



Renal Workforce Planning Dietitians

PURPOSE

- To audit current renal dietetic staffing levels and service provision.
- To consult with all UK renal dietitians to produce national recommendations.

AUDIT DESIGN

Questionnaire sent to 84 renal units including satellite units, with a named Renal Nutrition Group member.

RESULTS

- 90% response rate
- Existing numbers and staff grades:

Chief (diff. grades)	13.85 wte
Senior I	108.65 wte
Senior II	23.8 wte
Basic grade	0.4 wte

- Average 1 wte: 314 patients
- Range 140 - 675 patients

CLINICS

- Average of 4.6 per unit
- Range 0-19 per unit
- 54.6% clinics have a dietitian present

SATELLITE UNITS

- 71% of renal units have satellite unit(s)
of which
- 26.5% have a designated dietitian
- 9.6% have no dietetic cover
- 7.2% telephone calls from the dietitian
- 6% supplied no information
- 21.6% provided a dietetic service (range 4.5 - 117 hrs/month, patient numbers of 20 - 204)

CONCLUSION

- Audit data shows a shortfall of dietitians to the main renal unit bases.
- The Renal Nutrition Group have now produced national recommendations for staffing.

RECOMMENDATIONS FOR STAFFING

Figures include any patient related activity but not data collection, team meetings, teaching, audit, resource development, research and CPD.

35 % non patient activity for a Senior I
30 % non patient activity for a Senior II
27 days annual leave
10 days study / sick leave

RECOMMENDATIONS

	New patients	Reviews
Pre dialysis / nephrology	1 hour for 1st appointment	6 hours per year
Haemodialysis	2 hours for 1st month	8 hours per year
Home HD		3 hours per year
CAPD	2 hours for 1st month	4 hours per year
Transplants	3 hours for 1st 3 months	2 hours per year
Inpatients	78 hours per bed per year	156 hours per bed per year

FUTURE DEVELOPMENTS

- National shortage of dietitians
- Dietetic assistants
- Dietetic Consultant posts
- Dietetic prescribing - phosphate binder
- Vitamin D analogues etc.
- Greater involvement in research
- NSF for Diabetes / CHD - joint DM / renal clinics
- H/T clinics
- Increase dietetic input into pre dialysis / nephrology clinics
- Dietetic led clinics
- lifestyle changes for pre dialysis / post transplant

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