

NURSING WORKFORCE STANDARDS

These standards outline what should be happening in workplaces to ensure the delivery of safe and effective patient care. They support you and your colleagues to recognise issues around staffing levels and know when to raise concerns



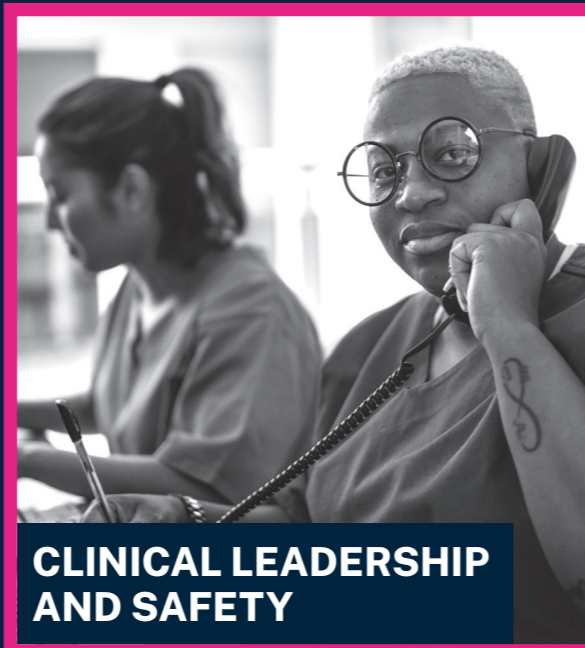
RESPONSIBILITY AND ACCOUNTABILITY

1 Senior nurses set nurse staffing levels and executive boards are accountable

2 Nurse staffing levels are based on service demand and user need

3 Business continuity plans are in place to enable safe nurse staffing

4 The nursing workforce is recognised and valued through fair pay and conditions



CLINICAL LEADERSHIP AND SAFETY

5 Each nursing service has a registered nurse lead

6 Nurse leaders receive dedicated workforce planning time

7 Practice development time is considered when defining the workforce

8 A sufficient uplift is applied when calculating the nursing workforce

9 A substantive nursing workforce below 80% should be an exception

10 Nursing staff are prepared and work within their scope of practice



HEALTH, SAFETY AND WELLBEING

11 Rostering patterns take account of safe shift working

12 Nursing staff are treated with dignity and respect

13 Nursing staff are entitled to work in healthy and safe environments

14 Nursing staff are supported to practice self-care



To discuss concerns around staff or patient safety, speak to your RCN rep or contact us: rcn.org.uk/contact-advice

Find out more:
rcn.org.uk/nursingworkforcestandards

