Applying Workload Indicators for Staffing Needs (WISN) Method to Determine the Staffing Level of Nurse Professionals in Black Lion Specialized Referral Hospital

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INTRODUCTION

Critical human resources shortages, particularly in low-resource settings, require that we not only develop long-term strategies for increased production and retention of health workers but more importantly that we strengthen the productivity and performance of the workforce we have so as to get the best possible results and the highest impact with existing resources. The workload indicators for staffing needs (WISN) which later revised by WHO measures the number of health workers per cadre based on the workload of a particular health facility and provides basic indicators to assess staffing levels by determining the gap/excess between current and required number of staff as well as measures the workload pressure on the existing health workers.

OBJECTIVE

The purpose of this operational research is to determine the staffing requirement of nurse in various departments/service areas of the Black Lion specialised referral hospital using a facility based data routinely generated through the Health management Information System (HMIS).

METHODOLOGY

To determine how many nurse professionals are required to cope with all the workload components

of nurses in the hospital the annual service output statistics data for each health service activity was

Collected for the year 2014-2015. Then we estimated the annual available working time. Finally we

divided annual workload for each workload component (from annual service statistics) by its respective standard to get the number of health workers that is required for the activity as well as determine the workload.

FINDINGS

The annual service output data of black lion hospitals showed that outpatient services have been provided for 270,000 patients. The total number of patients admitted to the inpatient wards for the same period is 18,178 with 4.8 average days of hospital stay. The total number of patients admitted to emergency medical service unit of the black lion hospital is 24,363. The staffing level of nurses for inpatient wards and Emergency service unit is 110 and 40 respectively. The result showed that the annual workload of a nurse working in inpatient ward and emergency service unit is 793 and 603 respectively. The workload analysis showed that the daily workload of a nurse working in the inpatient warred is four (4) patients. Similarly the daily workload of a nurse working in the emergency service unit of the hospital is three (3).

Conclusion: the result of the WISN analysis showed that black lion specialized hospital is understaffed with regards nurse staff, nurses working in the studied service area experienced high work pressure in their daily work. The hospital management shall revise the staffing level of the nurse professionals by taking in to account the gap between the current and required staffing levels