National Surgical Nursing Education & Training Needs Report

2019

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In November 2019, the Office of the Nursing and Midwifery Services Director (ONMSD), the National Clinical Programme for Surgery (NCPS), the National Clinical Programme for Trauma and Orthopaedics (NCPT&O) and the National Clinical Programme for Anaesthesia (NCPA) collectively undertook a national survey to identify the education and training needs of nursing, along with capturing the profile of the workforce for nursing, healthcare assistants and multi task attendant staff in the surgical departments in acute hospitals in the Republic of Ireland. This survey was undertaken to meet the Health Service Executive (HSE) plan 2019 "to strengthen the capacity and capability within nursing and midwifery by developing and delivering targeted programmes to enhance frontline clinical leadership and practices such as providing specialist courses to support clinical nurse/midwife specialists and advanced nurse/midwife practitioners in key speciality areas and sponsoring health service employees to train as nurses (NSP, 2019 P.26).

Surgical nursing has developed over the years to include a wide variety of surgical sub-specialties where nursing staff are responsible for assessing, planning, implementing and evaluating care and providing assistance during the pre, peri and post-operative period. The Surgical Specialty is an area where the registered nurse works within a multidisciplinary team with other health care professionals.

The ONMSD supports the development and delivery of targeted education programmes and initiatives to enhance frontline clinical leadership and practice as well as providing programmes to support clinical nurses and midwife specialists and advanced nurse and midwife practitioners in key specialty areas.

It gives me great pleasure to support the publication of this report which will act as a useful guide to inform future education, training, and continuous professional development to meet the needs of nurses working in surgical areas.

I wish to acknowledge the leadership and dedication of the Nurse Leads for the Surgical & Anaesthesia Clinical Programmes along with the collaborative engagement and support of other key stakeholders (Section 8 Acknowledgements) in bringing this report to fruition.

Signed:

…………………………………….

Dr. Geraldine Shaw

Introduction

In November 2019, the Office of the Nursing and Midwifery Services Director (ONMSD), the National Clinical Programme for Surgery (NCPS), the National Clinical Programme for Trauma and Orthopaedics (NCPT&O) and the National Clinical Programme for Anaesthesia (NCPA) collectively undertook a national survey to identify the education and training needs of nursing, along with capturing the profile of the workforce for nursing, healthcare assistants and multi task attendant staff in the surgical departments in acute hospitals in the Republic of Ireland. This survey was undertaken to meet the Health Service Executive (HSE) plan 2019 "to strengthen the capacity and capability within nursing and midwifery by developing and delivering targeted programmes to enhance frontline clinical leadership and practices such as providing specialist courses to support clinical nurse/midwife specialists and advanced nurse/midwife practitioners in key speciality areas and sponsoring health service employees to train as nurses (NSP, 2019 P.26).

Surgical care is a vital component of our health service and is basically divided into two categories, scheduled and unscheduled. Surgical care is concerned with the treatment and management of acute injuries, diseases and illnesses and encompasses the entire perioperative patient journey. There are many specialities involved in surgery including but not limited to anaesthesia, general, orthopaedic, cardiothoracic, genitourinary. .

Surgical nursing has developed over the years to include a wide variety of surgical sub-specialties where nursing staff are responsible for assessing, planning, implementing and evaluating care and providing assistance during the pre, peri and post-operative period. The Surgical Specialty is an area where the registered nurse works within a multidisciplinary team with other health care professionals. With 469,117 surgical procedures conducted in Republic of Ireland in 2019 (HIPE DATA), it is essential for nurses working in surgical areas to feel supported in achieving the competencies and skills required to ensure delivery of safe effective care to patients. This is also important for job satisfaction and personal development of the nursing profession. . Based on survey findings a suite of post graduate foundation and continuing professional development programmes will be explored for development to meet the needs of nurses working in pre, peri and post-operative nursing practice.

The ONMSD Strategic Plan (2019-2021) supports the development and delivery of targeted education programmes and initiatives to enhance frontline clinical leadership and practice as well as providing programmes to support clinical nurses and midwife specialists and advanced nurse and midwife practitioners in key specialty areas.

Survey Design & Methodology

The surgical nursing training and education needs analysis survey 2019, was based on the Emergency Medicine Training and Needs Analysis (2013), but amended to suit the speciality. The survey was signed off by the established perioperative nursing/midwifery groups in the country before being tabled at the Chief Directors of Nursing and Midwifery Forum, where it was suggested to pilot the survey tool in a model 3 and model 4 hospitals.

Following discussions with the standalone Obstetric hospitals, it was decided that due to the specific speciality staffing requirements of these hospitals it was agreed that this survey was not suitable to reflect their nature.

Following successful pilot in St Vincent's University Hospital and Midland Regional Hospital Tullamore, the survey was amended from pilot feedback and was circulated to all hospitals providing perioperative care in Ireland (n=41) in September 2019.

There were three main focal points included in the design of this education and training survey:

- Educational attainments of the current nursing workforce.
- The future educational requirements of nurses caring for surgical patients in the acute hospital sector in the republic of Ireland.
- The expanded role of the nurse in the surgical care of the patient.

The survey was issued to 41 HSE and s38, in the Republic of Ireland. Each hospital was requested to complete one survey for the following clinical areas:

- pre-Admission units
- day surgery units
- day of surgery admission areas
- All surgical wards
- operating departments and recovery rooms,

Hospitals were given 4 weeks to complete their survey and asked to return them by 18th October 2019. Private hospitals were not included.

The survey was designed on this basis with point in time for data being 1st July 2019. The circulation of the survey was conducted between September and December 2019. Due to the COVID-19 pandemic, data input and analysis commenced in August 2020

Where data was absent, incomplete or required clarification, contact was made to follow up with individual sites.

Validation of data was further enhanced by cross checking returned surveys with the ONMSD records for clinical nurse specialists and advanced nurse practitioners.

The report was drafted by the National Clinical Programmes for Surgery and for Anaesthesia, and approved by the Office of the Nursing and Midwifery Service Director.

Limitations

1. It was expected that each hospital would return 1 survey for operating department, 1 survey for PAU (where applicable), 1 survey for DOSA (where applicable), and 1 survey for day services and 1 for each surgical ward. With the survey being sent to 41 hospitals, the minimum number of surveys returned was approximated at 164 (4 surveys x 41 hospitals).

2. Due to different models and sizes of hospitals in the republic of Ireland, it was challenging to ascertain exactly the amount of surveys due to be returned (see point 1.), the expected number of surveys to be returned from surgical ward areas, but ultimately 183 surveys were returned in total from 41 hospitals.

3. With only 7 surveys being returned for individual DOSA areas, further investigation established that DOSA areas in some sites form part of another clinical area e.g. ward, theatre in some sites.

4. Specialist and advanced roles were cross checked with the ONMSD database and there was found to be discrepancies. It is assumed that data returned from clinical sites was correct at the time of completion.

5. This report is a snap shot in time for July 1st 2019, this should be interpreted as such

Summary of findings

Structures

- **Pre admission unit:** there were 31 pre admission units identified nationwide, 8 in a model 4 hospital, 14 in a model 3 hospital and 9 in a model 2 hospital
- **Day surgery:** there were 24 Day surgery units identified nationwide, 5 in a model 4 hospital, 16 in a model 3 hospital and 3 in a model 2 hospital
- **Day of surgery admission (DOSA):** there were 8 DOSA areas identified nationwide ,5 in a model 4 hospital, 2 in a model 3 hospital and 1 in a model 2 hospital
- **Surgical ward**: there were 78 surgical wards identified nationwide, 42 in a model 4 hospital, 30 in a model 3 hospital and 16 in a model 2 hospital
- **Operating Department:** there were 36 identified Operating departments nationwide ,8 in a model 4 hospital, 17 in a model 3 hospital and 11 in a model 2 hospital

Staff profile

- **Staff nurses:** total number of approved staff nurses nationally 3093.3. total number of in post staff nurses nationally 2912.3
- **CNM1:** total number of approved CNM1 nationally 197.4 total number of in post CNM1 nationally 168.8

- **CNM2:** total number of approved CNM2 nationally 315.5 total number of in post CNM2 nationally 296.7
- **CNM3:** total number of approved CNM3 nationally 47.6 total number of in post CNM3 nationally 47.1
- **CNS:** total number of approved CNS nationally 157.95 total number of in post CNS nationally 147.12
- **Candidate and Registered ANP**: total number of approved ANP nationally 20 total number of in post ANP nationally 20
- **Clinical facilitator:** total number of approved Clinical facilitator nationally 26.1 total number of in post Clinical facilitator nationally 23.1
- **Discharge co-ordinator:** total number of approved Discharge co-ordinator nationally 29.4 total number of in post Discharge co-ordinator nationally 24.8
- **Practice development:** total number of approved Practice development nationally 20.3 total number of in post Practice development nationally 15.5
- **Practice facilitator ADON:** total number of approved Practice facilitator ADON nationally 19.6 total number of in post Practice facilitator ADON nationally 17.5
- **Audit nurses:** total number of approved Audit nurses nationally 10.4 total number of in post Audit nurses nationally 8.04
- **Health care assistants/Multi task attendants:** total number of approved Health care assistants/Multi task attendants nationally 581.54 total number of in post Health care assistants/Multi task attendants nationally 470.99
- **Ward clerk:** total number of approved Ward clerk nationally 135.04 total number of in post Ward clerk nationally 115.24

Nursing staff qualifications

- **Pre admission unit:** total staff working in post in pre admission units 84.08
  - **Degree:** of the total staff working in pre admission 28 have a degree
  - **PG Cert:** of the total staff working in pre admission 24.5 have a PG Cert
  - **Diploma & Higher Diploma:** of the total staff working in pre admission 27 have a Diploma & Higher Diploma
  - **Masters or working towards a Masters:** of the total staff working in pre admission 4 have a Masters or working towards a Masters
  - **Management qualification:** of the total staff working in pre admission 16.8 have a Management qualification

- **Day surgery** total staff working in post in day surgery units 255.33
  - **Degree:** of the total staff working in day surgery units 152.6 have a degree
  - **PG Cert:** of the total staff working in day surgery units 66 have a PG Cert
  - **Diploma & Higher Diploma:** of the total staff working in day surgery units 33 have a Diploma & Higher Diploma
  - **Masters or working towards a Masters:** of the total staff working in day surgery units 8 have a Masters or working towards a Masters
  - **Management qualification:** of the total staff working day surgery units 23.5 have a Management qualification

- **Day of Surgery Admission Area:** total staff working in post in day of surgery admission area 15.97
    - **Degree:** of the total staff working in day of surgery admission area 6 have a degree
    - **PG Cert:** of the total staff working in day of surgery admission area 9.5have a PG Cert
    - **Diploma & Higher Diploma:** of the total staff working in day of surgery admission area 2.2 have a Diploma & Higher Diploma
    - **Masters or working towards a Masters:** of the total staff working in day of surgery admission area 0 have a Masters or working towards a Masters
    - **Management qualification:** of the total staff working day of surgery admission area 3 have a Management qualification

- **Surgical wards:** total staff working in post in surgical wards 1701.14
    - **Degree:** of the total staff working in surgical wards 1040.9 have a degree
    - **PG Cert:** of the total staff working in surgical wards 145.5 have a PG Cert
    - **Diploma & Higher Diploma:** of the total staff working in surgical wards 363.3 have a Diploma & Higher Diploma
    - **Masters or working towards a Masters:** of the total staff working in surgical wards 63 have a Masters or working towards a Masters
    - **Management qualification:** of the total staff working surgical wards 75.5 have a Management qualification

- **Operating department:** total staff working in post in operating departments 1361.2
    - **Degree:** of the total staff working in operating departments 763.7 have a degree
    - **PG Cert:** of the total staff working in operating departments 242.5 have a PG Cert
    - **Diploma & Higher Diploma:** of the total staff working in operating departments 521.3 have a Diploma & Higher Diploma
    - **Masters or working towards a Masters:** of the total staff working in operating departments 91.7 have a Masters or working towards a Masters
    - **Management qualification:** of the total staff working in operating departments 141.2 have a Management qualification

On site provision of formal induction/orientation programme
- **Pre Assessment nursing**
    - 7 clinical areas offer a formal induction/orientation programme in pre-assessment nursing care
    - Of these 7 clinical areas 1 was competency based

- **Surgical ward nursing**
    - 63 clinical areas offer a formal induction/orientation programme in surgical nursing care

- Of these 63 clinical areas 38 were competency based

- **Theatre**
    - 28 clinical areas offer a formal induction/orientation programme in peri-operative nursing care
    - Of these 28 clinical areas 23 were competency based

- All of the programmes delivered were of varying duration

Provision of Foundation education programmes
- **Surgical ward**
    - 10 of the 41 hospitals offer a foundation programme in surgical ward nursing care
    - Of these 10, 5 were competency based

- **Theatre**
    - 8 of the 41 hospitals offer a foundation programme in peri-operative nursing care
    - Of these 8, 5 were competency based.

Requirement for National foundation education programmes
- **Surgical ward nursing**
    - 108 (93.1%) out of 116 relevant clinical areas feedback the need for a National foundation education programme in surgical nursing care
    - Of these 108, 36 (33.3%) respondents indicated a requirement to include the care of the paediatric patient
- **Theatre**
    - 25 (69.4%) out of 36 relevant clinical areas feedback the need for a national foundation education programme in peri-operative nursing care
    - Of these 25, 19 (76%) respondents indicated a requirement to include the care of the paediatric patient

1.0 National Overview

1.1 National Hospital Profile and Survey returns

The following outlines the profile of hospitals and number of surveys returned for each surgical area.

Figure 1. National nursing survey returns via hospital group

Total: 184 Surveys from 41 hospitals
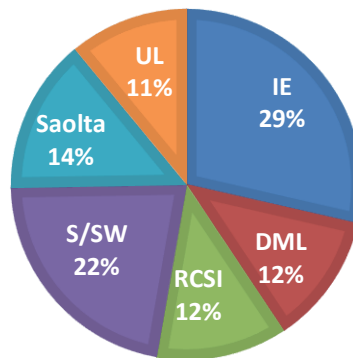
The classification of hospitals is from Acute Medicine Model of Care 2010 (Ref)

Figure 2. National nursing survey returns IE HG

(Total =52)
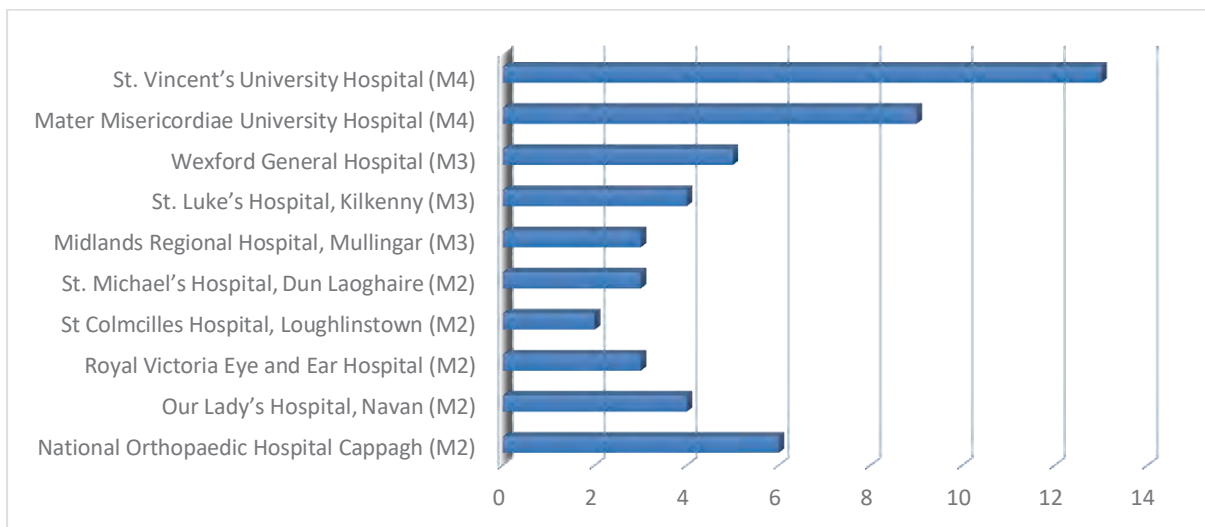
Figure 3. National nursing survey returns DM HG
(Total =22)

Figure 3 bar chart:
- Tallaght University Hospital (M4): ~7
- St. James Hospital (M4): ~2
- Naas General Hospital (M3): ~3
- Midlands Regional Hospital, Portlaoise (M3): ~4
- Midlands Regional Hospital, Tullamore (M3): ~4
- St Lukes Hospital Rathgar M2): ~1
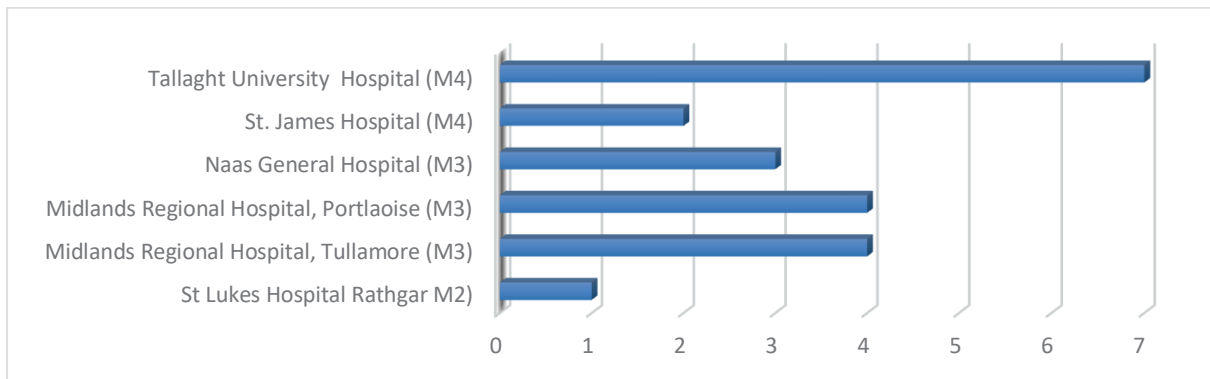
Figure 4. National nursing survey returns RCSI HG
(Total =23)

Figure 4 bar chart:
- Beaumont Hospital (M4): ~6
- Connolly Hospital, Blanchardstown (M3): ~5
- Cavan General Hospital (M3): ~4
- Our Lady of Lourdes Hospital, Drogheda (M3): ~7
- Louth County Hospital (M2): ~1
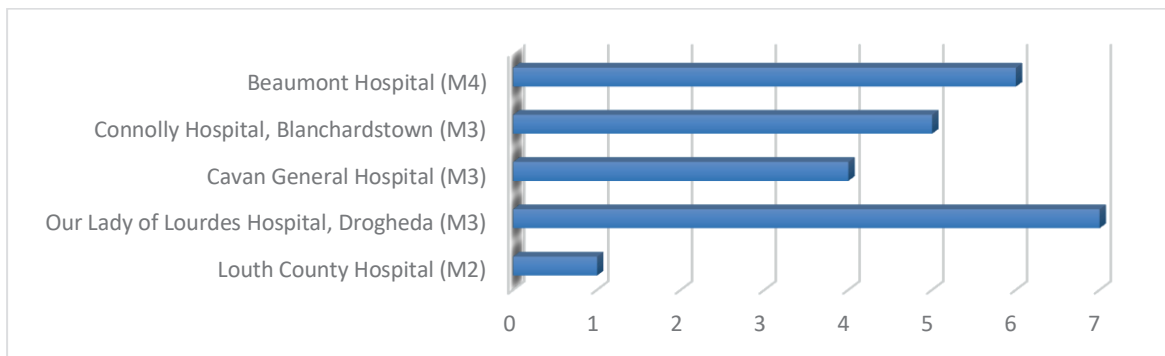
Figure 5. National nursing survey returns SSWW HG
(Total = 40)

Figure 5 bar chart:
- Cork University Hospital (M4): ~3
- University Hospital Waterford (M4): ~6
- Mercy University Hospital (M3): ~4
- Tipperary University Hospital (M3): ~5
- University Hospital Kerry (M3): ~4
- South Infirmary Victoria University Hospital (M2): ~8
- Mallow (M2): ~3
- Lourdes Orthopaedic Hospital Kilcreene (M2): ~4
- Bantry General Hospital (M2): ~1
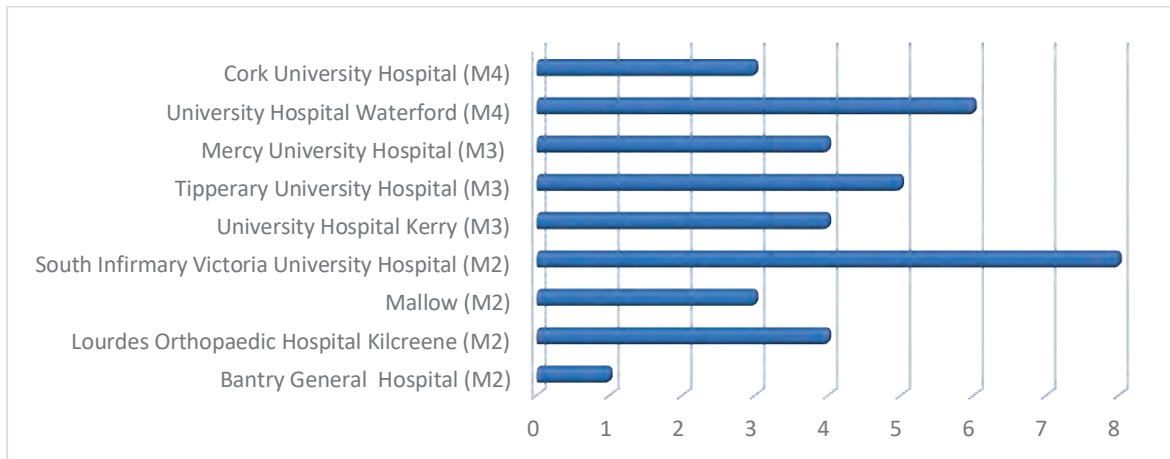
Figure 6. National Nursing Survey returns Saolta HG
(Total 26)
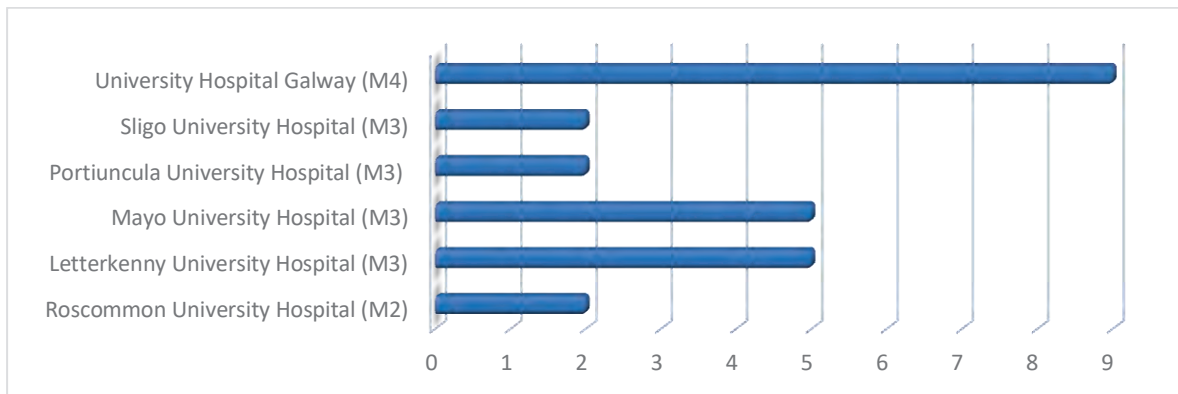
Figure 7. National nursing survey returns UL HG
 (Total = 22)
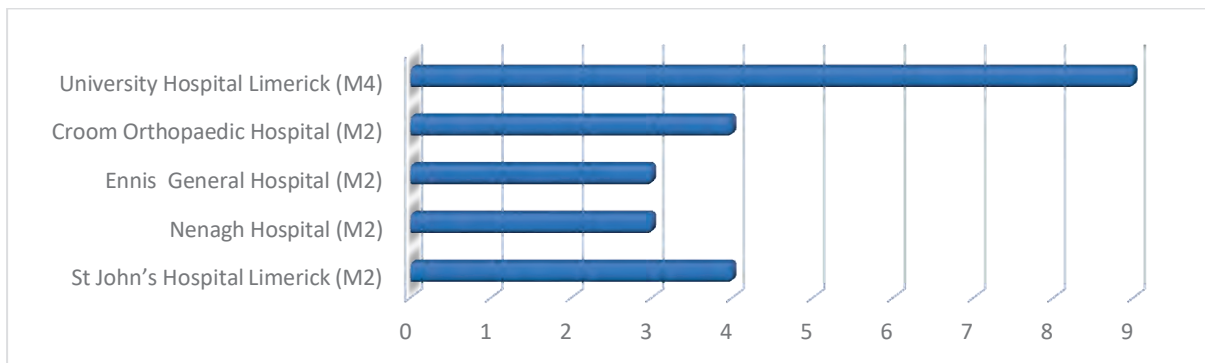
1.2 National Nursing Staff Profile

The findings from the nursing staff profile data was collected and is presented in Table 1. This reflects whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019.

Table 1. National Nursing Survey – Profile Data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	3093.3	197.4	315.5	47.6	3653.8
In Post WTE	2912.3	168.8	296.7	47.1	3424.9
Difference	181	28.6	18.8	0.5	228.9

1.2.1 National Nursing Staff Education & Qualifications

Each service in the 41 hospitals were asked to identify the nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, Nursing Management.

The overall findings are illustrated in Figure 8.   The findings per nursing grade are detailed in Table 2.

Figure 8. Education and qualification profile of the national nursing staff (all grades) profile (Total= 3425)

Table 2. National Nursing Staff Education and Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3	
	Total	% of total staff Nurse in post	Total	% of total CNM1 in post	Total	% of total CNM2 in post	Total	% of total CNM3 in post
Degree	1789.5	61.4	81	48	108.3	36.5	17.4	37
PG Cert	369.9	12.7	22.5	13.3	85.5	28.8	9.9	21
Diploma	390.2	13.4	21	12.4	35	11.8	1	2.1
Higher Diploma	389	13.4	55.5	32.9	105.8	35.7	10	21.2
Medicinal Prescribing	9	0.3	3	1.8	7	2.4	0	0
X-Ray prescribing	0	0	1	0.6	4	1.3	0	0
Masters	76	2.6	17	10.1	38	12.8	15	31.9
Working towards a MSC	25	0.8	7	4.1	11	3.7	2	4.2
Systems Improvement techniques	14	0.5	12	7.1	24	8.1	6	12.7
Management qualification	76.8	2.6	41	24.3	119.3	40.2	22.9	48.6

1.2.2 National Specialist nursing staff profile

The specialist nursing staff profile data was collected from each area using the number of whole time equivalents (WTEs) additional staff approved and in post on 01/07/2019. A number of role titles were provided to clinical sites as well as 'CNS other'. These were separately reviewed and only roles attributed to a surgical speciality are included Table 3.

Table 3. National Clinical Nurse Specialists in a surgical specialty profile

Role Title	Approved	In-post	Difference
CNS Stoma Care	15.6	15.6	0
CNS Tissue Viability	17.85	19.65	+1.8
CNS Colorectal surgery	18.6	17.1	1.5
CNS Plastic surgery	2	2	0
CNS Breast Care/Surgery	26	24.77	1.23
CNS Urology	12.3	12.3	0
CNS Fracture Liaison	4.6	4.5	0.1
CNS ENT	4.8	3	1.8
CNS Arthroplasty	4.4	4.4	0
CNS Pre- Assessment	8.8	6	2.8
CNS Gynaecology	1	1	0
CNS Ophthalmology	6	6	0
CNS Pain	6	6	0
CNS Vascular	3	2	1
CNS Tracheostomy	1	1	0
CNS Orthopaedic	1	1	0
CNS Oncology	3	3	0
CNS Hepato-Biliary	4	4	0
CNS Head & Neck	2	1	1
CNS Endocrinology	1.5	1	0.5
CNS Paediatric Surgery	2	2	0
CNS Bone bank	1	0.5	0.5
CNS Upper GI Surgery	1.5	1.5	0
CNS Enhanced Recovery After Surgery	1.5	1.5	0
CNS Ilizarov	1	1	0
CNS Liver Transplant	4.5	4.5	0
CNS Urodynamic's	1	0.8	.2
CNS Spleen Pancreas Kidney transplant	2	0	2
TOTAL	**157.95**	**147.12**	**10.83**
Total Specialist workforce approved as % of total nursing staff approved			3.4%
Total Specialist workforce as % of total Nursing staff in post			3.5%

Note: Same or similar role titles added together

1.2.3 National Advanced Practice Workforce

The Advanced practice staff profile data was collected from each area. Clinical sites were asked to provide details of the specialty and only roles attributed to a surgical speciality were included. (Table 4)

Table 4. National Advanced Nurse Practitioners in a surgical specialty profile

Candidate Advanced Nurse Practitioners	Approved	In-Post	Difference
ENT	2	2	0
Orthopaedics	1	1	0
TVN	1	1	0
Urology	3	3	0
Total	**7**	**7**	**0**
Registered advanced nurse practitioners	**Approved**	**In-Post**	**Difference**
Colorectal	2	2	0
Endoscopy	1	1	0
Oncoplastics	1	1	0
Orthopaedics	1	1	0
Pain	1	1	0
Plastics	1	1	0
TVN	3	3	0
Urology	2	2	0
Not specified	1	1	0
Total	**13**	**13**	**0**
Total ANP approved as % of total nursing staff approved			0.43%
Total ANP approved as % of total nursing staff in post			0.47%

1.2.4 National workforce for education and patient flow

The education and patient flow staff profile data was collected and is presented in Table 5.

Table 5. National Education and patient flow staff profile

Role	Approved	In-post	Difference
Clinical Facilitator	26.1	23.1	3
Discharge Co-Ordinator	29.4	24.8	4.6
Practice Development CNM2 or above	20.3	15.5	4.8
Practice Facilitator ADON	19.6	17.5	2.1
Total	**95.4**	**80.9**	**14.5**
Total Education and Patient Flow approved as % of total nursing staff approved			2.6%
Total Education and Patient Flow approved as % of total nursing staff in post			2.78%

1.2.5 National workforce for Audit/Research

The number and grade of audit/research nurses in their area is outlined in Table 6. Variance in grading was noted (this is an area for future consideration).

Table 6. National Audit/ research nursing profiles

Grade	Staff Nurse	CNM1	CNM2	Not indicated	Total Approved	Total in Post	Difference
WTE approved	4.5	1	3	1.54	10.4	8.04	2.36

1.2.6 National workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 7.

Table 7. National Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	581.54	470.99	110.55
Ward Clerk	135.04	115.24	19.8
Total support staff as a % of total nursing staff	15.36 %	13.73	
Hours covered		**Percentage of HCA/MTA workforce**	
< 5 days		0.7 %	
24 x 7		41.5 %	
Mon – Fri		24.6 %	
Mon – Sun		27.1 %	
Not Specified		6.1 %	
Hours of Cover provided by ward clerks		**Percentage of ward clerk workforce**	
< Core hours		4.5 %	
Half Days		2.2 %	
Mon-Fri		69.7 %	
Shared post		4.4 %	
Not specified		19.2 %	

1.2.7 National overview of Education Initiatives

Each area within the hospitals were asked to indicate if they provided induction and foundation programmes in surgical nursing on site. The responses are outlined in figures 8A and 8B

Figure 6. National Education initiatives - Induction courses
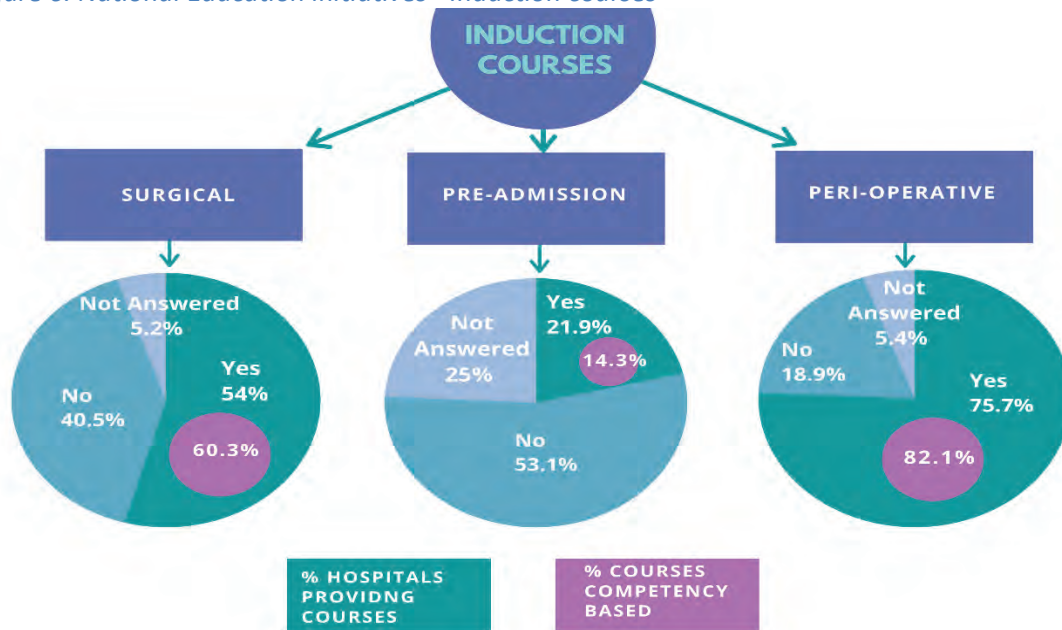
Figure 7. National Education initiatives - Foundation courses
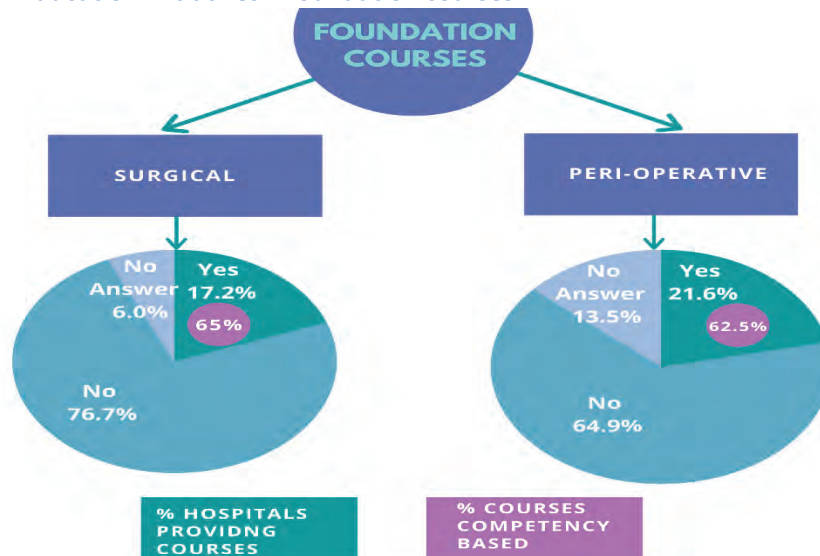
* Note: The responses were taken from the relevant clinical areas i.e. Surgical induction included responses from: Day surgery, DOSA, Wards. Perioperative induction included Theatre. Pre-operative admission. Foundation in surgical ward care included Day Surgery, DOSA, and Wards. Foundation in perioperative care included Theatres.

Note: it is unclear from responses whether sites were indicating that the induction programmes were ward based or whole hospital based.

1.2.8 Duration of Education programmes

Hospitals were asked to indicate the duration of their induction and foundation programmes. The responses are displayed as a percentage of the total number of sites providing the programmes in tables 8 and 9.

Table 8. National Duration of education initiatives- Induction Courses

Duration of programmes	Surgical Induction	Pre-Assessment Induction	Peri-Operative Induction
Less than 5 days	6.3%	14.3%	3.6%
6 days – 1 month	31.7%	0%	0%
>1 month – 3 months	23.8%	14.3%	7.1%%
4-6 Months	7.9%	14.3%	42.9%
7-9 Months	1.6%	0%	0%
9-12 Months	1.6%	0%	3.6%
Variable	4.8%	28.6%	17.9%
No response	22.2%	28.6%	25%

Table 9. National Duration of education initiatives- Foundation Courses

Duration of programmes	Surgical Foundation	Peri-Operative Foundation
< 5 days	15%	12.5%
3 Months	5%	12.5%
4 Months	5%	12.5%
5 Months	5%	0%
6 Months	35%	50%
No response	35%	12.5%

Note: Information on Pre assessment foundation course was not sought as there is a national programme currently offered.

1.2.9 Requirement for Education Programmes

In this section, relevant clinical areas in 41 hospitals were asked to identify the requirement for a foundation programme in both surgical and perioperative care and if the care of the paediatric patient should be included in the programme. Responses from are displayed in Table 10.

Table 10. National Requirement for Education Programmes

Education Programme	Relevant Clinical Area	
	Number that answered yes	Percentage of total responses
Requirement for foundation programme in surgical care	108	93.1%
Include care of paediatric patient	36	33.3%
Requirement for foundation programme in Perioperative care	25	69.44%
Include Care of the paediatric patient	19	76%

Note: The requirement for a foundation programme in Pre admission unit care was not sought, as a national foundation programme in Pre admission care is currently available.

1.3 National Pre Admission Units (PAU) overview

Each Hospital was asked to indicate whether they have a pre admission unit. 41 sites indicated that they have a Pre Admission Unit; however only 28 sites returned individual surveys for pre admission units which is a 68.2% return. Table 11 outlines the data and the sites that returned completed surveys for PAU.

Table 11. National Overview of PAU's

Hospital Group/Name of Hospital	Does Hospital have a Pre admission Unit		Completed survey returned	
	Yes	**No**	**Yes**	**No**
Ireland East Hospital Group				
Mater Misericordiae University Hospital	yes		yes	
Midlands Regional Hospital, Mullingar	yes		yes	
Our Lady's Hospital, Navan	yes		yes	
Royal Victoria Eye and Ear Hospital	yes		yes	
St. Luke's Hospital, Kilkenny	yes		yes	
St. Michael's Hospital, Dun Laoghaire	yes			no
St. Vincent's University Hospital	yes		yes	
Wexford General Hospital	yes		yes	
St Colmcilles Hospital, Loughlinstown	yes			no
National Orthopaedic Hospital Cappagh	yes		yes	
Dublin Midlands Hospital Group				
Midlands Regional Hospital, Portlaoise	yes		yes	
Midlands Regional Hospital, Tullamore	yes		yes	
Naas General Hospital	yes			no
St. James Hospital	Yes			no
Tallaght University Hospital	yes		yes	
St Lukes Hospital Rathgar	yes			No
RCSI Hospital Group				
Beaumont Hospital	yes		yes	
Cavan General Hospital	yes		yes	
Connolly Hospital, Blanchardstown	yes		yes	
Our Lady of Lourdes Hospital, Drogheda	yes		yes	
Louth County Hospital	yes			no
South/South West Hospital Group				
Cork University Hospital	yes		yes	
Mercy University Hospital	yes		yes	
Tipperary University Hospital	yes		yes	
University Hospital Kerry	yes		yes	
University Hospital Waterford	yes		yes	
Lourdes Orthopaedic Hospital Kilcreene	yes		yes	
Bantry General Hospital	no			
South Infirmary Victoria University Hospital	yes		yes	
Mallow general Hospital	yes		yes	
University of Limerick Hospital Group				
University Hospital Limerick	yes		yes	
St John's Hospital Limerick	yes		yes	
Nenagh Hospital Tipperary	yes		yes	
Ennis General Hospital	yes		yes	
Croom Orthopaedic Hospital	yes		yes	
SAOLTA Hospital Group				
Letterkenny University Hospital	yes			no
Mayo University Hospital	yes		yes	
Portiuncula University Hospital	yes			no
Sligo University Hospital	yes			no
University Hospital Galway	yes		yes	
Roscommon University Hospital	yes			no

1.3.1 PAU Nursing staff profile

The nursing staff profile data was collected using the following criteria: Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in table 12.

Table 12. National PAU Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	49.87	5.8	29.1	1	85.77
In Post WTE	50.58	6.2	26.3	1	84.08
Difference	+0.71	+0.4	2.8	0	1.69

1.3.2 PAU Nursing Staff Education & Qualifications

Each Pre admission unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. The overall findings are present in Figure 9 with details of staff grades outlined in Table 13.

Figure 8. National PAU - Nursing Staff Education & Qualifications
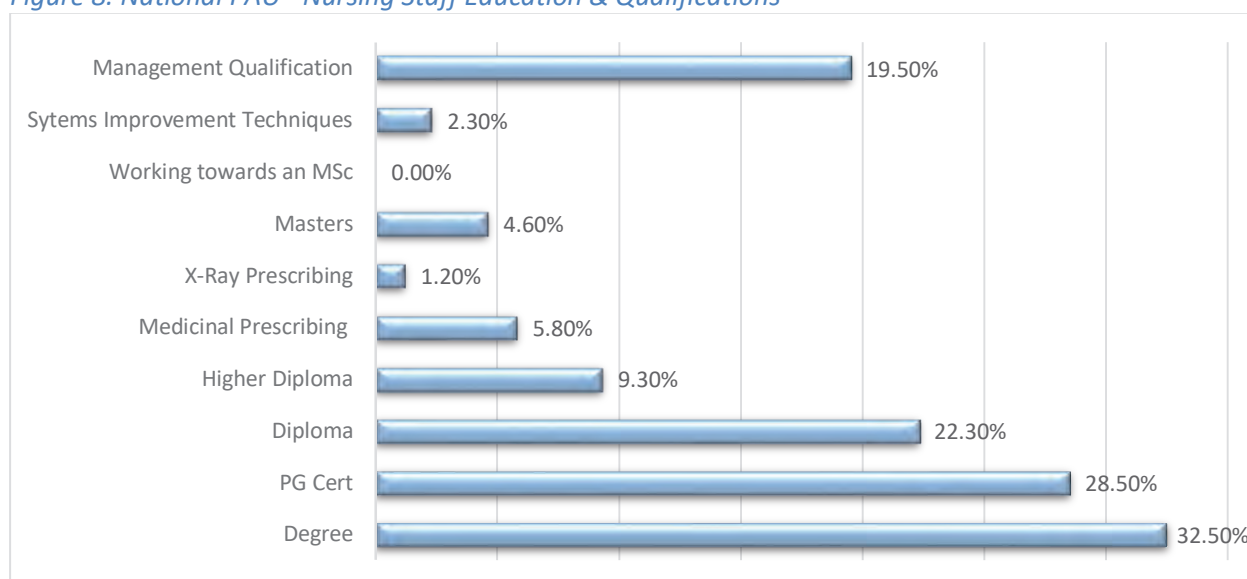
Table 13. National PAU Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3	
	Total	% of total staff nurses in post	Total	% of total CNM1 in post	Total	% of total CNM2 in post	Total	% of total CNM3 in post
Degree	18	35.6%	1	16.2%	9	34.2%	0	0%
PG Cert	12	23.7%	1	16.2%	10.5	39.9%	1	100%
Diploma	12.2	24.1%	1	16.2%	6	22.8%	0	0%
Higher Diploma	3	5.9%	1	16.2%	4	15.2%	0	0%
Medicinal Prescribing	2	4.0%	0	0%	3	11.4%	0	0%
X-Ray prescribing	0	0%	0	0%	1	3.8%	0	0%
Masters	1	2%	0	0%	3	11.4%	0	0%
Working towards a MSC	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	2	7.6%	0	0%
Management qualification	3.8	7.6%	2	32.4%	11	41.8%	0	0%

1.3.3 National PAU workforce for education and patient flow

The pre admission education and patient flow staff profile data was collected and is presented in Table 14.

Table 14. National PAU Education and Patient Flow Profile

Role	Approved	In-post	Difference
Clinical Facilitator	1.5	1	0.5
Discharge Co-Ordinator	2.4	0	2.4
Practice Development CNM2 or above	2.8	1	1.8
Practice Facilitator ADON	1	0	1

1.3.4 National PAU workforce for Audit/Research

There were no audit/research nurses recorded for PAU.

1.3.5 National PAU Support Staff Profile

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs), Ward Clerks and Other. The support staff data was collected using the following criteria: Approved WTEs, In Post WTEs as on 01/07/2019, e.g. Mon-Fri, 24/7. Findings are outlined in tables 15.

Table 15. National PAU Support Staff Profile

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	3.5	3.5	0
Ward Clerk	13.74	12.96	0.78
Total	17.24	16.46	0.78
Hours of Cover provided by HCAs/MTAs	**Percentage of HCA/MTA workforce**		
Mon -Fri	100		
Hours of Cover provided by ward clerks	**Percentage of ward clerk workforce**		
< Core hours	7.4%		
Mon-Fri	58.6%		
Not specified	34%		

1.4 National Overview Day Surgery Units (DSUs)

Hospitals were requested to complete and return a survey for their Day surgery units in their hospital. 26 hospitals listed below in table 16 returned surveys from Day surgery Units out of 41 hospitals surveyed which gives a 63.4% return rate.

Table 16. National DSUs overview

Hospital Group/Name of Hospital
Ireland East Hospital Group
Mater Misericordiae University Hospital
Our Lady's Hospital, Navan
St. Luke's Hospital, Kilkenny
St. Michael's Hospital, Dun Laoghaire
Wexford General Hospital
St Colmcilles Hospital, Loughlinstown
National Orthopaedic Hospital Cappagh
Dublin Midlands Hospital Group
Midlands Regional Hospital, Portlaoise
Naas General Hospital
St. James Hospital
Tallaght University Hospital
RCSI Hospital Group

Louth County Hospital
Cavan General Hospital
Connolly Hospital, Blanchardstown
South/South West Hospital Group
South Tipperary General Hospital
University Hospital Kerry
University Hospital Waterford
Bantry General Hospital
Mallow General Hospital
South Infirmary Victoria University Hospital
University of Limerick Hospital Group
Ennis General Hospital
Croom Orthopaedic Hospital
SAOLTA Hospital Group
Letterkenny University Hospital
Mayo University Hospital
Portiuncula University Hospital
Roscommon University Hospital

1.4.1 National DSUs Nursing staff profile

Nursing staff profile was collected from each day services area under the following criteria: Whole time equivalents and number of staff in post on 01/07/2019. Findings are outlined in Table 17.

Table 17. National DSUs Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	226.61	16	25.8	4.1	272.51
In Post WTE	213.03	14.7	23.5	4.1	255.33
Difference	13.58	1.3	2.2	0	17.18

1.4.2 National DSUs Nursing Staff Education & Qualifications

Each Day Surgery Unit was requested to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a

Masters, Systems Improvement Techniques or Nursing Management. Sites were advised to only enter information based on the highest level of qualification completed. The overall findings are present in Figure 10 with details of staff grades outlined in Table 18.

Figure 9. National DSUs - Education & Qualification overview

Qualification	%
Management Qualification	8.80%
Sytems Improvement Techniques	1.10%
Working towards an MSc	0.80%
Masters	2.30%
X-Ray Prescribing	0.00%
Medicinal Prescribing	1.10%
Higher Diploma	11.30%
Diploma	23.50%
PG Cert	24.80%
Degree	57.50%
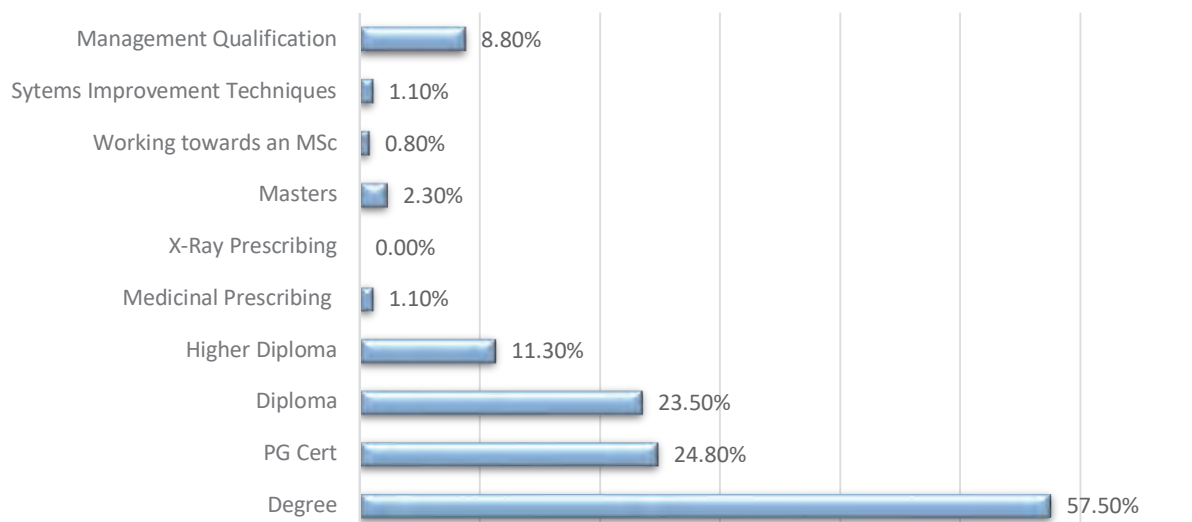
Table 18. National DSU - Nursing Staff Education & Qualifications

Educational Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3	
	Total	% of total staff Nurse in post	Total	%% of total CNM1 in post	Total	%% of total CNM2 in post	Total	%% of total CNM3 in post
Degree	136	63.8%	7.0	47.5%	8.5	36.1%	1.1	27.5%
PG Cert	53.3	25%	2.0	13.6%	8.5	36.1%	2	48.3%
Diploma	54.5	25.6%	3.0	20.4%	4	17%	1	24.2%
Higher Diploma	22	10.3%	1	6.8%	7	29.7%	0	0%
Medicinal Prescribing	2	0.9%	0	0%	1	4.2%	0	0%
X-Ray Prescribing	0	0%	0	0%	0	0%	0	0%
Masters	2	0.9%	0	0%	3	12.7%	1	24.2%
Working towards a MSC	2	0.9%	0	0%	0	0%	0	0%

Systems Improvement Techniques	0	0%	0	0%	3	12.7%	0	0%
Management qualification	8	3.8%	3	20.4%	11.5	48.9%	1	24.2%

1.4.3 National DSUs Nursing Education Workforce

DSUs were asked to identify the number of Clinical Facilitators in their area. Findings are outlined in Table 19.

Table 19. National DSUs Nursing Education Workforce

Role Title	Approved	In Post	Difference
Clinical Facilitator	1.6	2.6	+1.0

1.4.4 National DSUs Support Staff workforce

This profile included Multi Task Attendants (MTAs)/Health Care Assistants (HCAs), Ward Clerks and other. The support staff data was collected using the following criteria: Approved WTEs, in post WTEs as on 01/07/2019, e.g. Mon-Fri, 24/7. Findings are outlined in table 20.

Table 20. National DSUs Support Staff workforce

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	36.71	28.58	8.13
Ward Clerk	30.65	25.65	5
Total	67.36	54.23	13.13
Hours of Cover	**Percentage of HCA/MTA workforce**		
< 5 days	2.8%		
24X7	0		
Mon -Fri	92%		
Mon-Sat	0%		
Mon-Sun	1.4%		
Not Specified	3.8%		
Hours of Cover provided	**Percentage of Ward clerk workforce**		
< Core hours	1%		
Half Days	3.9%		
Mon-Fri	56.1%		
Shared post	19.5%		
Not Specified	19.5%		

1.5 National Overview of Day of Surgery Admission Area (DOSA)

Each Hospital was asked to indicate whether they have a Day of Surgery Admission area within their hospital. 21 sites indicated that they have a Day of Surgery Admission area however only 4 sites returned individual surveys for Day of Surgery Admission area which gives a 31.8 % return rate. As explained in the introduction this may be as a result of DOSA area in some hospitals forming part of another area, e.g. ward, theatre as opposed to being a standalone unit. Table 21 outlines the data and the sites that returned completed surveys for DOSA

Table 21. National DOSA sites overview

Hospital Group/Name of Hospital	Does Hospital have a DOSA area		Completed survey returned	
	Yes	No	Yes	No
Ireland East Hospital Group				
Mater Misericordiae University Hospital	Yes			No
Midlands Regional Hospital, Mullingar		No		No
Our Lady's Hospital, Navan		No		No
Royal Victoria Eye and Ear Hospital		No		No
St. Luke's Hospital, Kilkenny	Yes			No
St. Michael's Hospital, Dun Laoghaire		No		No
St. Vincent's University Hospital	Yes			Included in St Marks Ward return
Wexford General Hospital	Yes			No
St Colmcilles Hospital, Loughlinstown		No		No
National Orthopaedic Hospital Cappagh	Yes		Yes	
Dublin Midlands Hospital Group				
Midlands Regional Hospital, Portlaoise		No		No
Midlands Regional Hospital, Tullamore		No		No
Naas General Hospital	Yes			No
St. James Hospital	Yes			No
Tallaght University Hospital	Yes			Included in operating department return
St Lukes Hospital Rathgar		No		No
RCSI Hospital Group				
Beaumont Hospital	Yes			No
Cavan General Hospital		No		No
Connolly Hospital, Blanchardstown	Yes			No
Our Lady of Lourdes Hospital, Drogheda	Yes			No
Louth County Hospital	Yes			No
South/South West Hospital Group				
Cork University Hospital	Yes		Yes	
Mercy University Hospital	Yes		Yes	
Tipperary University Hospital	Yes			Included in medical ward return
University Hospital Kerry		No		No
University Hospital Waterford	Yes			Included in ambulatory care ward return
Lourdes Orthopaedic Hospital Kilcreene		No		No
Bantry General Hospital		No		No
South Infirmary Victoria University Hospital	Yes		Yes	
Mallow General Hospital		No		No
University of Limerick Hospital Group				
University Hospital Limerick	Yes			Included in PAU return
St John's Hospital Limerick	Yes			No
Nenagh Hospital Tipperary		No		No
Ennis General Hospital		No		No
Croom Orthopaedic Hospital		No		No
SAOLTA Hospital Group				

Letterkenny University Hospital	Yes			No
Mayo University Hospital		No		No
Portiuncula University Hospital		No		No
Sligo University Hospital	Yes			No
University Hospital Galway		No		No
Roscommon University Hospital		No		No

Note: Tipperary University Hospital is combined with a medical ward and therefore was not included in report

1.5.1 National DOSA Nursing Staff Workforce

The nursing staff profile data for DOSA from the 7 sites was collected using the following criteria: Whole time equivalents and number of staff in post on 01/07/2019. Findings are outlined in table 22.

Table 22. National DOSA Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	14.1	0.5	3.9	0	18.5
In Post WTE	12.57	0.5	2.9	0	15.97
Difference	1.53	0	1.0	0	2.53

1.5.2 National DOSA Nursing Staff Education & Qualifications

Each DOSA was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Figure 11 and Table 23.

Figure 10. National DOSA Nursing Staff Education & Qualifications
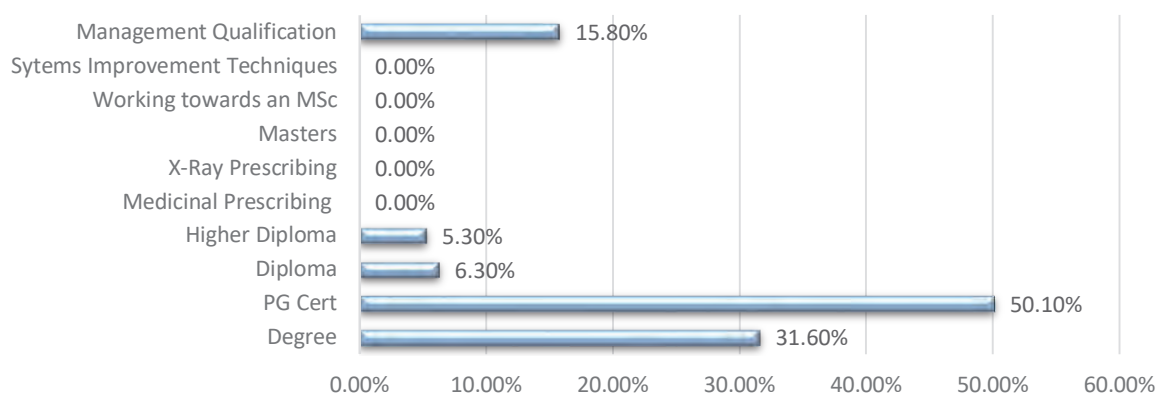
Table 23. National DOSA Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3	
	No.	% of total staff nurses in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	Total	% of total CNM3 in post
Degree	4	31.8%	0	0	2	69%	0	0
PG Cert	8	63.6%	0	0	1.5	51.7%	0	0
Diploma	1.2	9.5%	0	0	0	0	0	0
Higher Diploma	1.0	8%	0	0	0	0	0	0
Medicinal Prescribing	0	0	0	0	0	0	0	0
X-Ray prescribing	0	0	0	0	0	0	0	0
Masters	0	0	0	0	0	0	0	0
Working towards a MSC	0	0	0	0	0	0	0	0
Systems Improvement techniques	0	0	0	0	0	0	0	0
Management qualification	1	8.0%	0	0	2	69%	0	0

1.5.3 National DOSA Support Staff workforce

This profile included Multi Task Attendants (MTAs)/Health Care Assistants (HCAs), Ward Clerks and other. The support staff data was collected using the following criteria: Approved WTEs, In Post WTEs as on 01/07/2019, percentage of direct patient care and hours covered e.g. Mon-Fri, 24/7. Findings are outlined in table 24.

Table 24. National DOSA Support Staff profile

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	1	1	0
Ward Clerk	1.5	1.5	0

1.6 National Surgical Ward Nursing overview

Each Site was asked to complete and return a survey from every surgical ward. As the surveyors are unaware of the number of surgical wards in each hospital, it is impossible to determine the number of expected returns. The number of surveys returned from each site is listed in table 25.

Table 25. National Surgical ward data overview

Hospital Group/Name of Hospital	Number of surgical ward surveys returned from each Hospital
Ireland East HG	
Mater Misericordiae University Hospital	6
Midlands Regional Hospital, Mullingar	1
Our Lady's Hospital, Navan	0
Royal Victoria Eye and Ear Hospital	2
St. Luke's Hospital, Kilkenny	1
St. Michael's Hospital, Dun Laoghaire	1
St. Vincent's University Hospital	11
Wexford General Hospital	2
St Colmcilles Hospital, Loughlinstown	0
National Orthopaedic Hospital Cappagh	2
Total	**26**
Dublin Midlands HG	
Midlands Regional Hospital, Portlaoise	1
Midlands Regional Hospital, Tullamore	2
Naas General Hospital	1
St. James Hospital	0
Tallaght University Hospital	4
St Lukes Hospital Rathgar	0
Total	**8**
RCSI HG	
Beaumont Hospital	4
Cavan General Hospital	1
Connolly Hospital, Blanchardstown	2
Our Lady of Lourdes Hospital, Drogheda	4
Louth County Hospital	0
Total	**19**
SSWHG	
Cork University Hospital	0
Mercy University Hospital	1
Tipperary University Hospital	2
University Hospital Kerry	2
University Hospital Waterford	3
Lourdes Orthopaedic Hospital Kilcreene	1
Bantry General Hospital	0
Mallow	0
South Infirmary Victoria University Hospital	4
Total	**14**
ULHG	
University Hospital Limerick	7
St John's Hospital Limerick	2
Nenagh Hospital	0
Ennis General Hospital	0
Croom Orthopaedic Hospital	4
Total	**12**
SAOLTA HG	
Letterkenny University Hospital	3
Mayo University Hospital	2
Portiuncula University Hospital	1
Sligo University Hospital	1
University Hospital Galway	7
Roscommon University Hospital	1
Total	15
Grand Total	**91**

1.6.1 National Surgical Ward Nursing Staff Workforce

The surgical ward nursing staff profile data was collected from each hospital using the following criteria: Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 26.

Table 26. National Surgical ward nursing staff profile data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	1615.64	96.7	88.3	19.4	1820.04
In Post WTE	1507.44	86.9	86.4	20.4	1701.14
Difference	108.2	7.8	1.8	+1.0	118.8

1.6.2 National Surgical Ward Nursing Staff Education & Qualifications

Each surgical ward was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Figure 12 and Table 27.

Figure 11. National Surgical Ward Nursing Staff Education & Qualifications
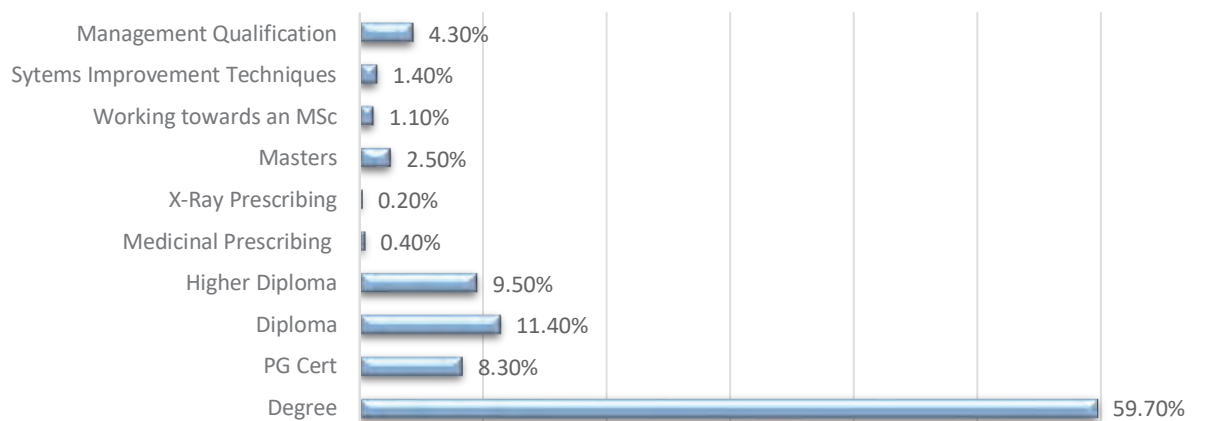
Table 27. National Surgical Ward Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3	
	Total	% of total staff nurses in post	Total	% of total CNM 1's in post	Total	% of total CNM2's in post	Total	% of total CNM3'sin post
Degree	945.1	62.7%	48.5	55.8%	36.0	41.7%	11.3	55.2%
PG Cert	117	7.8%	8.5	9.8%	19	22%	1	4.9%
Diploma	172.3	11.4%	12	13.8%	14	16.2%	0	0%
Higher Diploma	113	7.5%	24	27.6%	25	28.9%	3	14.7%
Medicinal Prescribing	2	0.1%	3	3.5%	2	2.3%	0	0%
X-Ray prescribing	0	0%	1	1.2%	2	2.3%	0	0%
Masters	21	1.4%	10	11.5%	5	5.8%	8	39.2%
Working towards an MSc.	11	0.7%	1	1.2%	7	8.1%	0	0%
Systems Improvement techniques	4.0	0.3%	10	11.5%	9	10.4%	1	4.9%
Management qualification	12	0.8%	15.5	17.8%	38	44%	10	49%

1.6.3 National Surgical Ward Education and patient flow workforce

The education and patient flow staff profile data for each ward was collected using the following criteria:

Number of whole time equivalents (WTEs) additional staff approved and in post on 01/07/2019

Findings for education and patient flow roles are outlined in Table 28.

Table 28. National Surgical Ward Education workforce

Role	Approved	In-post	Difference
Clinical Facilitator	13	11.5	1.5

1.6.4 National Surgical Ward Support Staff Workforce

This profile included Multi Task Attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The support staff data was collected using the following criteria: Approved WTEs, in post WTEs as on 01/07/2019, e.g. Mon-Fri, 24/7. Findings are outlined in table 29.

Table 29. National Surgical Ward Support Staff workforce

Hours of Cover provided	Percentage of ward clerk workforce		
Title	**Approved WTE**	**In Post WTE**	**Difference**
MTAs/HCAs	406.08	317.13	88.95
Ward Clerk	65.85	56.28	9.57
< Core hours	3.1%		
Half Days	0.9%		
Mon-Fri	87.7%		
Not Specified	8.3%		

1.7 National Operating Department Nursing Overview

41 Hospitals were requested to complete and return a survey for their operating department/theatre in their hospital. The results include the areas of anaesthesia, scrubbing/circulating and recovery/post anaesthesia care. The findings reported for all of these areas together as a breakdown is not possible. 36 hospitals returned surveys from operating departments which gives a return rate of 87.8%. Hospitals that returned surveys are listed below in Table 30.

Table 30. National Operating Department overview

Hospital Group/Name of Hospital
Ireland East Hospital Group
Mater Misericordiae University Hospital
Midlands Regional Hospital, Mullingar
Our Lady's Hospital, Navan
St. Luke's General Hospital, Kilkenny
St. Michael's Hospital, Dun Laoghaire
St. Vincent's University Hospital
Wexford General Hospital
St Colmcilles Hospital, Loughlinstown
National Orthopaedic Hospital, Cappagh
Dublin Midlands Hospital Group
Midlands Regional Hospital, Portlaoise
Naas General Hospital
St. James Hospital
Tallaght University Hospital
St Luke's Hospital Rathgar
RCSI Hospital Group
Beaumont Hospital
Cavan General Hospital
Connolly Hospital, Blanchardstown
Our Lady of Lourdes Hospital, Drogheda
South/South West Hospital Group
Cork University Hospital
Mercy University Hospital
Tipperary University Hospital
University Hospital Kerry
University Hospital Waterford
Lourdes Orthopaedic Hospital Kilcreene
Bantry General Hospital
Mallow General Hospital
South Infirmary Victoria University Hospital
University of Limerick Hospital Group
University Hospital Limerick
St John's Hospital Limerick
Nenagh Hospital
Ennis General Hospital
Croom Orthopaedic Hospital
SAOLTA Hospital Group
Letterkenny University Hospital
Mayo University Hospital
Sligo University Hospital
Roscommon University Hospital

1.7.1 National Operating Department Nursing Workforce

Nursing staff profile was collected from the 36 sites under the following criteria: Whole time equivalents and number of staff in post on 01/07/2019. Findings are outlined in Table 31.

Table 31. National Operating Department Nursing Workforce

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	1182.03	77.4	167.5	23	**1449.93**
In Post WTE	1123.7	59.5	156.5	21.5	**1361.20**
Difference	58.33	17.9	11	1.5	**88.73**

1.7.2 National Operating Department Nursing Staff Education & Qualifications

Each Operating Department in all hospitals were requested to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Sites were advised to only enter information based on the highest level of qualification completed. Findings are outlined Figure 13 and Table 32.

Figure 12. National Operating Department - Nursing Education & Qualifications

Qualification	Percentage
Management Qualification	10.20%
Sytems Improvement Techniques	2%
Working towards an MSc	1.70%
Masters	6.70%
X-Ray Prescribing	0.10%
Medicinal Prescribing	0.30%
Higher Diploma	25.70%
Diploma	12%
PG Cert	17.60%
Degree	55.30%

Educational Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3	
	Total	% of total staff nurses in post	Total	% of total CNM1's in post	Total	% of total CNM2'sin post	Total	% of total CNM3's in post
Degree	682.4	60.7%	24.5	41.2%	51.8	33.1%	5	23.2%
PG Cert	179.6	16%	11	18.5%	46	29.4%	5.9	27.3%
Diploma	150	13.4%	5	8.4%	11	7.0%	0	0%
Higher Diploma	250	22.2%	28.5	47.9%	69.8	44.6%	7	32.5%
Medicinal Prescribing	3	0.3%	0	0%	1	0.6%	0	0%
X-Ray prescribing	0	0%	0	0%	1	0.6%	0	0%
Masters	52	4.6%	7	11.8%	27	17.3%	6	27.9%
Working towards an MSc.	12	1.1%	6	10.1%	4	2.6%	2	9.3%
Systems Improvement techniques	10	0.9%	2	3.4%	10	6.4%	5	23.2%
Management qualification	52	4.6%	20.5	34.4%	56.8%	36.3%	11.9	55.2%

1.7.3 National Operating Department Education Workforce

Operating departments in all hospitals were asked to identify the number of clinical facilitators in their operating department. Findings are outlined in Table 33.

Table 33. National Operating Department Education Workforce

Role Title	Approved	In Post	Difference
Clinical Facilitator	10	8	2

1.7.4 National Operating Department Support Staff Workforce

This profile included Multi Task Attendants (MTAs)/Health Care Assistants (HCAs), Ward Clerks and Other. The support staff data was collected from operating departments using the following criteria: Approved WTEs, in post WTEs as on 01/07/2019, hours covered e.g. Mon-Fri, 24/7. Findings are outlined in table 34.

Table 34. National Operating Department support staff

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	133.5	120.03	13.47
Ward Clerk	19.25	16.79	2.46
Total support staff as a % of total nursing staff	9.23%	8.89%	

Hours of Cover	Percentage of MTA/HCA workforce
24 x 7	15.0%
Mon -Fri	44.2%
Mon - Sun	30.8%
Not Specified	10.0%
Hours of Cover provided	**Percentage of ward clerk workforce**
< Core hours	10.7%
Half Days	6%
Mon-Fri	37.2%
Not Specified	46.2%

2.0 Ireland East Hospital Group (IE HG)

Each hospital was requested to complete one survey for the following clinical areas:

- surgical wards
- day surgery units
- operating departments and recovery rooms,
- day of surgery admission areas
- Pre-Admission units

The number of surveys returned from hospitals within the IEHG are outlined in table 35.

Table 35. IE HG Nursing Survey – overview

Name of Hospital	Model	Number of surveys returned from each Hospital					
		Wards	Operating Dept	Day Services	DOSA	PAU	Total
Mater Misericordiae University Hospital	*Model 4*	6	1	1	0	1	9
Midlands Regional Hospital, Mullingar	*Model 3*	1	1	0	0	1	3
Our Lady's Hospital, Navan	*Model 2*	0	2	1	0	1	4
Royal Victoria Eye and Ear Hospital	*Model 3*	2	0	0	0	1	3
St. Luke's Hospital, Kilkenny	*Model 3*	1	1	1	0	1	4
St. Michael's Hospital, Dun Laoghaire	*Model 2*	1	1	1	0	0	3
St. Vincent's University Hospital	*Model 4*	11	1	0	0	1	13
Wexford General Hospital	*Model 3*	2	1	1	0	1	5
St Colmcilles Hospital, Loughlinstown	*Model 2*	0	1	1	0	0	2
National Orthopaedic Hospital Cappagh	*Model 2*	2	1	1	1	1	6
Total		**26**	**10**	**7**	**1**	**8**	**52**

Of note: Standalone maternity hospitals were not included in this survey

2.1 IE HG Nursing Staff Profile

The findings from the nursing staff profile data was collected and is presented in Table 36. This reflects whole time equivalents (WTE) and number of staff approved and in post on 01/07/2019

Table 36. IE HG Nursing Staff Profile data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	779.39	61	82.9	20	943.29
In Post WTE	726.82	48.8	79.8	19.9	875.32
Difference	52.27	12.2	3.1	0.1	67.96

2.1.2 IE HG Nursing Staff Education & Qualifications

Each service was asked to identify the nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 37 below.

Table 37. IE HG Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No	% of total staff Nurse in post	No	% of total CNM1 in post	No	% of total CNM2 in post	No	% of total CNM3in post	Total	% of total nursing staff in post
Degree	393.5	54.1%	20.5	42.9%	38	47.6%	9	45.3%	461	48.9%
PG Cert	73.3	10.1%	3.5	7.2%	9.5	11.9%	1.9	9.4%	88.2	9.3%
Diploma	108.2	14.9%	6	12.3%	12	15%	0	0%	126.2	13.4%
Higher Diploma	67	9.2%	15	30.7%	26	32.6%	5	25.2%	113	12%
Medicinal Prescribing	1	0.1%	0	0%	0	0%	0	0%	1	0.1%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	17	2.3%	4	8.2%	16	20.1%	11	55.4%	48	5.1%
Working towards an MSc.	3	0.4%	3	6.1%	4	5%	0	0%	10	1.1%
Systems Improvement techniques	6	0.8%	3	6.1%	7	8.8%	1	5%	17	1.8%
Management qualification	4.8	0.7%	17.5	35.8%	28.5	35.7%	11.9	59.7%	62.7	6.6%

Of note: Systems Improvements Techniques includes Lean, Six Sigma

2.1.3 IE HG Specialist nursing staff profile

The specialist nursing staff profile data was collected from each area using the number of whole time equivalents (WTE), additional staff approved and in post on 01/07/2019. A number of role titles were provided to clinical sites as well as 'CNS other', these were separately hand searched and only roles attributed to a surgical speciality were included (Table 38)

Table 38. IE HG Clinical Nurse Specialists in a surgical specialty profile

Role Title	Approved	In-post	Difference
CNS Stoma Care	4	4	0
CNS Tissue Viability	7.5	7.5	0
CNS Colorectal surgery	3	4	+1
CNS Plastic surgery	1	0	1
CNS Breast Care/Surgery	8	7.77	0.3
CNS Urology	3	3	0
CNS Fracture Liaison	0	0	0
CNS ENT	2	2	0
CNS Arthroplasty	2	2	0
CNS Pre-Assessment	1	0	0
CNS Gynaecology	0	0	0
CNS Ophthalmology	4	4	0
CNS Pain	1	1	0
CNS Vascular	1	1	0
CNS Tracheostomy	0	0	0
CNS Orthopaedic	0	0	0
CNS Oncology	2	2	0
CNS Hepato-Billary	2	2	0
CNS Head & Neck	1	1	0
CNS Endocrinology	0	0	0
CNS Paediatric Surgery	2	2	0
CNS Bone bank	1	0.5	0.5
CNS Upper GI Surgery	0	0	0
CNS Enhanced Recovery After Surgery	0	0	0
CNS Ilizarov	0	0	0
CNS Liver Transplant	4.5	4.5	0
CNS Urodynamic's	1	0.8	0.2
CNS Spleen Pancreas Kidney transplant	2	0	2
TOTAL	**53**	**49.07**	**3**
Total Specialist workforce approved as % of total nursing staff approved		4.5 %	
Total Specialist workforce as % of total Nursing staff in post		4.5 %	
Total Specialist nursing staff approved, as % of **national** total of Specialist nursing staff approved 33.6%			
Total Specialist nursing staff in post , as % of **national** total of Specialist nursing staff approved 33.4%			

Note: Same or similar role titles added together

2.1.4 IE HG Advanced practice workforce

The advanced practice staff profile data was collected from each area. Clinical sites were asked to provide details of the speciality and only roles attributed to a surgical speciality were included. Table 39.

Table 39. IE HG Advanced Nurse Practitioners in a surgical specialty profile

Candidate Advanced Nurse Practitioners	Approved	In-Post	Difference
ENT	-	-	
Orthopaedics	-	-	
TVN	-	-	
Urology	-	-	
Total			
Registered advanced nurse practitioners	**Approved**	**In-Post**	**Difference**
Colorectal	-	-	0
Endoscopy	1	1	0
Oncoplastics	-	-	-
Orthopaedics	-	-	0
Pain	-	-	0
Plastics	-	-	0
TVN	1	1	0
Urology	-	0	0
Not specified	-	0	0
Total	**2**	**2**	**0**
Total ANP approved as % of total nursing staff approved			0.17%
Total ANP approved as % of total nursing staff in post			0.18%

2.1.5 IE HG Workforce for Education and patient flow

The education and patient flow staff profile data was collected and is presented in Table 40.

Table 40. IE HG Education and patient flow staff profile

Role	Approved	In-post	Difference
Clinical Facilitator	7	6	1
Discharge Co-Ordinator	3	3	0
Practice Development CNM2 or above	5	4	1
Practice Facilitator ADON	5	5	0
Total Education and Patient Flow Workforce approved			20
Total Education and Patient Flow Workforce in post			18
Total Education and Patient Flow Workforce approved, as % of total nursing staff approved 1.7%			
Total Education and Patient Flow Workforce approved, as % of total nursing staff in post 1.6%			

2.1.6 IE HG Workforce for Audit/Research

The number and grade of audit/research nurses in their area in outlined in Table 41. Variance in grading was noted.

Table 41. IE HG Audit/ research nursing profiles

Grade	Staff Nurse	CNM1	CNM2	Not indicated	Total Approved	Total in Post
WTE approved	0	0	3	1	4	2.54
Total Audit/Research Nurses approved, as % of total nursing staff approved						.34%
Total Audit/Research Nurses approved, as % of total nursing staff in post						.23%

2.1.7 IE HG Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 42.

Table 42. IE HG Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	127.3	113.15	14.15
Ward Clerk	35.81	35.20	0.61
Total support staff as a % of total nursing staff approved and in post	14.83%	13.59%	
Hours covered	**Percentage of HCA/MTA workforce**		
< 5 days	.9%		
24 x 7	40.7%		
Mon - Fri	24.9%		
Mon - Sun	24.1%		
Not Specified	9.4%		
Hours of Cover provided	**Percentage of ward clerk workforce**		
< Core hours	1.4%		
Half Days	5.7%		
Mon-Fri	86.1%		
Shared post	0%		
Not specified	6.8%		

2.1.8 IE HG Education Initiatives

Each area within the hospitals were asked to indicate if they provided induction and foundation programmes in surgical nursing on site. The responses are outlined in table 43.

Table 43. IE HG Education Initiatives Overview

Education Programme	Yes		No		Not answered		Are the programmes competency based	
	No.	% of total responses	No.	% of total responses	No.	% of total responses	Yes	As a % of total yes responses
Induction programme in surgical ward care	20	59%	11	32.4%	3	8.8%	11	55%
Induction programme in perioperative care	7	70%	3	30%	0	0%	4	57.1%
Induction programme in pre op admission care	3	37.3%	4	50%	1	12.5%	0	0
Foundation programme in surgical ward care?	4	11.8%	27	79.4%	3	8.8%	4	100%
Foundation programme in Perioperative care?	2	20%	6	60%	2	20%	1	50%

Note: The responses were taken from the relevant clinical areas i.e. Surgical induction included responses from: Day surgery, DOSA, Wards. Perioperative induction included Theatre. Pre-operative admission. Foundation in surgical ward care included Day Surgery, DOSA, and Wards. Foundation in perioperative care included Theatres. Note: it is unclear from responses whether sites were indicating that the induction programmes were ward based or whole hospital based.

2.1.9 IE HG Duration of Education programmes

Sites were asked to indicate the duration of their induction and foundation programmes. The responses are displayed in time and also as a percentage of the total number of sites providing the programmes. Tables 44 and 45.

Table 44. IE HG Duration of Education Overview

Name of Induction Programme	Duration of programme & % of total sites		Varied duration	Did not indicate duration
Pre-operative	2-3 months 33.3%		33.3%	33.3%
Perioperative	6 Weeks 14.3%	4-6 months 42.9%	14.3%	28.6%
Surgical Ward	6 days-1 month 50%	2-3 months 20%	0	30%

Table 45. IE HG Foundation Programmes

Name of Foundation Programme	Duration of Programme & % of total sites		Did not indicate duration
Surgical Ward	5 months 25%	6 Months 50%	25%
Perioperative	6 months 50%		50%

2.1.10 IE HG Requirement for Education Programmes

In this section sites were asked to identify the requirement for a foundation programme in both surgical and perioperative care and if the care of the paediatric patient should be included in programme. Responses are displayed in Table 46 below as a number and also as a percentage of the total number of responses from the relevant clinical area clinical areas.

Table 46. IE HG Requirement for Education Programmes

Education Programme	Relevant Clinical Area	
	Number that answered yes	**Percentage of total responses**
Requirement for foundation programme in surgical care	33	97.1%
Include care of paediatric patient	10	30.3%
Requirement for foundation programme in Perioperative care	5	50%
Include Care of the paediatric patient	4	40%

Of note: A foundation programme in Pre admission unit care was not sought, as a national foundation programme in Pre admission care is currently available.

2.2 IEHG Pre Admission Units (PAUs)

Each Hospital was asked to indicate whether they have a pre admission unit (PAU). 10 sites indicated that they have a Pre Admission Unit; however only 8 sites returned individual surveys for pre admission units. Table 47outlines the data and the sites that returned completed surveys for PAU.

Table 47. IE HG Overview of PAU

Hospital Group/Name of Hospital	Does Hospital have a Pre admission Unit		Completed survey returned	
	Yes	**No**	**Yes**	**No**
Ireland East Hospital Group				
Mater Misericordiae University Hospital	*yes*		*yes*	
Midlands Regional Hospital, Mullingar	*yes*		*yes*	
Our Lady's Hospital, Navan	*yes*		*yes*	
Royal Victoria Eye and Ear Hospital	*yes*		*yes*	
St. Luke's Hospital, Kilkenny	*yes*		*yes*	
St. Michael's Hospital, Dun Laoghaire	*yes*			*no*
St. Vincent's University Hospital	*yes*		*yes*	
Wexford General Hospital	*yes*		*yes*	
St Colmcilles Hospital,	*yes*			*no*

Loughlinstown				
National Orthopaedic Hospital Cappagh	*yes*		*yes*	

2.2.1 IE HG Nursing staff profile PAU

The findings from the nursing staff profile data was collected and is presented in Table 48 This reflects whole time equivalents (WTE) and number of staff approved and in post on 01/07/2019

Table 48. IE HG PAU Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	13.5	2	6.8	0	22.3
In Post WTE	13.12	1.8	6.5	0	21.42
Difference	0.38	0.2	0.3	0	0.88

2.2.2 IE HG Nursing Staff Education & Qualifications PAU

Each Pre admission unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 49.

Of Note: As there are no CNM3 appointed to PAU in IEHG, We have removed the column from below table

Table 49. IE HG PAU Nursing Staff Education and Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Total Nursing Staff	
	Total	% of total staff nurses in post	Total	% of total CNM1 in post	Total	% of total CNM2 in post	Total	% of total nursing staff in post
Degree	7	53.4%	0	0%	4	61.5%	11	49.1%
PG Cert	3	22.9%	0	0%	2.5	38.5%	5.5	24.5%
Diploma	2.2	16.8%	0	0%	1	15.4%	3.2	14.3%
Higher Diploma	0	0%	0	0%	0	0%	0	0%
Medicinal	0	0%	0	0%	0	0%	0	0%

Prescribing							
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%
Masters	0	0%	0	0%	1	15.4%	1	15.4%
Working towards MSc.	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%
Management qualification	0.8	6.3%	0	0%	0	0%	0.8	6.3%

Of note systems improvements techniques includes Lean, six sigma etc.

2.2.3   IE HG Education Workforce PAU

Sites were asked to identify the number of clinical facilitators in their PAU. According to the data returned there are no clinical facilitators in PAU.

2.2.4   IE HG Workforce for Support Staff PAU

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed, however this question this was not answered. The hours covered were also surveyed. Findings are outlined in Table 50.

Table 50. IE HG PAU Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	1	1	0
Ward Clerk	3.81	5.7	+1.89
Total support staff as a % of total nursing staff approved and in post	21.56%	23.01%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon-Fri		93%	
Not specified		7%	

2.3   IE HG Day Surgery Units

Hospitals were requested to complete and return a survey for their Day surgery units in their hospital. Seven hospitals within the IEHG returned surveys as listed in table 51.

Table 51. IE HG Day Surgery Units Overview

Ireland East Hospital Group
Mater Misericordiae University Hospital
Our Lady's Hospital, Navan
St. Luke's Hospital, Kilkenny
St. Michael's Hospital, Dun Laoghaire
Wexford General Hospital
St Colmcilles Hospital, Loughlinstown
National Orthopaedic Hospital Cappagh

2.3.1 IE HG Nursing staff profile DSUs

The findings from the nursing staff profile data was collected and is presented in Table 52. This reflects whole time equivalents (WTE) and number of staff approved and in post on 01/07/2019

Table 52. IE HG DSUs Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	55.18	4	5.8	1	65.98
In Post WTE	52.20	3	5.8	1	52.4
Difference	2.98	0	0.2	0	0.18

2.3.2 IE HG Nursing Staff Education & Qualifications DSUs

Each Day surgery Unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 53.

Table 53. IE HG DSUs Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3in post	Total	% of total nursing staff in post
Degree	33	63.2%	2	66.7%	2	34.8%	0	0%	37	57%
PG Cert	12.3	23.6%	1	33.3%	1	17.4%	0	0%	14.3	22%
Diploma	6.5	12.5%	1	33.3%	1	17.4%	0	0%	8.5	13.1%
Higher Diploma	0	0%	0	0%	1	17.4%	0	0%	1	1.5%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	0	0%	0	0%	1	17.4%	1	100%	2	3.1%
Working towards MSc.	0	0%	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	1	17.4%	0	0%	1	1.5%
Management qualification	1	1.9%	1	33.3%	2.5	43.5%	0	0%	4.5	6.9%

2.3.3 IE HG Education Workforce DSUs

Sites were asked to identify the number of clinical facilitators in their Day surgery units. According to the data returned there are no clinical facilitators approved or in post.

2.3.4 IE HG Workforce for Support Staff DSUs

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 54.

Table 54. IE HG Day surgery unit Support Staff workforce

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	10.4	8	2.4
Ward Clerk	7.4	8.4	+1
Total support staff as a % of total nursing staff	21.45%	20.16%	
Hours covered		**Percentage of HCA/MTA workforce**	
Mon - Fri		87.5%	
Mon - Sun		5%	
Not Specified		7.5%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Half Days		11.9%	
Mon-Fri		88.1%	

2.4 IE HG Day of Surgery Admission area

Each Hospital was asked to indicate whether they have a Day of surgery admission area within their hospital. Five sites indicated that they have a Day of surgery admission area however only one site returned a survey for Day of surgery admission area. Table 55 outlines the data and the sites that returned completed survey for DOSA.

Of note: The absence of individual DOSA surveys may be as a result of local infrastructure where DOSA units form part of an inpatient/day ward.

Table 55. IE HG DOSA sites overview

Name of Hospital	Does Hospital have a DOSA area		Completed survey returned	
	Yes	**No**	**Yes**	**No**
Mater Misericordiae University Hospital	yes			no
Midlands Regional Hospital, Mullingar		no		no
Our Lady's Hospital, Navan		no		no
Royal Victoria Eye and Ear Hospital		no		no
St. Luke's Hospital, Kilkenny	yes			no

		no		no
St. Michael's Hospital, Dun Laoghaire				
St. Vincent's University Hospital	yes		Included in St Marks ward return	
Wexford General Hospital	yes			no
St Colmcilles Hospital, Loughlinstown		no		no
National Orthopaedic Hospital Cappagh	yes		yes	

2.4.1 IE HG Staff Profile & Educational qualifications DOSA

The survey returned indicated that there were 2 CNM2 approved and 1 in post. There are 3.6 staff nurses approved and in 2.19 in post. One CNM 2 has a degree and a management qualification while 1 staff nurse has a PG cert and 1.2 staff nurses have a diploma

2.4.2 IE HG Education Workforce DOSA

Sites were asked to identify the number of clinical facilitators in their DOSA unit. According to the data returned there are no clinical facilitators approved or in post at the time of data collection

2.4.3 I EHG Support Staff workforce DOSA

The survey returned indicated that there was one ward clerk approved and in post working Monday to Friday. There was no MTA/HCAs approved or in post at the time of data collection

2.5 IE HG Surgical Ward Nursing

The ward nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 56.

Table 56. IE HG Surgical ward nursing staff profile data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	409.23	31	26	13	479.23
In Post WTE	374.98	23.4	25.7	13	437.08
Difference	4.27	7.6	.3	0	12.17

2.5.1 IE HG Nursing Staff Education & Qualifications surgical ward

Each service was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 57.

Table 57. IE HG Surgical Ward Nursing Staff Education & Qualifications

Qualification	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse	Total Nursing staff

	No.	% of total staff nurses in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	Manager 3		Total	% of total nurses in post
							No.	% of total CNM3 in post		
Degree	241.1	64.3%	13.5	57.6%	15	58.4%	8	61.5%	277.6	62.1%
PG Cert	26	6.9%	1.5	6.4%	4	15.6%	0	0%	31.5	7%
Diploma	72.3	19.3%	3	12.8%	4	15.6%	0	0%	79.3	17.7%
Higher Diploma	14	3.7%	7	29.9%	8	31.1%	2	15.4%	31	6.9%
Medicinal Prescribing	0	0	0	0%	0	0%	0	0%	0	0
X-Ray prescribing	0	0	0	0%	0	0%	0	0%	0	0
Masters	9	2.4%	3	12.8%	2	7.8%	8	61.5%	22	4.9%
Working towards MSc.	3	.8	0	0%	2	7.8%	0	0%	5	1.1%
Systems Improvement techniques	2	0.5%	1	4.3%	3	11.7%	0	0%	6	1.3%
Management qualification	1	0.3%	10.5	44.8%	14	54.5%	9	69.2%	34.5	7.7%

2.5.2 IE HG Education Workforce surgical ward

Operating departments were asked to identify the number of clinical facilitators in their operating department. Findings are outlined in Table 58.

Table 58. IE HG Surgical Ward Education and patient flow workforce

Role Title	Approved	In Post
Clinical Facilitator	5	4

2.5.3 IE HG Workforce for Support Staff surgical ward

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed, however question this was not answered. The hours covered were also surveyed. Findings are outlined in Table 59.

Table 59. IE HG Surgical Ward HCAs/MTA profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	90.9	77.42	13.48
Ward Clerk	20.10	14.60	5.5
Total support staff as a % of total nursing staff	19.43%	17.07%	
Hours of Cover		**Percentage of MTA/HCA workforce**	
< 5 days		1.3%	
24X7		59.5%	
Mon -Fri		8.3%	
Mon-Sun		30.9%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
< Core hours		3.4%	
Half Days		3.4%	
Mon-Fri		93.2%	

2.6 IE HG Operating Department Nursing

Hospitals were requested to complete and return a survey for their operating department/theatre in their hospital. The results include the areas of anaesthesia, scrubbing/circulating and recovery/post anaesthesia care. The findings are reported for all of these areas together as a breakdown is not possible.

 Nine hospitals returned surveys from operating departments as listed below in Table 60.

Table 60. IE HG Operating Department overview

Ireland East
Mater Misericordiae University Hospital
Midlands Regional Hospital, Mullingar
Our Lady's Hospital, Navan
St. Luke's General Hospital, Kilkenny
St. Michael's Hospital, Dun Laoghaire
St. Vincent's University Hospital
Wexford General Hospital
St Colmcilles Hospital, Loughlinstown
National Orthopaedic Hospital, Cappagh

2.6.1 IE HG Operating Department Nursing Workforce

Nursing staff profile was collected under the following criteria: Whole time equivalents and number of staff in post on 01/07/2019. Findings are outlined in Table 61.

Table 61. IE HG Operating Department Nursing Workforce

Staff Grade	Approved WTE	In Post WTE	Difference

Staff Nurse	297.88	284.33	13.55
Clinical Nurse Manager 1	24	19.6	4.4
Clinical Nurse Manager 2	42.3	40.8	1.5
Clinical Nurse Manager 3	6	5.9	.1

2.6.2 IE HG Operating Department Nursing Staff Education & Qualifications

Each Operating Department was requested to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Sites were advised to only enter information based on the highest level of qualification completed. Findings are detailed in Table 62.

Table 62. IE HG National Operating Department Nursing Staff Education & Qualifications

Educational Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing staff	
	No	% of total staff nurses in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3 in post	Total	% of total nurses in post
Degree	112.4	39.5%	5	25.5%	16	39.2%	1	17%	134.4	37.9%
PG Cert	31	10.9%	1	5.1%	2	4.9%	1.9	31.9%	35.9	10.1%
Diploma	26	9.2%	2	10.2%	6	14.7%	0	0	34	9.6%
Higher Diploma	53	18.6%	8	40.8%	17	41.7%	3	51.1%	81	22.8%
Medicinal Prescribing	1	0.4%	0	0%	0	0%	0	0%	1	0.3%
X-Ray prescribing	0	0	0	0%	0	0%	0	0%	0	0%
Masters	8	2.8%	1	5.1%	12	29.4%	2	34.1%	23	6.5%
Working towards MSc.	0	0	3	15.3%	2	4.9%	0	0%	5	1.4%
Systems Improvement techniques	4	1.4%	2	10.2%	3	7.4%	1	17%	10	2.8%
Management qualification	2	0.7%	6	30.6%	11	27%	2.9	48.9%	21.9	6.2%

2.6.3 IE HG Operating department Education Workforce

Operating departments were asked to identify the number of clinical facilitators in their operating department. Findings are outlined in Table 63.

Table 63. IE HG Operating Department Education Workforce

Role Title	Approved	In Post
Clinical Facilitator	2	2

2.6.4 IEHG Operating department Support Staff Workforce

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed, however this question this was not answered. The hours covered were also surveyed. Findings are outlined in Table 64.

Table 64. IE HG Operating department HCAs/MTA profile

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	25	26.73	+1.73
Ward Clerk	4.5	5.5	+1
Total support staff as a % of total nursing staff	8.03%	8.33%	
Hours of Cover	**Percentage of HCA/MTS workforce**		
Mon -Fri	51.4%		
Mon-Sun	11.2%		
Not Specified	37.4%		
Hours of Cover provided	**Percentage of ward clerk workforce**		
Half Days	9.1%		
Mon-Fri	54.5%		
Not Specified	36.4%		

3.0 University of Limerick Hospital Group (UL HG)

Each hospital was requested to complete one survey for the following clinical areas

- surgical wards
- day surgery units
- operating departments and recovery rooms,
- day of surgery admission areas
- Pre-Admission units

The number of surveys returned from hospitals within the Saolta are outlined in table 65.

Table 65. UL HG Nursing Survey – overview

Name of Hospital	Model type	Number of surveys returned from each Hospital					
		Wards	Operating Dept.	Day Services	DOSA	PAU	Total
Croom University Hospital	*Model 2*	2	1			1	4
Ennis hospital	*Model 2*	2				1	3
Nenagh Hospital	*Model 2*	1	1			1	3
St John's Hospital	*Model 2*	2	1			1	4
University Hospital Limerick	*Model 4*	7	1		Included in PAU return	I	9
TOTALS		13	4	0	0	5	23

3.1 UL HG Nursing Staff Profile

The findings from the nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019. Findings are outlined in Table 66.

Table 66. UL HG Nursing staff profile data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	318.19	25.1	31.6	1.0	375.89
In Post WTE	298.16	20.1	29.5	0.9	348.66
Difference	20.03	5.0	2.1	0.1	27.23

3.1.1 UL HG Nursing Staff Education & Qualifications

Each service was asked to identify the nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 67.

Table 67. UL HG Nursing Staff Education and Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3in post	Total	% of total nursing staff in post
Degree	156	52.3%	3.0	14.9%	7.0	23.7%	0	0%	166	45.8%
PG Cert	45	15.1%	4.0	19.9%	11.0	37.3%	1	114.9%	61.0	16.8%
Diploma	36	12.1%	3	14.9%	1	3.4%	0	0%	40	11.0%
Higher Diploma	35	11.7%	11	54.8%	12	40.7%	0	0%	58	16.0%
Medicinal Prescribing	1	0.3%	1	5.0%	1	3.4%	0	0%	3	0.8%
X-Ray prescribing	0	0%	1	5.0%	3	10.2%	0	0%	4	1.1%
Masters	5	1.7%	1	5%	3	10.2%	0	0%	9	2.5%
Working towards an MSc.	3	1.0%	0	0%	1	3.4%	0	0%	4	1.1%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%	0	0%
Management qualification	1	0.3%	2	10.0%	6	20.3%	0	0%	9	2.5%

Of note: Systems Improvements Techniques includes Lean, Six Sigma

3.1.2 UL HG Specialist nursing staff profile

The specialist nursing staff profile data was collected from each area using the number of whole-time equivalents (WTEs) staff approved and in post on 01/07/2019

A number of role titles were provided to clinical sites as well as 'CNS other'. These were separately reviewed and only roles attributed to a surgical speciality were included Table 68.

Table 68. UL HG Clinical nurse specialists in a surgical specialty profile

Role Title	Approved	In-post	Difference
CNS Stoma Care	0	0	0
CNS Tissue Viability	0.5	0.5	0
CNS Colorectal surgery	1	1	0
CNS Plastic surgery	0	0	0
CNS Breast Care/Surgery	3	3	0
CNS Urology	0	0	0
CNS Fracture Liaison	0	0	0
CNS ENT	0	0	0
CNS Arthroplasty	0	0	0
CNS Pre- Assessment	1	1	0
CNS Gynaecology	0	0	0
CNS Ophthalmology	2	2	0
CNS Pain	1	1	0
CNS Vascular	1	1	0
CNS Tracheostomy	1	1	0
CNS Orthopaedic	0	0	0
CNS Oncology	0	0	0
CNS Hepatobiliary	0	0	0
CNS Head & Neck	0	0	0
CNS Endocrinology	0	0	0
CNS Paediatric Surgery	0	0	0
CNS Bone bank	0	0	0
CNS Upper GI Surgery	0	0	0
CNS Enhanced Recovery After Surgery	0	0	0
CNS Ilizarov	0	0	0
CNS Liver Transplant	0	0	0
CNS Urodynamic's	0	0	0
CNS Spleen Pancreas Kidney transplant	0	0	0
TOTAL	10.5	10.5	0
Total Specialist workforce approved as % of total nursing staff approved	2.7%		
Total Specialist workforce as % of total Nursing staff in post	2.3%		
Total Specialist nursing staff approved, as % of **national** total of Specialist nursing staff approved 6.6%			
Total Specialist nursing staff in post , as % of **national** total of Specialist nursing staff in post 7.1%			

Note: Same or similar role titles added together

3.1.3 UL HG Advanced practice workforce

The advanced practice staff profile data was collected from each area. Clinical sites were asked to provide details of the speciality and only roles attributed to a surgical speciality were included Table 69.

Table 69. UL HG Advanced nurse practitioners in a surgical specialty profile

Candidate Advanced Nurse Practitioners	Approved	In-Post	Difference
ENT	-	0	0
Orthopaedics	-	0	0
TVN	-	0	0
Urology	-	0	0
Total			
Registered advanced nurse practitioners	**Approved**	**In-Post**	**Difference**
Colorectal	-	0	0
Endoscopy	-	0	0
Oncoplastics	-	0	0
Orthopaedics	1	1	0
Pain	-	0	0
Plastics	-	0	0
TVN	-	0	0
Urology	-	0	0
Not specified	-	0	0
Total	**1**	**1**	**0**
Total ANP approved as % of total nursing staff approved			0.26%
Total ANP approved as % of total nursing staff in post			0.22%

3.1.4 UL HG Workforce for Education and patient flow

The education and patient flow staff profile data was collected and is presented in table 70.

Table 70. UL HG Education and patient flow profile

Role	Approved	In-post
Clinical Facilitator	2	1
Discharge Co-Ordinator	1	0
Practice Development CNM2 or above	1	1
Practice Facilitator ADON	0	0
Difference	4	2
Total Education and Patient Flow Workforce approved, as % of total nursing staff approved 1.0%		
Total Education and Patient Flow Workforce in post , as % of total nursing staff in post 0.4%		

3.1.5 UL HG Workforce for Audit/Research

The number and grade of audit/research nurses in their area is outlined in table 71 Variance in grading was noted.

Table 71. UL HG Audit/ research nursing profiles

Grade	Staff Nurse	CNM1	CNM2	Total Approved	Total in Post
WTE approved	0	0	0	0	0
Total Audit/Research Nurses approved, as % of total nursing staff approved					0%
Total Audit/Research Nurses approved, as % of total nursing staff in post					0%

3.1.6 UL HG Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed along with the hours covered. Findings are outlined in table 72.

Table 72. UL HG Support Staff Profile and percentage of direct Patient Care

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	75.57	71.27	4.3
Ward Clerk	9.75	13.74	
Total support staff as a % of total nursing staff	85.32%	85.01%	
Hours covered	**Percentage of HCA/MTA workforce**		
24 x 7	10.5%		
Mon - Fri	16.1%		
Mon - Sun	73.4%		
Hours of Cover provided	**Percentage of ward clerk workforce**		
Mon-Fri	81.8%		
Not specified	18.2%		

3.1.7 UL HG Education Initiatives

Each area within the hospitals asked to indicate if they provided induction and foundation programmes in surgical nursing on site. The responses are outlined in table 73.

Table 73. UL HG Education initiatives overview

Note: The responses were taken from the relevant clinical areas i.e. Surgical induction included responses from:

Education Programme	Total number of responses from clinical area	Yes		No		Not answered		Are the programmes competency based	
		No.	% of total responses	No.	% of total responses	No.	% of total responses	Yes	As a % of total yes responses
Induction programme in surgical ward care	14	3	21%	10	71.4%	1	7.1%	0	0
Induction programme in perioperative care	4	2	50%	2	50%	0	0%	1	50%
Induction programme in pre op admission care	5	1	20%	4	80%	0	0%	0	0%
Foundation programme in surgical ward care?	14	0	0%	14	100%	0	0%	0	0%
Foundation programme in Perioperative care?	4	1	25%	3	75%	0	0%	0	0%

Day surgery, DOSA, Wards. Perioperative induction included Theatre. Pre-operative admission. Foundation in surgical ward care included Day Surgery, DOSA, and Wards. Foundation in perioperative care included Theatres.

Note: it is unclear from responses whether sites were indicating that the induction programmes were ward based or whole hospital based.

3.1.8 UL HG Duration of Education programmes

Hospitals were asked to indicate the duration of their induction and foundation programmes. The responses are displayed in time and also as a percentage of the total number of sites providing the programmes in tables 74 & 75.

3.1.9 UL HG Induction programmes

Table 74. UL HG Duration of induction programmes

Name of Induction Programme	Duration of programme & % of total sites		Varied duration	Did not indicate duration
Pre-operative	Varies 100%			
Perioperative	5 days 50%		50%	
Surgical Ward	6 days-1month	66.7%		33.3%

3.1.10 UL HG Foundation Programmes

Table 75. UL HG Foundation programmes

Name of Foundation Programme	Duration of Programme & % of total sites
Surgical Ward	0
Perioperative	Less than 5 days 20%

3.1.11 UL HG Requirement for Education Programmes

In this section sites were asked to identify the requirement for a foundation programme in both

Education Programme	Relevant Clinical Area	
	Number that answered yes	Percentage of total responses
Requirement for foundation programme in surgical care	14	100%
Include care of paediatric patient	5	35.7%
Requirement for foundation programme in Perioperative care	4	100%
Include Care of the paediatric patient	3	75%

surgical and perioperative care and if the care of the paediatric patient should be included in programme. Responses are displayed in table 76 below as a number and also as a percentage of the total number of responses from the relevant clinical area clinical areas

Table 76. UL HG Requirement for Education Programme

Of note: A foundation programme in Pre admission unit care was not sought, as a national foundation programme in Pre admission care is currently available.

3.2 UL Pre Admission Units

Each Hospital was asked to indicate whether they have a pre admission unit (PAU). Table 77 outlines the data and the sites that returned completed surveys for PAU.

Table 77. UL HG Overview of PAU

Hospital Group/Name of Hospital	Does Hospital have a Pre admission Unit		Completed survey returned	
	Yes	No	Yes	No
University of Limerick				
Croom University Hospital	Yes		Yes	
Ennis hospital	Yes		Yes	
Nenagh Hospital	Yes		Yes	
St John's Hospital	Yes		Yes	
University Hospital Limerick	Yes		Yes	

3.2.1 UL HG Nursing staff profile PAU

The nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 78.

Table 78. UL HG PAU Nursing Staff Profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	TOTAL
Approved WTE	11.53	1.0	2.7	15.93
In Post WTE	11.36	1.0	2.7	15.7
Difference	0.17	0	0	0.17

Of Note: As there are no CNM3 appointed to PAU in ULHG, We have removed the column from below table

3.2.2 UL HG Nursing Staff Education & Qualifications PAU

Each Pre admission unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 79.

Table 79. UL HG PAU Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Total Nursing Staff	
	Total	% of total staff nurses in post	Total	% of total CNM1 in post	Total	% of total CNM2 in post	Total	% of total nursing staff in post
Degree	5	44%	0	0%	0	0%	5	33.2 %
PG Cert	0	0%	0	0%	2	74.1%	2	13.3%
Diploma	0	0%	0	0%	0	0%	0	0%
Higher Diploma	1	8.8 %	0	0%	1	37.0 %	2	13.3 %
Medicinal Prescribing	0	0%	0	0%	1	37.0 %	1	6.6 %
X-Ray prescribing	0	0%	0	0%	1	37.0 %	1	6.6 %
Masters	0	0%	0	0%	1	37.0 %	1	6.6 %
Working towards MSc.	0	0%	0	0%	0	05	0	0%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%
Management qualification	0	0	1	100%	1	37%	2	13.3%

Of note systems improvements techniques includes Lean, six sigma etc.

3.2.3 UL HG Education Workforce PAU

Sites were asked to identify the number of clinical facilitators in their PAU. According to the data returned there are no clinical facilitators.

3.2.4 UL HG Workforce for Support Staff PAU

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed, however this question this was not answered. The hours covered were also surveyed. Findings are outlined in Table 80.

Table 80. UL HG PAU Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	1.5	1.5	0
Ward Clerk	2.0	1.0	1.0
Total support staff as a % of total nursing staff approved and in post	18.68%	14.24%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon-Fri		100%	

3.3 UL HG Day Surgery Units

Hospitals were requested to complete and return a survey for their Day surgery units in their hospital. Surveys were returned from the following sites only. Table 81.

Table 81. UL HG DSU overview

University of Limerick Hospital Group
Ennis Hospital
Nenagh hospital

3.3.1 UL HG Day Surgery Nursing staff profile DSU

The findings from the nursing staff profile data was collected and is presented in Table 82. This reflects whole time equivalents (WTE) and number of staff approved and in post on 01/07/2019

Table 82. UL HG DSU Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	TOTAL
Approved WTE	9.6	0.9	2.0	12.5
In Post WTE	9.6	0.9	2.0	12.5
Difference	0	0	0	0

3.3.2 UL HG Nursing Staff Education & Qualifications DSU

Each service was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 83.

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Total Nursing staff	
	No.	% of total staff nurses in post	**No.**	% of CNM1 in post	**No.**	% of CNM2 in post	**No.**	% of total nurses in post
Degree	3	31.3 %	0	0%	1	50%	4.0	32.0 %
PG Cert	1.0	10.4%	0	0%	0	0%	1	8%
Diploma	3	31.2%	0	0%	0	0%	3.0	24.0%
Higher Diploma	0	0%	0	0%	0	0%	0	0%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0.9	100%	0	0%	1.0	8%
Masters	0	0%	0	0%	0	0%	0	0%
Working towards MSc.	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%
Management qualification	0	0%	0	0%	0	0%	0	0%

No further data was analysed for DSU in UL HG due to the small number of surveys returned.

3.4 UL HG Day of Surgery Admission area

Each Hospital was asked to indicate whether they have a Day of surgery admission area within their hospital (Table 84).

Table 84. UL HG DOSA sites overview

Hospital Group/Name of Hospital	Does Hospital have a DOSA area		Completed survey returned	
	Yes	**No**	**Yes**	**No**
UL				
Croom University Hospital		*No*		*No*
Ennis hospital		*No*		*No*
Nenagh Hospital		*No*		*No*
St John's Hospital	*Yes*			*No*
University Hospital Limerick	*Yes*			*No*

The absence of individual DOSA surveys may be as a result of local infrastructure where DOSA units form part of an inpatient/day ward.

3.5 UL HG Surgical Ward Nursing

The ward nursing staff profile data was collected using the following criteria:

Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 85.

Table 85. UL HG Surgical ward nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	209.76	13.9	13.8	0	237.46
In Post WTE	198.27	12.9	13.8	0	224.97
Difference	11.49	1.0	0	0	12.49

3.5.1 UL HG Nursing Staff Education & Qualifications ward

Each service was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 86.

Table 86. UL HG Surgical Ward Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing staff	
	No.	% of total staff nurses in post	No.	% of total staff nurses in post	No.	% of total staff nurses in post	No.	% of total staff nurses in post	No.	% of total staff nurses in post
Degree	112.0	56.5%	2.0	15.5%	3	21.8%	0	0%	117.0	51.6%
PG Cert	17.0	8.6%	2.0	15.5%	3.0	21.8	0	0%	22	9.7%
Diploma	14.0	7.1%	2.0	15.5%	0	0%	0	0%	16	7.1%
Higher Diploma	18.0	9.1%	8.0	62%	7.0	50.9%	0	0%	33.0	14.5%
Medicinal Prescribing	1.0	0.5%	1.0	7.8%	1.0	7.3%	0	0%	3	1.3%
X-Ray prescribing	0	0%	1.0	7.5%	3	21.8%	0	0%	4	1.8%
Masters	1.0	0.5%	0	0%	1	7.3%	0	0%	2	0.9%
Working towards a MSC	1.0	0.5%	0	0%	1.0	7.3%	0	0%	2.0	0.9%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%	0	0%
Management qualification	1.0	0.5%	1	7.8%	5	36.4%	0	0%	7	3.1%

3.5.2 UL HG Surgical Ward Education Workforce

 Sites were asked to identify the number of clinical facilitators in surgical wards. Findings are outlined in Table 87.

Table 87. UL HG Surgical Ward Education and patient flow workforce

Role Title	Approved	In Post
Clinical Facilitator	1	1

3.5.3 UL HG Surgical Ward Support Staff Workforce

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in tables 88.

Table 88. UL HG Surgical Ward Support Staff Workforce

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	66.07	61.77	4.3
Ward Clerk	5	11	+ 6
Total support staff as a % of total nursing staff	22.82%	24.28	
Hours of Cover		**Percentage of MTA/HCA workforce**	
24 x 7		12.1%	
Mon -Fri		3.2%	
Mon - Sun		84.7%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon-Fri		100%	

3.6 UL HG Operating Department Nursing

Hospitals were requested to complete and return a survey for their operating department/theatre in their hospital. The results include the areas of anaesthesia, scrubbing/circulating and recovery/post anaesthesia care. The findings are reported for all of these areas together as a breakdown is not possible.

These were returned from hospitals listed in listed below in Table 65.

3.6.1 UL HG Operating Department Nursing Workforce

Nursing staff profile was collected under the following criteria: Whole time equivalents and number of staff in post on 01/07/2019. Findings are outlined Table 89.

Table 89. UL HG Operating Department Nursing Workforce

Staff Grade	Approved WTE	In Post WTE	Difference
Staff Nurse	93.2	84.83	8.37
Clinical Nurse Manager 1	10.2	6.2	4.0

Clinical Nurse Manager 2	15.2	13.1	2.1
Clinical Nurse Manager 3	1.0	0.9	0.1

3.6.2 UL HG Operating Department Nursing Staff Education & Qualifications

Each Operating Department was requested to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Sites were advised to only enter information based on the highest level of qualification completed illustrated below in table 90.

Table 90. UL HG Operating Department Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing staff	
	No.	% of total staff nurses in post	No.	% of total staff nurses in post	No.	% of total staff nurses in post	No.	% of total staff nurses in post	No.	% of total staff nurses in post
Degree	38	42%	1	13.9%	3	21.4%	0	0	42	37.3%
PG Cert	34	37.6%	3	41.8%	8	56.9%	1	100%	46	40.9%
Diploma	19	21%	1	13.9%	1	7.1%	0	0	21	18.7%
Higher Diploma	16	17.7%	3	41.8%	5	35.6%	0	0	24	21.3%
Medicinal Prescribing	0	0	0	0	0	0	0	0	0	0
X-Ray prescribing	0	0	0	0	0	0	0	0	0	0
Masters	4	4.4%	1	13.9%	1	7.1%	0	0	6	5.3%
Working towards MSc.	2	2.2%	0	0	0	0	0	0	2	1.8%
Systems Improvement techniques	0	0	0	0	0	0	0	0	0	0
Management qualification	0	0	0	0	1	7.1%	0	0	1	0.9%

3.6.3 UL HG Operating Department Education Workforce

Operating departments were asked to identify the number of clinical facilitators in their operating department. Findings are outlined in Table 91.

Table 91. UL HG Operating Department Education Workforce

Role Title	Approved	In Post
Clinical Facilitator	1	0

3.6.4 UL HG Operating Department Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in tables 92.

Table 92. UL HG Operating Department Support Staff Workforce

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	8	8	0
Ward Clerk	1.75	1.74	0.01
Total support staff as a % of total nursing staff	7.49%	8.49%	
Hours of Cover		**Percentage of HCA/MTS workforce**	
Mon -Fri		100%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon -Fri		13.8%	
Not Specified		86.2	

4.0   South-South West Hospital Group (SSW HG)

Each hospital was requested to complete one survey for the following clinical areas

- surgical wards
- day surgery units
- operating departments and recovery rooms,
- day of surgery admission areas
- Pre-Admission units

The number of surveys returned from hospitals within the SSWHG are outlined in table 93 below

Table 93. SSW HG Nursing Survey – Overview

Name of Hospital	Model	Number of surveys returned from each Hospital					
		Wards	Operating Dept.	Day Services	DOSA	PAU	Total
Cork University Hospital	4	0	1	0	1	1	3
Mercy University Hospital	3	1	1	0	1	1	4
Tipperary University Hospital	3	2	1	1	Included in a medical ward	1	5
University Hospital Kerry	3	1	1	1	0	1	4
University Hospital Waterford	4	3	1	1	Included in day services return	1	6
Lourdes Orthopaedic Hospital, Kilcreene	2	1	1	0	0	1	3
Bantry General Hospital	2	0	1	Included in operating department return	0	0	1
Mallow General Hospital	2	0	1	1	0	1	3
South Infirmary Victoria University Hospital	2	4	1	1	1	1	8

Note: Standalone maternity hospitals were not included in this survey

4.1 SSW HG Nursing Staff Profile

The findings from the nursing staff profile data was collected and is presented in Table 94. This reflects whole time equivalent's (WTE) and number of staff approved and in post on 01/07/2019.

Table 94. SSW HG Nursing Survey – Profile Data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	520.43	35.9	71.1	7.6	653.74
In Post WTE	512.04	32.9	67.3	7.5	642.97
Difference	8.39	3	3.7	0.1	10.77

4.1.1 SSW HG Nursing Staff Education & Qualifications

Each service was asked to identify the nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table below 95.

Table 95. SSW HG Nursing Staff Education and Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3in post	Total	% of total nursing staff in post
Degree	335	65.4%	15.5	47.2%	23.3	34.6%	2.4	32.4%	376.2	55.5%
PG Cert	95.6	18.7%	3	9.1%	25	37.1%	1	13.4%	124.6	18.4%
Diploma	72	14.1%	2	6.1%	6	8.9%	0	0%	80	11.8%
Higher Diploma	120	23.4%	10.5	31.9%	21.8	32.4%	3	40.2%	155.3	22.9%
Medicinal Prescribing	3	0.6%	0	0%	3	4.5%	0	0%	6	0.9%
X-Ray prescribing	0	0%	0	0%	1	1.5%	0	0%	1	0.1%
Masters	34	6.6%	4	12.2%	8	11.9%	3	40.2%	49	7.2%
Working towards MSc.	5	1%	0	0%	3	4.5%	1	13.4%	9	1.3%
Systems Improvement techniques	2	0.4%	0	0%	6	8.9%	1	13.4%	9	1.3%
Management qualification	42	8.2%	10.5	31.9%	27.8	41.3%	3	40.2%	83.3	12.3%

Of note: Systems Improvements Techniques includes Lean, Six Sigma

4.1.2 SSW HG Specialist nursing staff profile

The specialist nursing staff profile data was collected from each area using the number of whole time equivalents (WTE), additional staff approved and in post on 01/07/2019
A number of role titles were provided to clinical sites as well as 'CNS other', these were separately hand searched and only roles attributed to a surgical speciality were included. Table 96.

Table 96. SSW HG Clinical Nurse Specialists in a surgical specialty profile

Role Title	Approved	In-post	Difference
CNS Stoma Care	2.6	2.6	0
CNS Tissue Viability	3.85	3.85	0
CNS Colorectal surgery	2	2	0
CNS Plastic surgery	0	0	0

CNS Breast Care/Surgery	8	8	0
CNS Urology	6.3	6.3	0
CNS Fracture Liaison	1.8	1.7	0.1
CNS ENT	1.8	0	1.8
CNS Arthroplasty	0.4	0.4	0
CNS Pre- Assessment	1	1	0
CNS Gynaecology	0	0	0
CNS Ophthalmology	0	0	0
CNS Pain	1	1	0
CNS Vascular	1	0	1
CNS Tracheostomy	0	0	0
CNS Orthopaedic	0	0	0
CNS Oncology	1	1	0
CNS Hepatobiliary	2	2	0
CNS Head & Neck	0	0	0
CNS Endocrinology	0	0	0
CNS Paediatric Surgery	0	0	0
CNS Bone bank	0	0	0
CNS Upper GI Surgery	0	0	0
CNS Enhanced Recovery After Surgery	0	0	0
CNS Ilizarov	0	0	0
CNS Liver Transplant	0	0	0
CNS Urodynamic's	0	0	0
CNS Spleen Pancreas Kidney transplant	0	0	0
TOTAL	**32.75**	**29.85**	**2.9**
Total Specialist workforce approved as % of total nursing staff approved		4.2%	
Total Specialist workforce as % of total Nursing staff in post		4.1%	
Total Specialist nursing staff approved, as % of **national** total of Specialist nursing staff approved 20.7%			
Total Specialist nursing staff in post , as % of **national** total of Specialist nursing staff approved 20.3%			

Note: Same or similar role titles added together

4.1.3 SSW HG Advanced practice workforce

The advanced practice staff profile data was collected from each area. Clinical sites were asked to provide details of the speciality and only roles attributed to a surgical speciality were included. Table 97.

Table 97. SSW HG Advanced Nurse Practitioners in a surgical specialty profile

Candidate Advanced Nurse Practitioners	Approved	In-Post	Difference
ENT	2	2	0
Orthopaedics	-	0	0
TVN	-	0	0
Urology	-	0	0
Total	**2**	**2**	

Registered advanced nurse practitioners	Approved	In-Post	Difference
Colorectal	1	1	0
Endoscopy	-	0	0
Oncoplastics	-	0	0
Orthopaedics	-	0	0
Pain	-	0	0
Plastics	-	0	0
TVN	1	1	0
Urology	-	0	0
Not specified	-	0	0
Total	**2**	**2**	**0**
Total ANP approved as % of total nursing staff approved			0.51%
Total ANP approved as % of total nursing staff in post			0.54%

4.1.4 SSW HG Workforce for Education and patient flow

The education and patient flow staff profile data was collected using the following criteria:
Number of whole time equivalents (WTEs) additional staff approved and in post on 01/07/2019
Findings for education and patient flow roles are outlined in Table 98.

Table 98. SSW HG Education and patient flow staff profile

Role	Approved	In-post	Difference
Clinical Facilitator	3.6	3.6	0
Discharge Co-Ordinator	12.4	11	1.4
Practice Development CNM2 or above	5.8	5	0.8
Practice Facilitator ADON	5	5	0
Total Education and Patient Flow Workforce approved			26.8
Total Education and Patient Flow Workforce in post			24.6
Total Education and Patient Flow Workforce approved, as % of total nursing staff approved 3.4%			
Total Education and Patient Flow Workforce in post , as % of total nursing staff in post 3.3%			

4.1.5 SSW HG Workforce for Audit/Research

Each service was asked to identify the number and grade of audit/research nurses in their area. Variance in grading was noted. Findings are outlined in Table 99.

Table 99. SSW HG Audit/ research nursing profiles

Grade	Staff Nurse	CNM1	CNM2	Total Approved	Total in Post
WTE approved	4	0	0	4	4

Total Audit/Research Nurses approved, as % of total nursing staff approved	0.51%
Total Audit/Research Nurses approved, as % of total nursing staff in post	0.54%

4.1.6 SSW HG Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 100.

Table 100. SSW HG Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	73.41	42.63	30.78
Ward Clerk	20	15.65	4.35
Total support staff as a % of total nursing staff	11.53%	7.67%	
Hours covered	**Percentage of HCA/MTA workforce**		
< 5 days	3.4%		
24 x 7	51.6%		
Mon - Fri	22.8%		
Mon - Sun	16.4%		
Not Specified	38.6%		
Hours of Cover provided	**Percentage of ward clerk workforce**		
< Core hours	6.7%		
Mon-Fri	69%		
Not specified	24.3%		

4.1.7 SSW HG Education Initiatives

Services were asked to indicate if they provided induction and foundation programmes in surgical nursing on site. Responses are outlined in table 101 below.

Table 101. SSW HG Education initiatives
Note: The responses were taken from the relevant clinical areas i.e. Surgical induction included responses from:

Education Programme	Total number of responses from relevant clinical area	Yes		No		Not answered		Are the programmes competency based	
		No.	%	No.	%	No.	%	Yes	As a % of total yes responses
Induction programme in surgical ward care	22	11	50%	10	45.5%	1	4.5%	9	81.8%
Induction programme in perioperative care	9	7	77.8%	2	22.2%	0	0%	7	100%
Induction programme in pre op admission care	11	1	9.1%	7	63.6%	3	27.3%	0	0%
Foundation programme in surgical ward care?	22	1	4.5%	20	90.9%	1	4.5%	0	0%
Foundation programme in Perioperative care?	8	2	25%	5	62.5%	1	12.5%	2	100%

Day surgery, DOSA, Wards. Perioperative induction included Theatre. Pre-operative admission. Foundation in surgical ward care included Day Surgery, DOSA, and Wards. Foundation in perioperative care included Theatres.

Note: it is unclear from responses whether sites were indicating that the induction programmes were ward based or whole hospital based.

4.1.8 SSW HG Duration of Education programmes

Sites were asked to indicate the duration of their induction and foundation programmes. The responses are displayed in time and also as a percentage of the total number of sites providing the programmes in tables 102 & 103.

Table 102. SSW HG Duration of education initiatives- Induction Courses

Name of Induction Programme	Duration of programme & % of total sites					Varied duration	Did not indicate duration
Pre-operative							100%
Perioperative	4-6 mths 85.7%					14.3%	
Surgical Ward	<5 days 9.1%	6 days-1 mth 9.1%	2-3 mths 9.1%	4-6 mths 18.2%	7-9 mths 9.1%	36.4%	9.1%

Table 103. SSW HG Duration of education initiatives- Foundation Courses

Name of Foundation Programme	Duration of Programme & % of total sites		Did not indicate duration
Surgical Ward			100%
Perioperative	3 mths - 50%	6 mths -50%	

4.1.9 SSW HG Requirement for Education Programmes

In this section sites were asked to identify the requirement for a foundation programme in both surgical and perioperative care and if the care of the paediatric patient should be included in programme. Responses are displayed in Table 104 below as a number and also as a percentage of the total number of responses from the relevant clinical area clinical areas.

Table 104. SSW HG Requirement for Education Programme

Education Programme	Relevant Clinical Area	
	Number that	Percentage of total

	answered yes	responses
Requirement for foundation programme in surgical care	21	90.9%
Include care of paediatric patient	5	25%
Requirement for foundation programme in Perioperative care	8	62.5%
Include Care of the paediatric patient	4	80%

Of note: A foundation programme in Pre admission unit care was not sought, as a national foundation programme in Pre admission care is currently available.

4.2 SSW HG Pre Admission Units

Each Hospital was asked to indicate whether they have a pre admission unit (PAU). 8 sites indicated that they have a Pre Admission Unit; however only 3 sites returned individual surveys for pre admission units survey. Table 105 outlines the data and the sites that returned completed surveys for PAU.

Table 105. SSW HG Overview of PAU's

Hospital Group/Name of Hospital	Does Hospital have a Pre admission Unit		Completed survey returned	
	Yes	No	Yes	No
SSW HG				
Cork University Hospital	yes		yes	
Mercy University Hospital	yes		yes	
Sth Tipperary General Hospital	yes		yes	
University Hospital Kerry	yes		yes	
University Hospital Waterford	yes		yes	
Lourdes Orthopaedic Hospital, Kilcreene	yes		yes	
Bantry General Hospital		no		no
Mallow General Hospital	yes		yes	
Sth Infirmary Victoria University Hospital	yes		yes	

4.2.1 SSW HG Nursing staff profile PAU

The nursing staff profile data was collected using the following criteria:

Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in table 106. *Of note: There are no clinical nurse manager 1 approved or in post in PAU according to results*

Table 106. SSW HG PAU Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	11.98	11.6	1	24.58
In Post WTE	12.98	9.9	1	23.88
Difference	0.91	1.7	0	2.61

4.2.2 SSW HG Nursing Staff Education & Qualifications PAU

Each Pre admission unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 107.

Table 107. SSW HG PAU Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing Staff	
	Total	% of total staff nurses in post	Total	% of total CNM1 in post	Total	% of total CNM2 in post	Total	% of total nursing staff in post
Degree	2	15.5%	3	30.2%	o	O%	5	21.5%
PG Cert	3	23.3%	4	40.3%	1	100%	8	33.6%
Diploma	2	15.5%	3	30.2%	0	0%	5	21%
Higher Diploma	1	7.8%	1	10.1%	0	0%	2	8.4%
Medicinal Prescribing	2	15.5%	1	10.1%	0	0%	3	12.6%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%
Masters	0	0%	1	10.1%	0	0%	1	4.2%
Working towards MSc.	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	1	10.1%	0	0%	1	4.2%
Management qualification	1	7.8%	5	50.4%	0	0%	6	25.2%

Of note systems improvements techniques includes Lean, six sigma etc.

4.2.3 SSW HG Education Workforce PAU

Sites were asked to identify the number of clinical facilitators in their PAU. According to the returned surveys, there is a 0.5 CF post approved for surgical areas in SIVUH, however it was not specified if there is someone in this role.

4.2.4 SSW HG Workforce for Support Staff PAU

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed; however this question was not answered. The hours covered were also surveyed. Findings are outlined in table 108.

Table 108. SSW HG PAU Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	1	1	0
Ward Clerk	3.27	1.8	1.47
Total Support Staff as a % of total nursing staff	13.53%	10.52%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon-Fri		72.2%	
Not specified		27.8%	

4.3 SSW HG Day Surgery Units

Hospitals were requested to complete and return a survey for their Day surgery units in their hospital. 5 hospitals within the SSWHG returned surveys as listed in table 109.

Table 109. SSW HG DSU overview

SSW Hospital Group
Mallow general Hospital
South Infirmary Victoria University Hospital
Tipperary University Hospital
University Hospital Waterford
University Hospital Kerry

4.3.1 SSW HG Nursing staff profile DSU

The findings from the nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019. Findings are outlined in Table 110.

Table 110. SSW HG DSU Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse	Clinical Nurse	TOTAL
Approved WTE	26.30	3	4	0.1	33.4
In Post WTE	24.74	2.8	3	0.1	30.64
Difference	1.56	0.2	1	0	2.76

4.3.2 SSW HG Nursing Staff Education & Qualifications DSU

Each Day surgery Unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 111.

Table 111. SSW HG DSU - Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3 in post	Total	% of total nursing staff in post
Degree	25	101.1%	1	35.2%	.5	16.7%	0.1	100%	26.6	76.6%
PG Cert	9	36.4%	0	0%	2.5	83.3%	0	0%	11.5	33.5%
Diploma	12	48.5%	1	35.2%	0	0%	0	0%	13	37.9%
Higher Diploma	3	12.1%	0	0%	0	0%	0	0%	3	8.7%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	0	0%	0	0%	0	0%	0	0%	0	0%
Working towards an MSc.	0	0%	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	1	33.3%	0	0%	1	2.9%
Management qualification	5	20.2%	0	0%	2	66.7%	0	0%	7	20.4%

4.3.3 SSW HG Education Workforce DSU

Sites were asked to identify the number of clinical facilitators in their Day surgery units. According to responses there is a 0.6 approved and in post in Mallow General Hospital

4.3.4 SSW HG Workforce for Support Staff DSU

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 112.

Table 112. SSW HG Support Staff workforce

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	2.7	2.7	0
Ward Clerk	4	4	0
Total support staff as a % of total nursing staff	6.7%	6.7%	
Hours covered	**Percentage of HCA/MTA workforce**		
Mon - Fri	81.55%		

Not Specified	18.5%
Hours of Cover provided	**Percentage of ward clerk workforce**
Mon- Fri	75%
Not Specified	25%

4.4 SSW HG Day of Surgery Admission area (DOSA)

Each Hospital was asked to indicate whether they have a Day of surgery admission area within their hospital. Seven sites indicated that they have a Day of surgery admission area however only three sites returned a survey for Day of surgery admission area. Table 113 outlines the data and the site that returned completed survey for DOSA.

Of note: The absence of individual DOSA surveys may be as a result of local infrastructure where DOSA units form part of an inpatient/day ward.

Table 113. SSW HG Overview of PAUs

Name of Hospital	Does Hospital have a DOSA area		Completed survey returned	
	Yes	**No**	**Yes**	**No**
Cork University Hospital	Yes		Yes	
Bantry General Hospital	yes			No
Mercy Hospital	yes		Yes	
Mallow General Hospital		No		No
South Infirmary Victoria University Hospital	yes		Yes	
Tipperary University Hospital	yes			No
University Hospital Waterford	yes			No
University Hospital Kerry		No		No
Lourdes Orthopaedic Hospital, Kilcreene		No		No

4.4.1 SSW HG Nursing Staff Profile DOSA

The findings from the nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019. Findings are outlined in Table 114.

Of Note: There are no CNM3 posts in DOSA in SSWHG so column has been removed

Table 114. SSW HG Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse	Clinical Nurse	TOTAL
Approved WTE	10.5	0.5	1.9	12.9
In Post WTE	10.38	0.5	1.9	12.78
Difference	0.12	0	0	0.12

4.4.2 SSW HG Staff Profile & Educational qualifications DOSA

Each DOSA was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 115.

Table 115. SSW HG DOSA Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	Total	% of total nursing staff in post
Degree	4	38.5%	0	0%	1	52.6%	5	31.7%
PG Cert	7	67.4%	0	0%	1.5	78.9%	8.5	53.9%
Diploma	0	0%	0	0%	0	0%	0	0%
Higher Diploma	1	9.6%	0	0%	0	0%	1	6.3%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%
Masters	0	0%	0	0%	0	0%	0	0%
Working towards MSc	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%
Management qualification	1	9.6%	0	0%	1	52.6%	2	12.7%

4.4.3 SSW HG Education Workforce DOSA

Sites were asked to identify the number of clinical facilitators in their DOSA unit. According to the data returned there are no clinical facilitators approved or in post at the time of data.

4.4.4 SSW HG Workforce for Support Staff DOSA

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed. However this question was not answered. The hours covered were also surveyed. Findings are outlined in Table 116

Table 116. SSW HG DOSA Support Staff workforce and percentage of patient care

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	1	1	0
Ward Clerk	1.5	.5	1
Total support staff as a % of total nursing staff	12.89%	8.68%	
Hours covered		**Percentage of HCA/MTA workforce**	
Mon - Fri		100%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon-Fri		100%	

4.5 SSW HG Surgical Ward Nursing

The findings from the nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019. Findings are outlined in Table 117.

Table 117. SSW HG Surgical Ward Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	186.14	15.9	11.7	0.4	214.14
In Post WTE	187.16	14.2	12.5	0.4	214.26
Difference	+1.02	1.6	+.8	o	+.12

4.5.1 SSW HG Nursing Staff Education & Qualifications ward

Each service was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 118.

Table 118. SSW HG Surgical Ward Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3 in post	No.	% of total in post
Degree	124	66.3%	8	56.2%	3	24%	0.3	66.7%	135.3	60.9%
PG Cert	16	8.5%	0	0%	3	24%	0	0%	19	8.5%
Diploma	23	12.3%	1	7%	0	0%	0	0%	24	10.8%
Higher Diploma	15	8%	2	14.1%	2	16%	0	0%	19	8.5%
Medicinal Prescribing	1	0.5%	0	0%	1	8%	0	0%	2	0.9%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%

Masters	5	2.7%	2	14.1%	1	8%	0	0%	8	3.6%
Working towards MSc.	3	1.6%	0	0%	2	16%	0	0%	5	2.2%
Systems Improvement techniques	0	0%	0	0%	3	24%	0	0%	3	1.3%
Management qualification	3	1.6%	2	14.1%	3	24%	0	0%	8	3.6%

4.5.2 SSW HG Education Workforce ward

Sites were asked to identify the number of clinical facilitators in surgical wards. Findings are outlined in Table 119.

Table 119. SSW HG Surgical Ward Education and patient flow workforce

Role Title	Approved	In Post
Clinical Facilitator	0.5	1

4.5.3 SSW HG Workforce for Support Staff ward

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role along with hours covered were also surveyed. Findings are outlined in Table 120.

Table 120. SSW HG Surgical Ward Support Staff Workforce

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	40.07	24.18	15.89
Ward Clerk	6	5.25	0.75
Total support staff as a % of total nursing staff	17.14%	11.69%	
Hours of Cover		**Percentage of MTA/HCA workforce**	
< 5 days		2.8%	
24X7		91%	
Mon -Fri		6.2%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon-Fri		76.2%	
< core hours		14.3%	
Not Specified		9.5%	

4.6 SSW HG Operating Department Nursing

Hospitals were requested to complete and return a survey for their operating department/theatre in their hospital. The results include the areas of anaesthesia, scrubbing/circulating and recovery/post anaesthesia care. The findings are reported for all of these areas together as a breakdown is not possible.

5 hospitals returned surveys from operating departments as listed below in Table 121.

Table 121. SSW HG Operating Department overview

South/South West HG
Cork University Hospital
Mercy Hospital
South Infirmary Victoria Hospital
Tipperary University Hospital
University Hospital Waterford

4.6.1 SSW HG Operating Department Nursing Workforce

The findings from the nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019. Findings are outlined in Table 122.

Table 122. SSW HG Operating Department Nursing Workforce

Staff Grade	Approved WTE	In Post WTE	Difference
Staff Nurse	280.51	271.87	8.64
Clinical Nurse Manager 1	15.5	14.3	1.2
Clinical Nurse Manager 2	40.8	39	1.8
Clinical Nurse Manager 3	6	5.9	.1

4.6.2 SSW HG Operating Department Nursing Staff Education & Qualifications

Each Operating Department was requested to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Sites were advised to only enter information based on the highest level of qualification completed.

Table 123. SSW HG Operating Department Nursing Staff Education & Qualifications

Educational Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing staff	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3 in post	No.	% of total in post
Degree	177	65.1%	6.5	45.5%	15.8	40.5%	2	33.9%	201.3	59.4%

PG Cert	60.6	22.3%	3	21%	14	35.9%	0	0%	77.6	22.9%
Diploma	35	12.9%	0	0%	3	7.7%	0	0%	38	11.2%
Higher Diploma	100	36.8%	7.5	52.4%	18.8	48.2%	3	50.8%	129.3	38.1%
Medicinal Prescribing	0	0%	0	0%	1	2.6%	0	0%	1	0.3%
X-Ray prescribing	0	0%	0	0%	1	2.6%	0	0%	1	0.3%
Masters	29	10.7%	2	14%	6	15.4%	3	50.8%	40	11.8%
Working towards MSc.	2	0.7%	0	0%	1	2.6%	1	16.9%	4	1.2%
Systems Improvement techniques	2	0.7%	0	0%	1	2.6%	1	16.9%	4	1.2%
Management qualification	32	11.8%	8.5	59.4%	16.8	43.1%	3	50.8%	60.3	17.8%

4.6.3 SSW HG Operating Department Education Workforce

Operating departments were asked to identify the number of clinical facilitators in their operating department. Findings are outlined in Table 124.

Table 124. SSW HG Operating Department Education Workforce

Role Title	Approved	In Post
Clinical Facilitator	2	2

4.6.4 SSW HG Operating Department Support Staff Workforce

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role along with hours covered were also surveyed. Findings are outlined in Table 125.

Table 125. SSW HG Operating Department HCAs/MTAs Profile

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	21.7	13	8.7
Ward Clerk	4	2.8	1.2
Total support staff as a % of total nursing staff	6.83	4.45	

Hours of Cover	Percentage of HCA/MTS workforce
Mon -Fri	38.8%
Mon-Sun	53.8%
Not Specified	15.4%
Hours of Cover provided	Percentage of ward clerk workforce
Mon- Fri	35.7%
Not Specified	64.3%

5.0 Dublin Midlands Hospital Group (DM HG)

Each hospital was requested to complete one survey for the following clinical areas

- surgical wards
- day surgery units
- operating departments and recovery rooms,
- day of surgery admission areas
- Pre-Admission units

The number of surveys returned from hospitals within the DMHG are outlined in Table 126.

Table 126. DM HG overview

Name of Hospital	Model	Number of surveys returned from each Hospital					
		Wards	Operating Dept	Day Services	DOSA	PAU	Total
Midland Regional Hospital Portlaoise	3	1	1	1	0	1	4
Midland Regional Hospital Tullamore	3	2	0	1	0	1	4
Naas General Hospital	3	1	1	1	0	Included in day Ward return	3
St James Hospital	4	0	1	1	0	Included in day ward return	2
Tallaght University Hospital	4	4	1	1	Included in Operating dept. return	1	7
St Lukes Hospital Rathgar	2S	0	1	0	0	0	1
Total		**8**	**5**	**5**	**0**	**3**	**21**

Of note: Standalone maternity hospitals were not included in this survey

5.1 DM HG Nursing Staff Profile

The findings from the nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019. Findings are outlined in Table 127

Table 127. DM HG Nursing Survey – Profile Data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	475.55	35.8	47	5	563.35
In Post WTE	440.12	28.7	45.8	5	519.62
Difference	35.43	7.1	1.2	0	43.73

5.1.1 DM HG Nursing Staff Education & Qualifications

Each service was asked to identify the nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 128.

Table 128. DM HG Nursing Staff Education and Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3in post	Total	% of total nursing staff in post
Degree	337	76.6%	18	62.7%	17	37.1%	2	40%	374	68.9%
PG Cert	45	10.2%	4	13.9%	14	30.5%	4	80%	67	12.3%
Diploma	52	11.8%	3	10.5%	8	17.5%	1	20%	64	11.8%
Higher Diploma	60	13.6%	12	41.8%	19	41.4%	1	20%	92	16.9%
Medicinal Prescribing	2	0.5%	0	0%	2	4.4%	0	0%	4	0.7%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	6	1.4%	4	13.9%	5	10.9%	0	0%	15	2.8%
Working towards MSc.	3	0.7%	2	7.0%	1	2.2%	0	0%	6	1.1%
Systems Improvement techniques	4	0.9%	0	0%	4	8.7%	1	20%	9	1.7%
Management qualification	10	2.3%	2	7.0%	21	45.8%	3	60%	36	6.6%

Of note: Systems Improvements Techniques includes Lean, Six Sigma

5.1.2 DM HG Specialist nursing staff profile

The specialist nursing staff profile data was collected from each area using the number of whole-time equivalents (WTEs) staff approved and in post on 01/07/2019
A number of role titles were provided to clinical sites as well as 'CNS other'. These were separately reviewed and only roles attributed to a surgical speciality were included (Table 129).

Table 129. DM HG Clinical Nurse Specialists in a surgical specialty profile

Role Title	Approved	In-post	Difference
CNS Stoma Care	1	1	0
CNS Tissue Viability	1	1	0
CNS Colorectal surgery	1.6	1.6	0
CNS Plastic surgery	0	0	0
CNS Breast Care/Surgery	0	0	0
CNS Urology	2	2	0

CNS Fracture Liaison	.8	.8	0
CNS ENT	1	1	0
CNS Arthroplasty	2	2	0
CNS Pre- Assessment	4	3	1
CNS Gynaecology	1	1	0
CNS Ophthalmology	0	0	0
CNS Pain	1	1	0
CNS Vascular	0	0	0
CNS Tracheostomy	0	0	0
CNS Orthopaedic	0	0	0
CNS Oncology	0	0	0
CNS Hepatobiliary	0	0	0
CNS Head & Neck	1	0	1
CNS Endocrinology	0	0	0
CNS Paediatric Surgery	0	0	0
CNS Bone bank	0	0	0
CNS Upper GI Surgery	0	0	0
CNS Enhanced Recovery After Surgery	0	0	0
CNS Ilizarov	1	1	0
CNS Liver Transplant	0	0	0
CNS Urodynamic's	0	0	0
CNS Spleen Pancreas Kidney transplant	0	0	0
TOTAL	**17.4**	**15.4**	**2**
Total Specialist workforce approved as % of total nursing staff approved		2.3	
Total Specialist workforce as % of total Nursing staff in post		2.3	
Total Specialist nursing staff approved, as % of **national** total of Specialist nursing staff approved 11%			
Total Specialist nursing staff in post , as % of **national** total of Specialist nursing staff in post 10.5%			

Note: Same or similar role titles added together

5.1.3 DM HG Advanced practice workforce

The advanced practice staff profile data was collected from each area. Clinical sites were asked to provide details of the speciality and only roles attributed to a surgical speciality were included (Table 130).

Table 130. DM HG Advanced Nurse Practitioners a surgical specialty profile

Candidate Advanced Nurse Practitioners	**Approved**	**In-Post**	**Difference**
ENT	-	0	0
Orthopaedics	-	0	0
TVN	-	0	0
Urology	1	1	0
Total	**1**	**1**	
Registered advanced nurse practitioners	**Approved**	**In-Post**	**Difference**

Colorectal	-	0	0
Endoscopy	-	0	0
Oncoplastics	-	0	0
Orthopaedics	-	0	0
Pain	-	0	0
Plastics	-	0	0
TVN	1	1	0
Urology	-	0	0
Not specified	-	0	0
Total	**1**	**1**	**0**
Total ANP approved as % of total nursing staff approved		0.27%	
Total ANP approved as % of total nursing staff in post		0.31%	

5.1.4 DM HG Workforce for Education and patient flow

The education and patient flow staff profile data was collected and is presented in Table 131.

Table 131. DM HG Education and patient flow staff profile

Role	Approved	In-post	Difference
Clinical Facilitator	4	5	+1
Discharge Co-Ordinator	2	0	2
Practice Development CNM2 or above	2	0	2
Practice Facilitator ADON	3	1	2
Total Education and Patient Flow Workforce approved			11
Total Education and Patient Flow Workforce in post			6
Total Education and Patient Flow Workforce approved, as % of total nursing staff approved 1.5%			
Total Education and Patient Flow Workforce in post , as % of total nursing staff in post .9%			

5.1.5 DM HG Workforce for Audit/Research

The number and grade of audit/research nurses in their area is outlined in Table 132. Variance in grading was noted.

Table 132. DM HG Audit/ research nursing profiles

Grade	Staff Nurse	CNM1	CNM2	Total Approved	Total in Post
WTE approved	0	1	0	1	1
Total Audit/Research Nurses approved, as % of total nursing staff approved				.14%	
Total Audit/Research Nurses approved, as % of total nursing staff in post				.16%	

5.1.6 DM HG Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 133.

Table 133. DM HG Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	117.1	79.13	37.97
Ward Clerk	22.66	21.75	0.91
Total support staff as a % of total nursing staff	18.39	15.17	
Hours covered		**Percentage of HCA/MTA workforce**	
24 x 7		64.7%	
Mon - Fri		31.5%	
Mon - Sun		3.8%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
< Core hours		7.4%	
Half Days		2.3%	
Mon-Fri		39.8%	
Shared post		23%	
Not specified		27.6%	

5.1.7 DM HG Education Initiatives

Each area within the hospitals asked to indicate if they provided induction and foundation programmes in surgical nursing on site. The responses are outlined in Table 134.

Table 134. DM HG Duration of education initiatives

Education Programme	Total number of responses from clinical area	Yes		No		Not answered		Are the programmes competency based	
		No.	% of total	No.	% of total	No.	% of total	Yes	As a % of total yes responses
Induction programme in surgical ward care	13	9	69%	4	30.8%	0	0%	7	77.8%
Induction programme in perioperative care	5	4	80%	0	0%	1	20%	4	100%
Induction programme in pre-op admission care	3	1	33.3%	1	33.3%	1	33.3%	1	100%
Foundation programme in surgical ward care?	13	5	38.5%	6	46.2%	2	15.4%	5	100%
Foundation programme in Perioperative care?	5	2	33.3%	2	33.3%	1	20%	1	50%

Note: The responses were taken from the relevant clinical areas i.e. Surgical induction included responses from: Day surgery, DOSA, Wards. Perioperative induction included Theatre. Pre-operative admission. Foundation in surgical ward care included Day Surgery, DOSA, and Wards. Foundation in perioperative care included

Theatres. It is unclear from responses whether sites were indicating that the induction programmes were ward based or whole hospital based.

5.1.8 DM HG Duration of Education programmes

Hospitals were asked to indicate the duration of their induction and foundation programmes. The responses are displayed in time and also as a percentage of the total number of sites providing the programmes in Table 135 and 136.

Table 135. DM HG Duration of education initiatives- Induction Courses

Name of Induction Programme	Duration of programme & % of total sites		Varied duration	Did not indicate duration
Pre-operative	0-5 days -100%			
Perioperative	4-6 mths – 25%		25%	50%
Surgical Ward	6 days- 1 month 55.6%	4-6 months 11.1%		33.3%

Table 136. DM HG Duration of education initiatives- Foundation Courses

Name of Foundation Programme	Duration of Programme & % of total sites
Surgical Ward	6 months- 100%
Perioperative	6 months -100%

5.1.9 DM HG Requirement for Education Programmes

In this section sites were asked to identify the requirement for a foundation programme in both surgical and perioperative care and if the care of the paediatric patient should be included in programme. Responses are displayed in Table 137 below as a number and also as a percentage of the total number of responses from the relevant clinical area clinical areas.

Table 137. DM HG Requirement for Education Programmes

Education Programme	Relevant Clinical Area	
	Number that answered yes	Percentage of total responses
Requirement for foundation programme in surgical care	11	84.6%
Include care of paediatric patient	2	18.2%
Requirement for foundation programme in Perioperative care	3	60%
Include Care of the paediatric patient	2	66.7%

Of note: A foundation programme in Pre admission unit care was not sought, as a national foundation programme in Pre admission care is currently available.

5.2 DM HG Pre Admission Units

Each Hospital was asked to indicate whether they have a pre admission unit (PAU). 6 sites indicated that they have a Pre Admission Unit; however only 3 sites returned individual surveys for pre

admission units. St James Hospital included PAU in their Day Services survey. Table 138 outlines the data and the sites that returned completed surveys for PAU.

Table 138. DM HG Overview of PAU

Hospital Group/Name of Hospital	Does Hospital have a Pre admission Unit		Completed survey returned	
	Yes	No	Yes	No
Dublin Midlands HG				
Midland Regional Hospital Tullamore	*Yes*		*yes*	
Midland Regional Hospital Portlaoise	*Yes*		*yes*	
Tallaght University Hospital	*Yes*		*yes*	
St James Hospital	*Yes*		*Included in day services survey*	
Naas General Hospital	*Yes*			*no*
St Lukes Hospital Rathgar	*Yes*			*no*

5.2.1   DM HG Nursing staff profile

The nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 139.

Of Note there is no CNM3 approved or in post in the 3 surveys returned.

Table 139. DM HG PAU Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	TOTAL
Approved WTE	5.5	1	3	9.5
In Post WTE	6.26	1.6	2.4	10.26
Difference	+0.76	+0.6	0.6	+0.76

5.2.2   DM HG Nursing Staff Education & Qualifications

Each Pre admission unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 140.

Table 140. DM HG PAU Nursing Staff Education & Qualifications

Qualification	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Total Nursing Staff

	Total	% of total staff nurses in post	Total	% of total CNM1 in post	Total	% of total CNM2 in post	Total	% of total nursing staff in post
Degree	3	47.9%	1	62.5%	1	41.7%	5	44.4%
PG Cert	5	79.9%	1	62.5%	0	0%	6	53.3%
Diploma	2	31.9%	0	0%	1	41.7%	3	26.6%
Higher Diploma	1	16%	0	0%	2	83.3%	3	26.6%
Medicinal Prescribing	0	0%	0	0%	1	41.7%	1	8.9%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%
Masters	1	16%	0	0%	0	0%	1	8.9%
Working towards an MSc.	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%
Management qualification	0	0%	0	0%	2	83.3%	2	17.8%

Of note systems improvements techniques includes Lean, six sigma etc.

5.2.3 DM HG Education Workforce

There were no clinical facilitators identified in Pre-Admission units in hospitals.

5.2.4 DM HG Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered was also surveyed. Findings are outlined Table 141.

Table 141. DM HG PAU Support Staff Profile and percentage of Patient Care

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	0	0	0
Ward Clerk	0 .66	1.10	+0.44
Total support staff as a % of total nursing staff	4.66%	8.90%	
Hours of Cover provided	**Percentage of ward clerk workforce**		
Mon-Fri	45.5%		
< Core hours	54.5%		

5.3 DM HG Day Surgery Units

Hospitals were requested to complete and return a survey for their Day surgery units in their hospital. 5 hospitals within the DMHG returned surveys as listed in Table 142.

Table 142. DM HG DSU overview

Dublin Midlands Hospital Group
Midland Regional Hospital Portlaoise
Midland Regional Hospital Tullamore
Tallaght University Hospital
St James Hospital
Naas General Hospital

5.3.1   DM HG Staff profile - Day Surgery Units

The nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 143.

Table 143. DM HG DSU Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	65.86	6	8	2	81.86
In Post WTE	59.03	4.9	7.9	2	73.83
Difference	6.83	1.1	0.1	0	8.03

5.3.2   DM HG Nursing Staff Education & Qualifications - Day Surgery Units

Each Day surgery Unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 144.

Table 144. DM HG DSU Nursing Staff Education & Qualifications

Qualification	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	Total

	Number	% of total staff Nurse in post	Number	% of total CNM1 in post	Number	% of total CNM2 in post	Number	% of total CNM3 in post	Total	% of total nursing staff in post
Degree	39	66.1%	3	61.2%	3	38%	1	50%	46	61.5%
PG Cert	3	5%	1	20.4%	3	38%	2	100%	9	12%
Diploma	13	22%	0	0%	1	12.7%	1	50%	15	20%
Higher Diploma	7	11.9%	1	20.4%	4	50.7%	0	0%	12	16%
Medicinal Prescribing	2	3.4%	0	0%	1	12.7%	0	0%	3	4%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	1	1.7%	0	0%	1	12.7%	0	0%	2	2.7%
Working towards MSc.	0	0%	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	1	12.7%	0	0%	1	1.3%
Management qualification	1	1.7%	0	0%	3	38%	1	50%	5	6.7%

5.3.3 DM HG Education Workforce - Day Surgery Units

Sites were asked to identify the number of clinical facilitators in their Day surgery units. According to the data returned there is one clinical facilitator in post in day surgery in Tallaght University Hospital

5.3.4 DM HG Workforce for Support Staff - Day Surgery Units

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 145.

Table 145. DM HG DSU Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	12.8	8.9	3.9
Ward Clerk	10	10	0
Total support staff as a % of total nursing staff	21.58%	20.17%	
Hours covered		**Percentage of HCA/MTA workforce**	
Mon - Fri		100%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon- Fri		10%	
Shared Post		50%	
Not Specified		40%	

5.4 DM HG Day of Surgery Admission area (DOSA)

Each Hospital was asked to indicate whether they have a Day of surgery admission area within their hospital.   Tallaght University Hospital indicated that they have a Day of surgery admission area which is included in their operating department survey. St James and Naas General Hospital also indicated that they have a DOSA area, however no individual surveys were returned. The absence of individual DOSA surveys may be as a result of local infrastructure where DOSA units form part of an inpatient/day ward.

5.4.1 DM HG DOSA Nursing staff

The ward nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 146.

Table 146. DM HG DOSA Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	194.04	11	9	0	214.04
In Post WTE	182.90	10.4	9	0	202.3
Difference	11.14	0.6	0	0	11.74

5.4.2 DM HG Nursing Staff Education & Qualifications DOSA

Each service was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 147.

Table 147. DM HG DOSA Nursing Staff Education & Qualification

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Total Nursing staff	
	No.	% of total staff Nurse	No.	% of total CNM1 in	No.	% of total CNM2 in	Total	% of total

		in post		post		post		Nurse in post
Degree	122	66.7%	4	38.5%	2	22.2%	128	62.7%
PG Cert	21	11.5%	0	0%	0	0%	21	10.3%
Diploma	20	10.9%	2	19.2%	6	66.7%	28	13.7%
Higher Diploma	31	16.9%	3	28.8%	3	33.3%	37	18.1%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%
Masters	1	0.5%	2	19.2%	0	0%	3	1.5%
Working towards MSc.	0	0%	0	0%	1	11.1%	1	0.5%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%
Management qualification	1	0.5%	0	0%	3	33.3%	4	2%

5.4.3 DM HG Education Workforce DOSA

Sites were asked to identify the number of clinical facilitators in surgical wards. Findings are outlined in Table 148.

Table 148. DM HG DOSA Education and Patient Flow Profile

Role Title	Approved	In Post
Clinical Facilitator	1	1

5.4.4 DM HG Workforce for Support Staff (DOSA)

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 149.

Table 149. DM HG DOSA Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	69.3	39.23	30.07
Ward Clerk	8	7.15	0.85
Total support staff as a % of total nursing staff	26.35%	18.5%	

Hours of Cover	Percentage of MTA/HCA workforce
24X7	84.7%
Mon -Fri	15.3%

Hours of Cover provided	Percentage of ward clerk workforce
Mon-Fri	100%

5.5 DM HG Operating Department Nursing

Hospitals were requested to complete and return a survey for their operating department/theatre in their hospital. The results include the areas of anaesthesia, scrubbing/circulating and recovery/post anaesthesia care. The findings are reported for all of these areas together as a breakdown is not possible.

5 hospitals returned surveys from operating departments as listed below in Table 150.

Table 150. DM HG Operating Department overview

Dublin Midlands HG
Midland Regional Hospital Portlaoise
Naas General Hospital
Tallaght University Hospital
St James Hospital
St Lukes Radiation Oncology Network

5.5.1 DM HG Operating Department Nursing Workforce

Nursing staff profile was collected under the following criteria: Whole time equivalents and number of staff in post on 01/07/2019. Findings are outlined Table 151.

Table 151. DM HG Operating Department Nursing Workforce

Staff Grade	Approved WTE	In Post WTE	Difference
Staff Nurse	210.15	191.93	18.22
Clinical Nurse Manager 1	17.8	11.8	6
Clinical Nurse Manager 2	27	26.6	.4
Clinical Nurse Manager 3	3	3	0

5.5.2 DM HG Operating Department Nursing Staff Education & Qualifications

Each Operating Department was requested to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Sites were advised to only enter information based on the highest level of qualification completed. (Table 152)

Table 152. DM HG Operating Department Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total staff Nurse in post	No.	% of total CNM3 in post	No.	% of total nurses in post
Degree	173	90.1%	10	84.7%	11	41.4%	1	33.3%	195	82.9%
PG Cert	16	8.3%	2	16.9%	11	41.4%	2	66.7%	31	13.2%

Diploma	17	8.9%	1	8.5%	0	0%	0	0%	18	7.7%
Higher Diploma	21	10.9%	8	67.8%	10	37.7%	1	33.3%	40	17%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	3	1.6%	2	16.9%	0	0%	0	0%	9	3.8%
Working towards MSc.	3	1.6%	2	16.9%	0	0%	0	0%	5	2.1%
Systems Improvement techniques	4	2%	0	0%	3	11.3%	1	33.3%	8	3.4%
Management qualification	8	4.2%	2	16.9%	13	49%	2	66.7%	25	10.6%

5.5.3 DM HG Education Workforce Operating Department

Operating departments were asked to identify the number of clinical facilitators in their operating department. Findings are outlined in Table 153.

Table 153. DM HG Operating Education profile

Role Title	Approved	In Post
Clinical Facilitator	3	2

5.5.4 DM HG Workforce for Support Staff Operating Department

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 154.

Table 154. DM HG Operating Department Support Staff Profile

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	35	31	4
Ward Clerk	4	3.5	0.5
Total support staff as a % of total nursing staff	11.91%	11.86%	
Hours of Cover	**Percentage of HCA/MTS workforce**		
Mon -Fri	32.3%		
Mon-Sun	9.7%		
24/7	58.1%		
Hours of Cover provided	**Percentage of ward clerk workforce**		
Half Days	14.3%		
< Core hours	28.6%		
Not Specified	57.1%		

6.0 Royal College of Surgeons Hospital Group

6.1 RCSI HG Overview

Each hospital was requested to complete one survey for the following clinical areas

- surgical wards
- day surgery units
- operating departments and recovery rooms,
- day of surgery admission areas
- Pre-Admission units

The number of surveys returned from hospitals within the RCSI are outlined in Table 155.

Table 155. RCSI HG Hospital Profile and Survey Return details

Name of Hospital	Model	Number of surveys returned from each Hospital					
		Wards	Operating Dept.	Day Services	DOSA	PAU	Total
Beaumont University Hospital	*Model 4*	4	1			1	6
Cavan General Hospital	*Model 3*	1	1	1		1	4
Connolly Hospital	*Model 3*	2	1	1		1	5
Louth County Hospital	*Model 3*			1			1
Our Lady of Lourdes Hospital	*Model 3*	5	1			1	7
TOTAL		**12**	**4**	**3**	**0**	**4**	**23**

6.1.1 RCSI HG Nursing Staff Profile

The findings from the nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019. Findings are outlined in Table 156.

Table 156. RCSI HG Nursing staff profile data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	520.40	25.8	45.0	8	599.2
In Post WTE	470.50	25.6	41.5	8	545.6
Difference	49.9	0.2	3.5	0	53.6

6.1.2 RCSI HG Nursing Staff Education & Qualifications

Each service was asked to identify the nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 157.

Table 157. RCSI HG Nursing Staff Education and Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3in post	Total	% of total nursing staff in post
Degree	321.0	68.2%	16.0	62.6%	12.0	28.9%	2	25.0%	351	59.3%
PG Cert	36.0	7.7%	4.0	15.6%	9.0	21.7%	0	0%	49.0	8.3%
Diploma	71.0	15.0%	3.0	11.7%	4.0	9.6%	0	0%	78.0	13.2%
Higher Diploma	50.0	10.6%	2.0	7.8%	21.0	50.6%	0	0%	73.0	12.3%
Medicinal Prescribing	0	0%	2.0	7.8%	0	0%	0	0%	2	0.3%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	8	1.7%	3	11.7%	3	7.2%	0	0%	14	2.4%
Working towards MSc.	7	1.5%	0	0%	0	0%	1	12.5%	8	1.4%
Systems Improvement techniques	0	0%	9	35.2%	4	9.6%	2	25.0%	15	2.5%
Management qualification	15	3.2%	8	31.3%	24	57.9%	2	25.0%	49	8.3%

Note: Systems Improvements Techniques includes Lean, Six Sigma

6.1.3 RCSI HG Specialist nursing staff profile

The specialist nursing staff profile data was collected from each area using the number of whole-time equivalents (WTEs), approved and in post on 01/07/2019

A number of role titles were provided to clinical sites as well as 'CNS other.' These were separately reviewed and only roles attributed to a surgical speciality were included Table 158.

Table 158. RCSI HG Clinical nurse specialists in a surgical specialty profile

Role Title	Approved	In-post	Difference
CNS Stoma Care	4	4	-
CNS Tissue Viability	3	5	+2
CNS Colorectal surgery	5	4	1
CNS Plastic surgery	1	1	0
CNS Breast Care/Surgery	4	4	0
CNS Urology	0	0	0
CNS Fracture Liaison	1	1	0
CNS ENT	0	0	0

CNS Arthroplasty	0	0	0
CNS Pre- Assessment	1	1	0
CNS Gynaecology	0	0	0
CNS Ophthalmology	0	0	0
CNS Pain	1	1	0
CNS Vascular	0	0	0
CNS Tracheostomy	0	0	0
CNS Orthopaedic	0	0	0
CNS Oncology	0	0	0
CNS Hepato Billary	0	0	0
CNS Head & Neck	0	0	0
CNS Endocrinology	0	0	0
CNS Paediatric Surgery	0	0	0
CNS Bone bank	0	0	0
CNS Upper GI Surgery	1.5	1.5	0
CNS Enhanced Recovery After Surgery	0	0	0
CNS Ilizarov	0	0	0
CNS Liver Transplant	0	0	0
CNS Urodynamic's	0	0	0
CNS Spleen Pancreas Kidney transplant	0	0	0
TOTAL	23	24	1
Total Specialist workforce approved as % of total nursing staff approved 3%			
Total Specialist workforce as % of total Nursing staff in post 3.4%			
Total Specialist nursing staff approved, as % of **national** total of Specialist nursing staff approved 14.6%			
Total Specialist nursing staff in post , as % of **national** total of Specialist nursing staff in post 16.3%			

Note: Same or similar role titles added together

6.1.4 RCSI HG Advanced practice workforce

The advanced practice staff profile data was collected from each area. Clinical sites were asked to provide details of the speciality and only roles attributed to a surgical speciality were included Table 159.

Table 159. RCSI HG Advanced nurse practitioners in a surgical specialty profile

Candidate Advanced Nurse Practitioners	Approved	In-Post	Difference
ENT	-	0	0
Orthopaedics	1	1	0
TVN	-	0	0
Urology	-	0	0
Total	1	1	
Registered advanced nurse practitioners	Approved	In-Post	Difference
Colorectal	-	0	0
Endoscopy	-	0	0

Oncoplastics	-	0	0
Orthopaedics	1	1	0
Pain	1	1	0
Plastics	-	0	0
TVN	-	0	0
Urology	-	0	0
Not specified (unclear if surgery)	1	1	0
Total	**3**	**3**	**0**
Total ANP approved as % of total nursing staff approved			0.52%
Total ANP approved as % of total nursing staff in post			0.57%

6.1.5 RCSI HG Workforce for Education and patient flow

The education and patient flow staff profile data was collected and is presented in Table 160.

Table 160. RCSI HG Education and patient flow profile

Role	Approved	In-post
Clinical Facilitator	7	5
Discharge Co-Ordinator	6	6
Practice Development CNM2 or above	4	3
Practice Facilitator ADON	4	4
Difference	21	18
Total Education and Patient Flow Workforce approved, as % of total nursing staff approved 2.7%		
Total Education and Patient Flow Workforce in post , as % of total nursing staff in post 2.6%		

6.1.6 RCSI HG Workforce for Audit/Research

The number and grade of audit/research nurses in their area is outlined in Table 161. Variance in grading was noted.

Table 161. RCSI HG Audit/ research nursing profiles

Grade	Staff Nurse	CNM1	CNM2	Total Approved	Total in Post
WTE approved	1	0	0	1	0.5
Total Audit/Research Nurses approved, as % of total nursing staff approved					0.14%
Total Audit/Research Nurses approved, as % of total nursing staff in post					0.07%

6.1.7 RCSI HG Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed along with the hours covered. Findings are outlined in Table 162.

Table 162. RCSI HG Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	98.42	94.28	4.14
Ward Clerk	20.50	18.61	1.89
Total support staff as a % of total nursing staff	118.92%	112.89%	
Hours covered		**Percentage of HCA/MTA workforce**	
Not specified		12.5%	
Less than 5 days		0.8%	
24 x 7		62.3%	
Mon - Fri		10.6%	
Mon - Sun		13.8%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
< Core hours		7.6%	
Mon-Fri		67.2%	
Not specified		25.3%	

6.1.8 RCSI HG Education Initiatives

Each area within the hospitals asked to indicate if they provided induction and foundation programmes in surgical nursing on site. The responses are outlined in Table 163.

Table 163. RCSI HG Education initiatives overview

Education Programme	Total number of responses from clinical area	Yes		No		Not answered		Are the programmes competency based	
		No.	%	No.	%	No.	%	Yes	As a % of total yes responses
Induction programme in surgical ward care	15	10	67%	4	26.7%	1	6.7%	7	70%
Induction programme in perioperative care	4	4	100%	0	0	0	0%	4	100%
Induction programme in pre op admission care	4	0	0%	2	50%	2	50%	0	0%
Foundation programme in surgical ward care?	15	2	14.3%	13	86.7%	0	0%	2	100%
Foundation programme in Perioperative care?	4	1	25%	3	75%	0	0%	1	100%

Note: The responses were taken from the relevant clinical areas i.e. Surgical induction included responses from: Day surgery, DOSA, Wards. Perioperative induction included Theatre. Pre-operative admission. Foundation in surgical ward care included Day Surgery, DOSA, and Wards. Foundation in perioperative care included Theatres.

Note: it is unclear from responses whether sites were indicating that the induction programmes were ward based or whole hospital based.

6.1.9   RCSI HG Duration of Education programmes

Hospitals were asked to indicate the duration of their induction and foundation programmes. The responses are displayed in time and also as a percentage of the total number of sites providing the programmes in Tables 164 and 165.

Table 164. RCSI HG Duration of induction programmes

Name of Induction Programme	Duration of programme & % of total sites	Varied duration	Did not indicate duration
Pre-operative	0		
Perioperative	4-6 months 25%	25%	50%
Surgical Ward	Less than 5 days 10% 2-3 months 70% 4-6 months 20%		

Table 165. RCSI HG Requirement for Education Programmes

Name of Foundation Programme	Duration of Programme & % of total sites
Surgical Ward	50% less than 5 day 50% 3 months
Perioperative	100% 6 months

6.1.10   RCSI HG Requirement for Education Programmes

In this section sites were asked to identify the requirement for a foundation programme in both surgical and perioperative care and if the care of the paediatric patient should be included in programme. Responses are displayed in Table 166 below as a number and also as a percentage of the total number of responses from the relevant clinical area clinical areas.

Table 166. RCSI HG requirement for education programmes

Education Programme	Relevant Clinical Area	
	Number that answered yes	Percentage of total responses
Requirement for foundation programme in surgical care	14	93.3%
Include care of paediatric patient	2	14.3%
Requirement for foundation programme in Perioperative care	4	100%
Include Care of the paediatric patient	2	50%

Of note: A foundation programme in Pre admission unit care was not sought, as a national foundation programme in Pre admission care is currently available.

6.2   RCSI HG Pre Admission Units (PAU's)

Each Hospital was asked to indicate whether they have a pre admission unit (PAU). 6 sites indicated that they have a Pre Admission Unit; however only 3 sites returned individual surveys for pre admission units. St James Hospital included PAU in their Day Services survey. Table 167 outlines the data and the sites that returned completed surveys for PAU.

Table 167. RCSI HG Overview of PAU's

Hospital Group/Name of Hospital	Does Hospital have a Pre admission Unit		Completed survey returned	
	Yes	**No**	**Yes**	**No**
RCSI				
Beaumont Hospital	*Yes*		*Yes*	
Cavan General Hospital	*Yes*		*Yes*	
Connolly Hospital, Blanchardstown	*Yes*		*Yes*	
Our Lady of Lourdes Hospital, Drogheda	*Yes*		*Yes*	
Louth County Hospital	*Yes*			*no*

6.2.1   RCSI HG Nursing staff profile PAU

The nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 168.

Table 168. RCSI HG PAU Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	TOTAL
Approved WTE	2.76	1.8	4	8.56
In Post WTE	3.01	1.8	4	8.81
Difference	+0.25	0	0	+0.25

6.2.2   RCSI HG Nursing Staff Education & Qualifications

Each Pre admission unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 169.

Table 169. RCSI HG PAU Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Total Nursing Staff	
	Total	% of total staff nurses in post	Total	% of total CNM1 in post	Total	% of total CNM2 in post	Total	% of total nursing staff in post
Degree	2.0	66.4%	0	0	2.0	50%	4.0	45.6%
PG Cert	1.0	33.2%	0	0	2.0	50%	3.0	34.2%
Diploma	2.0	66.4%	1.0	56.5%	1.0	25%	45.6%	
Higher Diploma	0	0	1.0	56.5%	0	-	1	11.4%
Medicinal Prescribing	0	0	0	0	0	-	0	0
X-Ray prescribing	0	0	0	0	0	-	0	0
Masters	0	0	0	0	0	-	0	0
Working towards an MSc.	0	0	0	0	0	-	0	0
Systems Improvement techniques	0	0	0	0	1.0	25%	1	11.4%
Management qualification	2.0	66.4%	1.0	56.5%	2.0	50%	5	56.9%

Of note systems improvements techniques includes Lean, six sigma etc.

6.2.3 RCSI HG PAU Education Workforce

There were no clinical facilitators identified in Pre-Admission units in hospitals. No further analysis was carried out PAU data due to the small numbers of staff involved.

6.2.4 RCSI HG DSUs

Hospitals were requested to complete and return a survey for their Day surgery units in their hospital. 3 hospitals within the RCSI returned surveys as listed in Table 170.

Table 170. RCSI HG Day surgery Units overview

Hospital Group
Cavan General Hospital
Connolly Hospital
Louth County Hospital

6.2.5 RCSI HG Nursing staff profile

The nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 171.

Table 171. RCSI HG Day Surgery Unit Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	28.77	2.0	2.0	0	32.77
In Post WTE	26.29	2.0	2.0	0	30.29
Difference	2.48	0	0	0	2.48

6.2.6 RCSI HG Nursing Staff Education & Qualifications

Each Day surgery Unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 172.

Table 172. RCSI HG Day Surgery unit Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	Total	% of total nursing staff in post
Degree	14.0	53.3%	1.0	50%	1.0	50%	16.0	52.8%
PG Cert	0	0%	0	0%	0	0%	0	0%
Diploma	11.0	41.8%	0	0%	1.0	50%	12.0	39.3%
Higher Diploma	5.0	19%	0	0%	1.0	50%	6	19.8%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%
Masters	1	3.8%	0	0%	0	0%	1	3.3%
Working towards MSc.	2	7.6%	0	0%	0	0%	2	6.6%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%
Management qualification	0	0	1.0	50%	2.0	100%	3.0	9.9%

6.2.7 RCSI HG Education Workforce

The education and patient flow staff profile data for each ward was collected using the following criteria:

Number of whole time equivalents (WTEs) additional staff approved and in post on 01/07/2019
Findings for education and patient flow roles are outlined in Table 173.

Table 173. RCSI HG Day surgery education and patient flow workforce

Role	Approved	In-post	Difference
Clinical Facilitator	0	0	0
Discharge Co-Ordinator	0	0	0
Practice Development CNM2 or above	0	0	0
Practice Facilitator ADON	0	0	0

6.2.8 RCSI HG Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 174.

Table 174. RCSI HG Day surgery unit Support Staff workforce

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	1.58	1.58	0
Ward Clerk	4.25	3.25	1.0
Total support staff as a % of total nursing staff approved		5.1%	
Total support staff as a % of total nursing staff in post		3.75%	
Hours covered	**Percentage of HCA/MTA workforce**		
Mon - Fri	100%		
Hours of Cover provided	**Percentage of ward clerk workforce**		
Mon- Fri	92.3%		
Less than core hours	7.7%		

6.3 RCSI HG Day of Surgery Admission area (DOSA)

Each Hospital was asked to indicate whether they have a Day of surgery admission area within their hospital.

Beaumont University hospital, Connelly Hospital, Louth county hospital and Our Lady of Lourdes hospital indicated that they have a Day of surgery admission, however no surveys were completed. The absence of individual DOSA surveys may be as a result of local infrastructure where DOSA units form part of an inpatient/day ward.

6.4 RCSI HG Surgical Ward Nursing (DOSA)

The ward nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 175.

Table 175. RCSI HG surgical ward nursing staff profile data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	286.60	17.0	10.8	4.0	318.4
In Post WTE	250.07	17.0	9.8	5.0	281.87
Difference	36.59	0	1.0	-1.0	36.53

6.4.1 RCSI HG Nursing Staff Education & Qualifications (DOSA)

Each service was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 176.

Table 176. RCSI HG Surgical Ward Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing staff	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3in post	Total	% of total nursing staff in post
Degree	180.0	72%	14.0	82.4%	6	61.4%	2.0	40%	202	68.8%
PG Cert	21	8.4%	3	17.6%	4	40.9%	0	0%	28.0	9.5%
Diploma	23.0	9.2%	1	5.9%	1	10.2%	0	0%	25	8.5%
Higher Diploma	1	0.4%	0	0%	1	10.2%	0	0%	2.0	0.7%
Medicinal Prescribing	0	0%	2	11.8%	0	0%	0	0%	2.0	0.7%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	0	0%	2	11.8%	0	0%	0	0%	2	0.7%
Working towards MSc.	2	0.8%	0	0%	0	0%	0	0%	2	0.8%
Systems Improvement techniques	0	0%	9.0	52.9%	0	0%	0	0%	9.0	3.1%
Management qualification	3	1.2%	2	11.8%	8	81.9%	0	0%	13	4.4%

6.4.2 RCSI HG Education Workforce (DOSA)

Sites were asked to identify the number of clinical facilitators in surgical wards. Findings are outlined in Table 177.

Table 177. RCSI HG Surgical Ward Education and patient flow workforce

Role Title	Approved	In Post
Clinical Facilitator	5.0	3.0

6.4.3 RCSI HG Workforce for Support Staff (DOSA)

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 178.

Table 178. RCSI HG Surgical Ward Support Staff Workforce

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	87.04	83.5	3.54
Ward Clerk	10.25	9.0	
Total support staff as a % of total nursing staff	97.29	92.5	
Hours of Cover		**Percentage of MTA/HCA workforce**	
24 x 7		70.3%	
Mon -Fri		4.8%	
Mon- Sun		10.8	
Not specified		14.1%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Mon-Fri		77.8%	
Not specified		22.2%	

6.5 RCSI HG Operating Department Nursing

Hospitals were requested to complete and return a survey for their operating department/theatre in their hospital. The results include the areas of anaesthesia, scrubbing/circulating and recovery/post anaesthesia care. The findings are reported for all of these areas together as a breakdown is not possible.

Three hospitals returned surveys from operating departments as listed below in Table 179.

Table 179 RCSI HG Operating Department overview

RCSI HG
Beaumont Hospital Dublin
Connolly Hospital Dublin
Our Lady of Lourdes Hospital Drogheda
Cavan General Hospital

6.5.1 RCSI HG Operating Department Nursing Workforce

Nursing staff profile was collected under the following criteria: Whole time equivalents and number of staff in post on 01/07/2019. Findings are outlined Table 180.

Table 180. RCSI HG Operating Department Nursing Workforce

Staff Grade	Approved WTE	In Post WTE	Difference

Staff Nurse	202.21	191.13	11.08
Clinical Nurse Manager 1	5.0	4.8	0.2
Clinical Nurse Manager 2	28.2	25.7	2.5
Clinical Nurse Manager 3	4.0	3.0	1.0

6.5.2 RCSI HG Operating Department Nursing Staff Education & Qualifications

Each Operating Department was requested to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Sites were advised to only enter information based on the highest level of qualification completed (Table 181).

Table 181. RCSI HG Operating Department Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing staff	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3 in post	Total	% of total staff in post
Degree	125.0	65.4%	1.0	20.9%	3.0	11.7%	0	0%	129.0	55.9%
PG Cert	14.0	7.3%	1.0	20.9%	3	11.7%	0	0%	18.0	7.8%
Diploma	35	18.3%	1	20.9%	1	3.9%	0	0%	37.0	16%
Higher Diploma	44	23.0%	1	20.9%	19	73.9%	0	0%	64	27.8%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	7	3.7%	1	20.9%	3	11.7%	0	0%	11	4.8%
Working towards MSc.	3	1.6%	0	0%	0	0%	1	33.3%	4	1.7%
Systems Improvement techniques	0	0%	0	0%	3	11.7%	3	66.7%	5	2.2%
Management qualification	10	5.5%	4	83.5%	12	46.7%	2	66.7%	28	12.1%

6.5.3 RCSI HG Education Workforce Operating Department

Operating departments were asked to identify the number of clinical facilitators in their operating department. Findings are outlined in Table 182.

Table 182. RCSI HG Operating Department Education Workforce

Role Title	Approved	In Post
Clinical Facilitator	2	2

6.5.4 RCSI HG Workforce for Support Staff Operating Department

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 183.

Table 183. RCSI HG Operating Department Support Staff Workforce

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	9.8	9.2	0.6
Ward Clerk	3	3	0
Total support staff as a % of total nursing staff	4.94%	5.02%	
Hours of Cover		**Percentage of HCA/MTS workforce**	
Mon -Fri		56.5%	
Mon-Sun		43.5%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
Less than core		26.7%	
Mon – Friday		66.7%	
Not Specified		6.7%	

7.0 Saolta Hospital Group

Each hospital was requested to complete one survey for the following clinical areas

- surgical wards
- day surgery units
- operating departments and recovery rooms,
- day of surgery admission areas
- Pre-Admission units

The number of surveys returned from hospitals within the Saolta are outlined in Table 184.

Table 184. Saolta HG Profile and Survey Return overview

Name of Hospital	Model	Number of surveys returned from each Hospital					
		Wards	Operating Dept.	Day Services	DOSA	PAU	Total
Letterkenny University Hospital	Model 3	3	1	1			5
Mayo University Hospital	Model 3	3	1	1		1	6
Portiuncula University Hospital	Model 3	1		1			2
Sligo University Hospital	Model 3	1	1				2
University Hospital Galway	Model 4	7		1		1	9
Roscommon University Hospital	Model 2	1	1				2
Total	**6**	**16**	**4**	**4**	**-**	**2**	**26**

7.1 Saolta HG Nursing Staff Profile

The findings from the nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff approved and in post on 01/07/2019. Findings are outlined in Table 185.

Table 185. Saolta HG Nursing staff profile data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	479.29	13.9	38.0	6.0	697.0
In Post WTE	464.68	12.8	32.8	5.9	553.7
Difference	14.61	1.2	5.2	0.1	63.3

7.1.1 Saolta HG Nursing Staff Education & Qualifications

Each service was asked to identify the nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 186.

Table 186. Saolta HG Nursing Staff Education and Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3in post	Total	% of total nursing staff in post
Degree	247.0	53.2%	8.0	62.6%	11.0	33.5%	2.0	34.1%	268.0	48.4%
PG Cert	75.0	16.1%	4.0	31.3%	17.0	51.8%	2.0	34.1%	98.0	17.7%
Diploma	51.0	11.0%	4.0	31.3%	4.0	12.2%	0.0	0%	59.0	10.7%

Of note: Systems Improvements Techniques includes Lean, Six Sigma

Higher Diploma	57.0	12.3%	5.0	39.2%	6.0	18.3%	1.0	17.0%	69.0	12.5%
Medicinal Prescribing	2.0	0.4%	0.0	0.0%	1.0	3.0%	0.0	0%	3.0	0.5%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0%	0%
Masters	6.0	1.3%	1.0	7.8%	3.0	9.1%	1.0	17.0%	11.0	2.0%
Working towards MSc.	4.0	0.9%	2.0	15.7%	2.0	6.1%	0.0	0%	8.0	1.4%
Systems Improvement techniques	2.0	0.4%	0.0	0%	3.0	9.1%	1.0	17.0%	6.0	1.1%
Management qualification	4.0	3.6%	20.0	51.1%	3.0	36.6%	12.0	7.8%	1.0	0.9%

7.1.2 Saolta HG Specialist nursing staff profile

The specialist nursing staff profile data was collected from each area using the number of whole-time equivalents (WTEs), approved and in post on 01/07/2019

A number of role titles were provided to clinical sites as well as 'CNS other'. These were separately reviewed and only roles attributed to a surgical speciality were included Table 187.

Table 187. Saolta HG Clinical nurse specialists in a surgical specialty profile

Role Title	Approved	In-post	Difference
CNS Stoma Care	4	4	0
CNS Tissue Viability	2	1.8	2.2
CNS Colorectal surgery	6	4.5	1.5
CNS Plastic surgery	0	1	-1
CNS Breast Care/Surgery	3	2	-1
CNS Urology	1	1	0
CNS Fracture Liaison	1	1	0
CNS ENT	0	0	0
CNS Arthroplasty	0	0	0
CNS Pre- Assessment	0.8	0	0.8
CNS Gynaecology	0	0	0
CNS Ophthalmology	0	0	0
CNS Pain	1	1	0
CNS Vascular	0	0	0
CNS Tracheostomy	0	0	0
CNS Orthopaedic	1	1	0
CNS Oncology	0	0	0
CNS Hepatobiliary	0	0	0
CNS Head & Neck	0	0	0
CNS Endocrinology	1	1	0
CNS Paediatric Surgery	0	0	0

CNS Bone bank	0	0	0
CNS Upper GI Surgery	0	0	0
CNS Enhanced Recovery After Surgery	0	0	0
CNS Ilizarov	0	0	0
CNS Liver Transplant	0	0	0
CNS Urodynamic's	0	0	0
CNS Spleen Pancreas Kidney transplant	0	0	0
TOTAL	**20.8**	**18.3**	
Total Specialist workforce approved as % of total nursing staff approved		3.0%	
Total Specialist workforce as % of total Nursing staff in post		2.9%	
Total Specialist nursing staff approved, as % of **national** total of Specialist nursing staff approved 13.2%			
Total Specialist nursing staff in post , as % of **national** total of Specialist nursing staff in post 12.4%			

Note: Same or similar role titles added together

7.1.3 Saolta HG Advanced practice workforce

The advanced practice staff profile data was collected from each area. Clinical sites were asked to provide details of the speciality and only roles attributed to a surgical speciality were included Table 188.

Table 188. Saolta HG Advanced nurse practitioners in a surgical specialty profile

Candidate Advanced Nurse Practitioners	Approved	In-Post	Difference
ENT	-	0	0
Orthopaedics	-	0	0
TVN	-	0	0
Urology	3	3	0
Total	**3**	**3**	**0**
Registered advanced nurse practitioners	**Approved**	**In-Post**	**Difference**
Colorectal	1	1	0
Endoscopy	-	0	0
Oncoplastics	-	0	0
Orthopaedics	-	0	0
Pain	-	0	0
Plastics	1	1	0
TVN	-	0	0
Urology	2	2	0
Not specified	-	0	0
Total	**4**	**4**	**0**
Total ANP approved as % of total nursing staff approved		1.0 %	

Total ANP approved as % of total nursing staff in post	1.1 %

7.1.4 Saolta HG Workforce for Education and patient flow

The education and patient flow staff profile data was collected and is presented in Table 189.

Table 189. Saolta HG Education and patient flow profile

Role	Approved	In-post
Clinical Facilitator	2.5	2.5
Discharge Co-Ordinator	5	4.8
Practice Development CNM2 or above	2.5	2.5
Practice Facilitator ADON	2.6	2.5
Difference	**12.6**	**12.3**
Total Education and Patient Flow Workforce approved, as % of total nursing staff approved 1.8%		
Total Education and Patient Flow Workforce in post , as % of total nursing staff in post 1.9%		

7.1.5 Saolta Workforce for Audit/Research

The number and grade of audit/research nurses in their area is outlined in table 190. Variance in grading was noted.

Table 190. Saolta HG Audit/ research nursing profiles

Grade	Staff Nurse	CNM1	CNM2	Total Approved	Total in Post
WTE approved	0	0	0	0	0
Total Audit/Research Nurses approved, as % of total nursing staff approved					0%
Total Audit/Research Nurses approved, as % of total nursing staff in post					0%

7.1.6 Saolta Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 191.

Table 191. Saolta HG Support Staff Profile

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	95.93	70.53	25.4
Ward Clerk	23.5	9.53	13.97
Total support staff as a % of total nursing staff	17.13%	12.63%	
Hours covered		**Percentage of HCA/MTA workforce**	
Not specified		5.7%	

24 x 7	14.2%
Mon - Fri	44.7%
Mon - Sun	35.5%
Hours of Cover provided	**Percentage of ward clerk workforce**
< Core hours	25.5%
Half Days	5.2%
Mon-Fri	0.0%
Shared post	69.3%
Not specified	0.0%

7.1.7 Saolta HG Education Initiatives

Each area within the hospitals asked to indicate if they provided induction and foundation programmes in surgical nursing on site. The responses are outlined in Table 192.

Table 192. Saolta HG Education initiatives overview

Education Programme	Total number of responses from clinical area	Yes		No		Not answered		Are the programmes competency based	
		No.	%	No.	%	No.	%	Yes	As a % of total yes responses
Induction programme in surgical ward care	20	11	55%	8	40%	1	5%	4	45%
Induction programme in perioperative care	4	4	100%	0	0	0	0	3	75%
Induction programme in pre op admission care	2	1	50%	1	50%	0	0	0	0%
Foundation programme in surgical ward care?	20	8	40%	11	55%	1	5%	2	25%
Foundation programme in Perioperative care?	4	0	0	3	75%	1	25%	0	0

Note: The responses were taken from the relevant clinical areas i.e. Surgical induction included responses from: Day surgery, DOSA, Wards. Perioperative induction included Theatre. Pre-operative admission. Foundation in surgical ward care included Day Surgery, DOSA, and Wards. Foundation in perioperative care included Theatres.

Note: it is unclear from responses whether sites were indicating that the induction programmes were ward based or whole hospital based.

7.1.8 Saolta HG Duration of Education programmes

Hospitals were asked to indicate the duration of their induction and foundation programmes. The responses are displayed in time and also as a percentage of the total number of sites providing the programmes in Table 193.

Induction programmes

Table 193. Saolta HG Duration of induction programmes

Name of Induction Programme	Duration of programme & % of total sites	Varied duration	Did not indicate duration
Pre-operative	6 months 100%		
Perioperative	4 weeks 25% 4-6 months 25% 12 months 25%		25%
Surgical Ward	Less 5 days 18.2% 5 days to 1 month 18.2% 2-3 months 27.3% 12 months 9.1%		27.3%

7.1.9 Saolta HG Requirement for Education Programmes

In this section sites were asked to identify the requirement for a foundation programme in both surgical and perioperative care and if the care of the paediatric patient should be included in programme. Responses are displayed in Table 194 below as a number and also as a percentage of the total number of responses from the relevant clinical area clinical areas

Table 194. Saolta HG requirement for education programmes

Education Programme	Relevant Clinical Area	
	Number that answered yes	**Percentage of total responses**
Requirement for foundation programme in surgical care	20	90 %
Include care of paediatric patient	13	72.2 %
Requirement for foundation programme in Perioperative care	3	75 %
Include Care of the paediatric patient	3	100 %

 Note: A foundation programme in Pre admission unit care was not sought, as a national foundation programme in Pre admission care is currently available.

7.2 Saolta HG Pre Admission Units PAU's

Each Hospital was asked to indicate whether they have a pre admission unit (PAU). 6 sites indicated that they have a Pre Admission Unit; only two sites returned individual surveys for pre admission units.

Table 195 outlines the data and the sites that returned completed surveys for PAU.

Table 195. Saolta HG Overview of preadmission units

Hospital Group/Name of	Does Hospital have a Pre admission Unit	Completed survey returned

Hospital	Yes	No	Yes	No
Saolta HG				
Letterkenny University Hospital	Yes			No
Mayo University Hospital			yes	
Portiuncula University Hospital	Yes			No
Sligo University Hospital	Yes			No
University Hospital Galway	Yes		yes	No
Roscommon University Hospital	Yes			No

7.2.1 Saolta HG Nursing staff profile PAU

The nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 196.

Table 196. Saolta HG Pre Admission Unit Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	TOTAL
Approved WTE	4.6	0	1	5.6
In Post WTE	3.94	0	0.8	4.74
Difference	0.66	0	0.3	0.86

7.2.2 Saolta PAU Nursing Staff Education & Qualifications

Each Pre admission unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 140.

Table 197. Saolta HG PAU Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Total Nursing Staff	
	Total	% of total staff nurses in post	Total	% of total CNM1 in post	Total	% of total CNM2 in post	Total	% of total nursing staff in post
Degree	0	0%	0	0%	0	0%	0	0%
PG Cert	0	0%	0	0%	0	0%	0	0%

Diploma	4	100%	0	0%	0	0%	4	84.4%
Higher Diploma	0	0%	0	0%	0	0%	0	0%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%
Masters	0	0%	0	0%	0	0%	0	0%
Working towards an MSc.	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%
Management qualification	0	0%	0	0%	1	100%	1	21.1%

Of note systems improvements techniques includes Lean, six sigma etc.

7.2.3 Saolta HG PAU Education Workforce

There were no clinical facilitators identified in Pre-Admission units in hospitals.

5.2.4 Saolta HG PAU Workforce for Support Staff

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered was also surveyed. Findings are outlined Table 141.

Table 198. DM HG PAU Support Staff Profile and percentage of Patient Care

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	1	0	1
Ward Clerk	0	0	0
Total support staff as a % of total nursing staff			

7.3 Saolta HG Day Surgery Units

Hospitals were requested to complete and return a survey for their Day surgery units in their hospital.   4 hospitals within the Saolta returned surveys as listed in Table 197.

Table 199. Saolta HG Day surgery Units overview

Saolta Hospital Group
Letterkenny University Hospital
Mayo University Hospital
Portiuncula University Hospital
University Hospital Galway and Merlin Park University Hospital

7.3.1 Saolta Nursing staff profile Day Surgery

The nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 198.

Table 200. Saolta HG Day Surgery Unit Nursing staff profile

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	46.80	1.0	5.0	1.0	53.8
In Post WTE	47.07	1.0	3.9	1.0	52.97
Difference	+0.27	0.0	1.1	0.0	0.83

7.3.2 Saolta HG Nursing Staff Education & Qualifications Day Surgery

Each Day surgery Unit was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems Improvement Techniques, and Nursing Management. Findings are detailed in Table 199.

Table 201. Saolta HG Day Surgery unit Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3 in post	Total	% of total nursing staff in post
Degree	24.0	51.0%	0	0%	1.0	25.6%	0	0%	25.0	45.0%
PG Cert	29.0	61.6%	0	0%	2.0	51.3%	0	0%	31.0	55.8%
Diploma	9.0	19.1%	1.0	100%	1.0	25.6%	0.0	0.0%	11.0	19.8%
Higher Diploma	7.0	14.9%	0.0	0.0%	1.0	25.6%	0.0	0.0%	8.0	14.4%
Medicinal Prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	0	0%	0	0%	1.0	25.6%	0	0%	1.0	1.8%
Working towards MSc.	0	0%	0	0%	0	0%	0	0%	0	0%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%	0	0%
Management qualification	1.0	2.1%	1.0	100.0%	2.0	51.3%	0.0	0.0%	4.0	7.2%

7.3.3 Saolta HG Education Workforce Day Surgery

Sites were asked to identify the number of clinical facilitators, discharge co-ordinators and staff involved with practice development within their Day surgery units. See Table 200.

Table 202. Saolta HG Day surgery education and patient flow profile

Role	Approved	In-post
Clinical Facilitator	1	1
Discharge Co-Ordinator	1	1
Practice Development CNM2 or above	0	0
Practice Facilitator ADON	0.6	0.6
Difference	2.6	2.6
Total Education and Patient Flow Workforce approved, as % of total nursing staff approved 3.7%		
Total Education and Patient Flow Workforce in post , as % of total nursing staff in post 4.1%		

7.3.4 Saolta HG Workforce for Support Staff Day Surgery

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 201.

Table 203. Saolta HG Day surgery unit Support Staff workforce

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	9.23	7.4	1.83
Ward Clerk	4.00	0.00	4.00
Total support staff as a % of total nursing staff approved			
Total support staff as a % of total nursing staff in post			
Hours covered		Percentage of HCA/MTA workforce	
Mon - Fri		100.0%	

7.4 Saolta Day of Surgery Admission area DOSA

Each Hospital was asked to indicate whether they have a Day of surgery admission area within their hospital.   Letterkenny University Hospital, Roscommon University Hospital and Sligo General Hospital all confirmed they have an area for DOSA, but no surveys were returned. The absence of individual DOSA surveys may be as a result of local infrastructure where DOSA units form part of an inpatient/day ward.

7.5 Saolta HG Surgical Ward Nursing

The ward nursing staff profile data was collected using the following criteria:
Whole time equivalents (WTEs) and number of staff in post on 01/07/2019. Findings are outlined in Table 202.

Table 204. Saolta HG surgical ward nursing staff profile data

Staff Grade	Staff Nurse	Clinical Nurse Manager 1	Clinical Nurse Manager 2	Clinical Nurse Manager 3	TOTAL
Approved WTE	335.41	8.9	19.0	2.0	365.31
In Post WTE	319.66	9.9	17.7	2.0	349.26
Difference	15.75	+1.0	1.3	0.0	33.1

7.5.1 Saolta HG Nursing Staff Education & Qualifications Surgical ward

Each service was asked to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Findings are detailed in Table 203.

Table 205. Saolta HG Surgical Ward Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing staff	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3 in post	Total	% of total nursing staff in post
Degree	166.0	51.9%	7.0	70.6%	7.0	39.5%	1.0	50.0%	181.0	50.4%
PG Cert	22.0	6.9%	3.0	30.2%	7.0	39.5%	1.0	50.0%	33.0	9.2%
Diploma	20.0	6.3%	3.0	30.2%	3.0	16.9%	0	0%	26.0	7.2%
Higher Diploma	34.0	10.6%	4.0	40.3%	5.0	28.2%	1.0	50.0%	44.0	12.3%
Medicinal Prescribing	0	0%	0	0%	1.0	5.6%	0	0%	1.0	0.3%
X-Ray prescribing	0	0%	0	0%	0	0	0	0%	0	0%
Masters	5.0	1.6%	1.0	10.1%	5.0	1.6%	0	0%	7.0	1.9%
Working towards a MSC	2.0	0.6%	1.0	10.1%	1.0	5.6%	0	0%	4.0	1.1%
Systems Improvement techniques	2.0	0.6%	0	0%	3.0	16.9%	1	50%	6.0	1.7%
Management qualification	3.0	0.9%	0	0%	6.0	33.9%	1.0	50%	10.0	2.8%

7.5.2 Saolta HG Education Workforce Surgical ward

Sites were asked to identify the number of discharge co-ordinators and staff responsible for education within in surgical wards. Findings are outlined in Table 204.

Role Title	Approved	In Post
Clinical Facilitator	1.5	1.5

7.5.3   Saolta HG Workforce for Support Staff Surgical ward

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The hours covered by HCAs/MTAs as part of their role was also surveyed. Findings are outlined in Table 205.

Table 207. Saolta HG Surgical Ward Support Staff Workforce

Title	Approved WTE	In Post WTE	Difference
MTAs/HCAs	52.7	31.03	21.67
Ward Clerk	17.50	9.28	8.22
Total support staff as a % of total nursing staff	15.76%	10.10%	
Hours of Cover		**Percentage of MTA/HCA workforce**	
Not specified		12.9%	
Less than 5 days		0.0%	
24 x 7		32.2%	
Mon - Fri		38.7%	
Mon – Sat		0.0%	
Mon - Sun		16.2%	
Hours of Cover provided		**Percentage of ward clerk workforce**	
None specified		23.5%	
Less than core hours		5.4%	
Half days		0.0%	
Mon - Fri		71.1%	
Shared post		0.0%	

7.6   Saolta HG Operating Department Nursing

Hospitals were requested to complete and return a survey for their operating department/theatre in their hospital. The results include the areas of anaesthesia, scrubbing/circulating and recovery/post anaesthesia care. The findings are reported for all of these areas together as a breakdown is not possible.

4 hospitals returned surveys from operating departments as listed below in Table 206.

Table 208. Saolta HG Operating Department overview

Saolta HG Operating department
Letterkenny University Hospital
Mayo University Hospital
Roscommon University Hospital
Sligo University Hospital

7.6.1 Saolta HG Operating Department Nursing Workforce

Nursing staff profile was collected under the following criteria: Whole time equivalents and number of staff in post on 01/07/2019. Findings are outlined Table 207.

Table 209. Saolta HG Operating Department Nursing Workforce

Staff Grade	Approved WTE	In Post WTE	Difference
Staff Nurse	92.48	94.01	+1.53
Clinical Nurse Manager 1	4.0	1.9	2.2
Clinical Nurse Manager 2	13.0	10.4	2.6
Clinical Nurse Manager 3	3.0	2.9	0.1

7.6.2 Saolta HG Operating Department Nursing Staff Education & Qualifications

Each Operating Department was requested to identify the number of nurses in their area with a primary degree and who had undertaken further specific educational qualifications: PG certificate, Diploma, Higher Diploma, Medicinal Prescribing, X-ray Prescribing, Masters or currently working towards a Masters, Systems improvement Techniques, Nursing Management. Sites were advised to only enter information based on the highest level of qualification completed. (Table 208)

Table 210. Saolta HG Operating Department Nursing Staff Education & Qualifications

Qualification	Staff Nurse		Clinical Nurse Manager 1		Clinical Nurse Manager 2		Clinical Nurse Manager 3		Total Nursing staff	
	No.	% of total staff Nurse in post	No.	% of total CNM1 in post	No.	% of total CNM2 in post	No.	% of total CNM3 in post	Total	% of total nursing staff in post
Degree	57.0	60.6%	1	54.1%	3	28.9%	1	34.8%	62	56.8%
PG Cert	24	25.5%	1	54.1%	8	77%	1	34.8%	34	31.2%
Diploma	18	19.1%	0	0%	0	0%	0	0%	18	16.5%
Higher Diploma	16	17%	1	54.1%	0	0%	0	0%	17	15.6%
Medicinal Prescribing	2	2.1%	0	0%	0	0%	0	0%	2	1.8%
X-Ray prescribing	0	0%	0	0%	0	0%	0	0%	0	0%
Masters	1	1.1%	0	0%	1	9.6%	1	34.8%	3	2.7%
Working towards a MSC	2	2.1%	1	54.1%	1	9.6%	0	0%	4	3.7%
Systems Improvement techniques	0	0%	0	0%	0	0%	0	0%	0	0%
Management qualification	0	0%	0	0%	3	28.9%	2	69.7%	5	4.6%

7.6.3 Saolta HG Education Workforce Operating department

Operating departments were asked to identify the number of staff working in education in their operating department. Findings are outlined in Table 209.

Table 211. Saolta HG Operating Department Education Workforce

Role Title	Approved	In Post
Clinical Facilitator	0	0

7.6.4 Saolta HG Workforce for Support Staff Operating department

This profile included Multi task attendants (MTAs)/Health Care Assistants (HCAs) and Ward Clerks. The percentage of direct patient care that HCAs/MTAs are involved in as part of their role was also surveyed along with hours covered. Findings are outlined in Table 210.

Table 212. Saolta HG Operating Department Support Staff workforce

Role	Approved WTE	In Post WTE	Difference
MTAs/HCAs	34	32.1	1.9
Ward Clerk	1	0.25	0.75
Total support staff as a % of total nursing staff	23.73%	22.87%	
Hours of Cover	**Percentage of HCA/MTS workforce**		
Mon – Fri	37.7%		
Mon – Sun	62.3%		
Hours of Cover provided	**Percentage of ward clerk workforce**		
Not Specified	100%		

8.0   Acknowledgments

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South-South West peri operative Nurse Interest Group

Saolta peri operative Nurse Interest Group

Dublin Midlands peri operative Nurse Interest Group

Ireland East peri operative Nurse Interest Group

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Office of the Nursing and Midwifery Services Director (ONMSD)

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9.0   Glossary of terms
Table 213 Glossary of Terms

ANP	Advanced Nurse Practitioner
CAI	College of Anaesthesiology of Ireland
CNM	Clinical Nurse Manager
CNS	Clinical Nurse Specialist
DMHG	Dublin Midland Hospital Group
DOSA	Day of Surgery Admission
DSU	Day Services Unit
HCA	Health Care Assistant
HSE	Health Service Executive
IEHG	Ireland East Hospital Group
MTA	Multi Task Attendant
NCPA	National Clinical Programme for Anaesthesia

NCPS	National Clinical Programme for Surgery
NCPT&O	National Clinical Programme for Trauma and Orthopaedics
ONMSD	Office of the Nursing and Midwifery Services Director
PAU	Pre Admission Unit
RCSI	Royal college of Surgeons in Ireland
Saolta HG	Saolta Hospital Group
SSWHG	South South West Hospital Group
ULHG	University of Limerick Hospital Group
WTE	Whole Time Equivalent

10.0   Definition of terms:

***Working towards masters** is defined as enrolled on a Master programme.

ANP Advanced practice nursing is defined as a career pathway for registered nurses, committed to continuing professional development and clinical supervision, to practice at a higher level of capability as independent, autonomous, and expert practitioners

11.0   Review

This document was commissioned by the ONMSD and the National Clinical Programmes for Surgery & Anaesthesia and is a standalone document. It is not due for review at this time.

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