARIOUS IN-PATIENT UNITS AT NILE BADRAWI HOSPITAL

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CHAPTER I

INTRODUCTION

INTRODUCTION

Every country has to determine and establish it's own ideal health manpower pattern from time to time according to the increase of application of technology and medical advances. Also according to the changes of the socio-economic status of population and the political changes in the society, the standard of the health manpower resources play a big role for the effectiveness of the health care given.

Nurse staffing is the most important element of the manpower in hospitals and other care delivery system which are well known to the public and keenly felt by hospital administrators, consumers, physicians, and directors of nursing service. All share in the concern about nurse staffing and its relation to the spiraling cost of health service, the desired efficiency of the staff and the rendering of the health care which is acceptable in quality and therapeutic in its effect. (Aydellotte, 1973).

For most administrators, however, the primary indicator of demands is the inpatient census i.e. the number of patients occupying beds in the hospital units.

(Plummer, 1976), revealed that, the major influences on staffing in by gone days was the census with the generally accepted hypothesis that each patient or groups affected represented unequal amount of nursing care. But , as is well known bed occupancy is subjected to considerable day variability and is difficult to predict.

Charles and Gillott (1977) argued, that the amount of

care generated by the bed, depends on the degree of illness of the patient occupying it, that is, if it is occupied at all such variability makes prediction of occupancy and care-needs, subject to undesirable uncertainty and risk.

A commonly used rule is to provide approximately 3.5 hours of nursing care per patient per day (Wolfe and Young, 1965) Conceptually speaking, nursing practice delivery evolve from patient population that the staff serves. The type of nursing practice, the amount, and the time of its delivery are derived from the requirements of patient. A crucial problem is the response of the hospital facility, in terms of nursing resources, to the indication for care needs emanating from the patient himself. More important, the requirement for care varies widely from patient to patient, even the amount of care throughout his stay.

Actually the amount of care required on a nursing unit cannot be determined merely by the number of patients on the unit, but by the aggregate manpower load on the nursing service needed for each patient . (Dhew, 1978).

Plummer (1976) recent research suggested three vital elements for staffing a nursing department: 1) patient classification system based on patient, nursing needs; 2) monitoring of quality of care, and 3) an assessment of nursing workload.

Hearn, (1974) identified a methodology for relating patient's nursing needs to the nursing workload generated, and hence, prediction of staffing.

A more recent study was conducted by Moores and Moulton (1977) and demonstrated another use of nurse patient dependency, namely a diagnostic aid for identifying from which sources improvement of staff deployment are likely to come.

Definition of the problem:

The initial problem is the need for valid and reliable methods or models that hospital administrators and nursing service personnel can use to assess the use of nursing staff requirements by patient for nursing care and project their staffing needs on inpatient units for both, short and long term plans.

Specially that many hospital fail to fully utilize the available nursing skill to the maximum of each individual's avidity, by asking nurses to carry out routine activities that can be done by other, less skilled workers.

CHAPTER II

AIM OF THE STUDY

Aim of the study

The main concern of the present study is to determine how nursing personnel are being utilized in a private hospital.

The present study was undertaken in a private hospital to:-

- 1- Ascertain the nursing work load on the various patient units .
- 2- Establish appropriate nursing staffing patterns of the various inpatient units taking into consideration local circumstances .
- 3- Develop a patient classification for grouping them into care groups.

CHAPTER III

REVIEW OF LITERATURE