Method for Measuring Nursing Workload and Resources

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Abstract

A method for measuring nursing workload and resource requirements is now possible when documenting a Nursing Plan of Care (NPOC) by using the Clinical Care Classification (CCC) System with its Information Model in a patient's Electronic Health Record (EHR). The CCC System consists of two standardized, coded, nursing terminologies: 176 Nursing Diagnoses with 528 Nursing Outcomes and 804 Nursing Interventions Actions; and its Information Model represents the six steps/standards of the Nursing Process: (Care Component (Assessment), Expected Outcome/ Goal (Outcome Identification), Intervention (Planning), Action Type (Implementation), and Actual Outcome (Evaluation). Together they provide the framework for documenting electronically an individualized NPOC for an episode of illness in a hospital. The NPOC is initiated with the physician admission orders, the admission holistic assessment, and their interpretation by the nurse who develops the NPOC for the specific patient's individualized orders which consist of the nursing diagnoses/problems, the goals to resolve them, the nursing interventions to treat them to achieve their outcomes. However each of the nursing interventions in NPOC is selected based on the interventions selected to address the patient's diagnosis and are combined one of four Action Type Qualifiers: 1) Assess or Monitor, 2) Perform, Provide Care, 3) Teach or Instruct, or 4) Manage or Refer, including its frequency per day. These measures are then used to calculate the proposed NPOC workload using Relative Value Units (RVUs) (actual or estimated) for the specific nursing intervention and then combined with the other interventions required for treating the specific diagnosis to achieve the proposed outcome for that diagnosis. This process is used for all the nursing diagnoses/problems being addressed for the patient and when combined provide the actual workload in time required for that specific patient's care. (NOTE: Relative Value Units have been determined through research). Take for example a patient who has been admitted as an inpatient from the Emergency Room after a Cyst found on the patient's back was incised and removed. The NPOC was developed from both the orders from the physician and assessment by the admitting nurse as follows: 1) Wound Care three times a day, 2) Dressing Change three times a day, 3) Penicillin one time per day for treating the infection, and 4) Pain status checked three times per day. The NPOC may be routine but what is different is the how the RVUs are administered to calculate the workload for the patient services per day. Using the RVU method it was determined that the patient would require 6 ½ hours of nursing care per day. The care cost could also be determined as well. The details for how to calculate workload will be explained in detail during the session.