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THE INDICATOR OF STAFFING NEED (ISN) SYSTEM

The ISN system uses formulae to calculate the requirement for any particular category of health worker in the general form : $n = \frac{v_1 \times w_1 + v_2 \times w_2 + v_3 \times w_3 \text{ etc}}{p}$

p

where n = the number of staff required, v = a volume measure of work-load, w = a weight to be attached to that unit of work-load, and p = a productivity standard.

To take an example, the method was applied to find how many nurses were required to staff a district hospital. The volume measures chosen were inpatient days and outpatient attendances (all types). After some trial with alternatives, a weight of 12 was assigned to an inpatient day, relative to a weight of 1 for an outpatient attendance. Lastly, a productivity standard of 10200 weighted units per year was adopted. When applied to a district hospital which in 1986 had recorded 85534 inpatient days and 55843 outpatient attendances, the formula yielded a requirement for 106 nurses: $n = \frac{85534 \times 12 + 55843}{10200} = 106$

10200

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