

NURSING WORKFORCE STANDARDS

Supporting a safe and effective nursing workforce

RESPONSIBILITY AND ACCOUNTABILITY

Standard 1

Executive level registered nurse sets the nursing establishment, and the whole board is accountable.

Standard 2

Establishment is based on evidence, population health, demand and access to services.

Standard 3

Business continuity plans are in place to enable staffing for safe and effective care during critical incidents or events.

Standard 4

The nursing workforce is recognised and valued through fair pay, terms and conditions.

CLINICAL LEADERSHIP AND SAFETY

Standard 5

Each nursing service must have a registered nurse lead.

Standard 6

The registered nurse lead must receive protected time and resources and is 100% supervisory/supernumerary.

Standard 7

Nursing staff must have protected time for continuous professional development, which is contractually funded.

Standard 8

A minimum uplift (or headroom) of 27% will be applied for planned and unplanned absence.

Standard 9

A substantive nursing workforce below 80% should be an exception, and a red flag.

Standard 10

The nursing workforce must be appropriately prepared and work within their scope of practice.

HEALTH, SAFETY AND WELLBEING

Standard 11

Working patterns must be based on best practice and safe working.

Standard 12

The nursing workforce should be treated with dignity and respect and work in inclusive workplace cultures.

Standard 13

Nursing staff are entitled to work in healthy and safe environments to protect their physical and psychological health and safety.

Standard 14

Employers must actively protect, promote and support the wellbeing of the nursing workforce.



For more information on the RCN's Nursing Workforce Standards scan the QR code or visit: rcn.org.uk/nursingworkforcestandards