**Company: Aneurin Bevan University Health Board**

**Contact: Izabela Spernaes**

**Briefly describe the idea or problem and discuss why this project is relevant and timely.**

District Nursing Principles’ have been established in recent years by the Chief Nursing Officer and Executive Directors of Nursing within Wales. These principles are interim measures to support the planning of demand and capacity in the community setting in preparation for a more robust amendment to the law on safe nurse staffing levels, in line with those already established for inpatient units.

ABUHB have sought to introduce these principles across our 24 teams and, in doing so, have identified significant variation in the ways in which District Nursing teams deliver services. This includes the volume of referrals / demand for different case types, the length of time patients remain on caseloads, the size of teams, and the utilisation of different skill mixes.

Added to this, the recent commissioning of a scheduling tool (Malinko) means that meaningful data on service demand and capacity is now also more accessible.

**What are the specific aims of this project?**

To review variation in demand and capacity within District Nursing to optimise the deployment of resources across Gwent and / or make a case for additional investment.

Report detailing the variation between teams and identifying opportunities to improve service delivery based on demand management and patient safety indicators. The report should highlight opportunities to deploy existing resources more equitably (i.e. move staff from one team to another); employ a more sustainable skill mix based on demand (i.e. more Healthcare Support Workers); and / or indicate where either investment may be needed or demand may need to be curtailed in line availability of resources.

Demand & capacity toolkit, by which latest data on population demographics, current staffing information and demand / activity information can be fed in and an optimum skill mix model can be generated – indicating any adjustments needed to existing staffing models.

**What specific methodologies/skills/software are most important for this project?**

Analysis of referral / activity data, staffing information and population profiles to assess variation across teams (weighted by population dependency). Comparison of initial analysis outcomes with defined District Nursing Principles to assess the most practicable deployment / redeployment of resources across teams.

Data analytics software (R/SAS/Python), advanced user of Microsoft Excel and PowerPoint. Competent in use of modelling software as deemed necessary.

**Do you envisage any barriers that may impact on the objectives of this project? For example, availability or access to data based on the current pandemic/working from home.**

Mainly working from home/University with Teams calls and sporadic face to face meetings in Llanarth House, Newbridge. Opportunity to hot desk in Llanarth House, Newbridge, alongside Professional Nursing, Business Intelligence and Finance Directorates as required.

This project may require access to a range of datasets:

* Staffing / Finance data readily available via ESR and Oracle Finance Systems
* Population / demographic data available via ONS, Stats Wales and NWIS
* District Nursing Caseload Data currently available from excel-based scheduling tool
* Detailed referral and activity information available from Malinko Scheduling Team for 5 teams in Newport (pilot sites). This will allow early creation of models which may then be expanded as other teams commence using tools and build datasets. All teams planned to be fully operational by end of July 2021.
* Patient safety information (i.e. incidents, complaints, etc.) available via DATIX System

**Is the project suitable for a part-time student?**

Yes