



# Renal Workforce Planning Nursing

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## RECOMMENDATIONS FOR STAFFING

- Nurses were invited to contribute ideas and examples of good practice at two workshops held in October 2001
- Consensus of opinions was sought from nurses from all areas within the renal service
- This formed the basis of the following recommendations

## COMPETENCY LADDER

|            |   |
|------------|---|
| Level 8-10 | Senior registered practitioner/consultant nurse |
| Level 4-7  | Intermediate registered practitioner            |
| Level 4    | Newly registered nurse NVQ Level III            |
| Level 0-4  | Health Care Assistant                           |

## HAEMODIALYSIS

Factors to consider:

- An on call commitment
- Level of medical cover
- Provision of support to inpatient wards or ICU's
- Areas of good practice: e.g. anaemia management, vascular access management etc.

### Haemodialysis Main Centre

- 18 station dialysis unit, 3 patient shifts per day. Patient to staff ratio 3:1, 70:30 registered to unregistered. 20% added to WTE for annual leave, sickness etc.

| No. of staff per shift | Level of skills | WTE         |
|------------------------|-----------------|-------------|
| 1                      | 8-10            | 4.5         |
| 3                      | 4-7             | 13          |
| 1                      | 4               | 4.5         |
| 1                      | 0-4             | 4.5         |
|                        | <b>TOTAL</b>    | <b>26.5</b> |

### Haemodialysis Satellite Unit

- 18 station dialysis unit, 3 patient shifts per day. Patient to staff ratio 4:1, 50:50 registered to unregistered. 20% added to WTE for annual leave, sickness etc.

| No. of staff per shift | Level of skills | WTE       |
|------------------------|-----------------|-----------|
| 1                      | 8-10            | 4.5       |
| 1                      | 4-7             | 4.5       |
| 2                      | 4               | 8.5       |
| 1                      | 0-4             | 4.5       |
|                        | <b>TOTAL</b>    | <b>22</b> |

## PERITONEAL DIALYSIS

Factors to consider:

- 24 hour support
- Role of the PD nurse on the ward
- Outreach/community support with support to patients, carers and outside agencies
- Clinics
- Ethnicity of patients
- Geographical coverage
- Training and support for patients
- Adequate resources and staff to educate new patients

**Example of a PD unit caring for 100 patients providing the total care. Ratio of 1 member of staff to 20 patients.**

| No. of staff | Level of skills  | WTE               |
|--------------|------------------|-------------------|
| 1            | 8-10             | 1                 |
| 3            | 4-7              | 3                 |
| 1            | 4                | 1                 |
|              | <b>TOTAL WTE</b> | <b>6 inc. 20%</b> |

## NEPHROLOGY INPATIENTS

Factors to consider:

- General nursing care
- Biopsies
- Investigations and diagnostic procedures
- Palliative care
- Dialysis support
- Acute renal failure
- Multi-organ failure
- Respiratory support
- Older patient

| Level of nursing need | Level of skills | Ratio (staff to patient) |
|-----------------------|-----------------|--------------------------|
| Low                   | 4-7             | 1:4                      |
| Medium                | 6-8             | 1:3                      |
| Increased             | 8-10 or 7       | 1:2                      |
| High                  | 8-10            | 1:2 or 1:1               |

**Example of a 24 bedded nephrology ward with no High dependency area**

Ward divided into:

- 6 beds for low dependency patients
- 12 beds for medium dependency patients
- 4-6 beds for increased dependency patients

### Early shift

4-5 registered nurses  
2 health care assistants

### Late shift

4 registered nurses  
2 health care assistants

### Night shift

3 registered nurses

- 20% added to WTE for annual leave, sickness etc.

One less registered nurse per day shift during weekend days.

| Level of skills | WTE       |
|-----------------|-----------|
| 8-10            | 5         |
| 6-8             | 9         |
| 4-7             | 9         |
| 0-4             | 6         |
| Ward clerks     | 2         |
| <b>TOTAL</b>    | <b>31</b> |

## RENAL HIGH DEPENDENCY

- Ratio of 1 nurse to 2 patients or 1 nurse to 1 patient

**Example of a 4 bedded unit**

- 20% added to WTE for annual leave etc.

| Level of skills       | WTE |
|-----------------------|-----|
| 8-10 OR 7 if training | 10  |
| 0-4                   | 5   |

## TRANSPLANT WARD

Factors to consider:

- Kidney/pancreas transplantation
- Medical admission of a transplant patient
- Transplant biopsies
- Dialysis support

**Example of a 12 bedded transplant ward, performing 1-2 transplants per week.**

### Early shift

5 registered nurses  
1 health care assistant

### Late shift

3 registered nurses  
1 health care assistant

### Night shift

2 registered nurses  
1 health care assistant

- 20% added to WTE for annual leave, sickness etc.

| Level of skills | WTE       |
|-----------------|-----------|
| 8-10            | 3.5       |
| 4-7             | 8.5       |
| 4               | 5         |
| 0-4             | 5         |
| <b>TOTAL</b>    | <b>22</b> |

## FUTURE DEVELOPMENTS

- Renal National Service Framework
- Further development of Nurse Consultant posts
- Nurse prescribing
- Implementation of the 'Agenda for Change' by 2004

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