

Weisman Children's Rehabilitation Hospital (WCRH)

Administrative Manual

SUBJECT: Staffing Effectiveness

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PURPOSE:

WCRH uses data from clinical/service screening indicators and safety resource screening indicators to assess and continuously improve staffing effectiveness to facilitate positive patient outcomes and improved quality and safety of care.

POLICY:

WCRH is dedicated to serving children, adolescents and their families whose lives can be enhanced through physical, developmental and or cognitive rehabilitation. To this end the Hospital selects a minimum of four screening indicators, two clinical/service and two human resources indicators. The focus is on the relationship between human resources and clinical/service screening indicators, with the clear understanding that no one indicator, in and of itself, can directly demonstrate staffing effectiveness.

PROCEDURE:

1. The Safety Committee comprised of the Hospital Administrator, the Compliance Officer, the Nurse Executive, the Director of Inpatient Therapy Services, the Infection Control/ Employee Health Practitioner and will meet quarterly to assess staffing effectiveness.
2. The Safety Committee shall determine the indicators and the rationale for their selection. Clinical/Service Screening Indicators include:
 - Patient Satisfaction Surveys and
 - Drug Administration Errors.Safety Screening Indicators include:
 - Incident reports/ incidents from staffing
 - Events with nurse staffing below target HPPD
 - Unplanned transfers related to staffing issue
 - Cancelled therapies based on staffing issue
3. Data will be based on information collected from the Inpatient Program. This information will be collected once a quarter by the Compliance Officer and will be reviewed at the quarterly Safety meeting.
4. The Safety Committee analyzes data to identify potential staffing effectiveness issues when performance varies from ranges of desired performance and improvement goals.
5. Based on the data, the Committee will determine areas of priority and make recommendations for a plan of action when deficiencies are identified. This will be reported to the Performance Improvement Committee on a quarterly basis.
6. The Safety Committee reports annually to the leaders on the aggregation and analysis of data related to staffing effectiveness and any actions taken to improve staffing effectiveness.

Administrator