

NR.5.3.17.) staff providing care to patients are evaluated at the time they begin providing care before the probationary or orientation period is completed. This evaluation of necessary skills, and knowledge and desired work behaviors, is carried out by the department or service to which the staff member is assigned, before or at the time of starting to perform work responsibilities. Ongoing evaluation ensures that training occurs when needed or at least annually and that the staff member is able to assume new or changed responsibilities.

NR.6 Sufficient nurses are available to meet the needs of patients.

NR.6.1 The nursing director develops a staffing plan that maintains an adequate staffing level in all nursing units.

NR.6.2 The staffing plan identifies an evidence-based estimation of the number of staff needed per shift, considering all relevant factors (e.g., patient acuity, patient care hours, size of the hospital, scope of services provided).

NR.6.3 Nursing staff are allocated according to the skill level, qualifications, patients volume and acuity, and in accordance with laws and regulations and nursing licensing boards.

Standard Intent:

Appropriate and adequate staffing is critical to patient care, Staff planning is carried out by department/service leaders. The planning process uses recognized evidence-based methods for determining levels of staffing. For example, a patient acuity system is used to determine the number of licensed nurses with pediatric intensive care experience to staff a 10-bed pediatric Intensive care unit. The staffing plan is written and identifies the number and types of required staff and the skills, knowledge, and other requirements needed in each unit, and is based on patient volume and patient acuity.

NR.7 The nursing department provides regularly updated work schedule.

NR.7.1 There is a nursing scheduling policy that defines:

NR.7.1.1 Duration of working shifts (e.g., 12 hours, or 8 hours).

NR.7.1.2 Assignment of overtime when needed.

NR.7.1.3 On-call requirements.

NR.7.1.4 Vacation schedules.

NR.7.1.5 Method for approving change of schedule.

NR.7.1.6 Participation in education/training activities.

NR.7.1.7 Participation in designated committees, departmental meetings, and quality improvement activities.

NR.7.2 The work schedule provides an adequate number of staff on every shift.

Standard Intent:

The nursing staffing plan should ensure adequate staffing with pre-identified skills mixture all the times according to the mission and scope of service. Vacancy rates, staff