

Ward sisters that are supernumerary/supervisory

Request

- 1) Does your hospital/organisation operate a supernumerary/supervisory system for ward sisters/charge nurses?
- 2) What proportion of ward sisters/charge nurses in your hospital/organisation are supernumerary/supervisory?
- 3) What proportion of time do your ward sisters/charge nurses work at supernumerary/supervisory level? For example; full time. If part time please state per centage or how may days a week they work supernumerary.
- 4) When was the supernumerary/supervisory system for ward sisters/charge nurses introduced?
- 5) Please state the reason, if any, why the system was introduced?
- 6) If you have analysed the system since its introduction to determine the benefits/weaknesses – please state the results if available, ie increased performance, reduced sick leave?
- 7) Do you have any plans to increase the number of days ward sisters are supernumerary?

Our Response

- 1) Does your hospital/organisation operate a supernumerary/supervisory system for ward sisters/charge nurses?

OUR RESPONSE: Yes, ward sisters/charge nurses are known as ward matrons and they are in addition to the clinical numbers on their wards.

- 2) What proportion of ward sisters/charge nurses in your hospital/organisation are supernumerary/supervisory?

OUR RESPONSE: All ward matron posts.

- 3) What proportion of time do your ward sisters/charge nurses work at supernumerary/supervisory level? For example; full time. If part time please state per centage or how may days a week they work supernumerary.

OUR RESPONSE: Full-time

- 4) When was the supernumerary/supervisory system for ward sisters/charge nurses introduced?

OUR RESPONSE: May 2010

- 5) Please state the reason, if any, why the system was introduced?

OUR RESPONSE: In recognition of the need for ward matrons to focus on clinical leadership, their job descriptions were reviewed and the newly configured posts were launched in May 2010.

6) If you have analysed the system since its introduction to determine the benefits/weaknesses – please state the results if available, ie increased performance, reduced sick leave?

OUR RESPONSE: Ward matrons have been able to give dedicated input to key result areas such as effective rostering, staff management, sickness and absence management, workload planning, clinical supervision and training needs, and as such there have been widespread benefits to this new role.

7) Do you have any plans to increase the number of days ward sisters are supernumerary?

OUR RESPONSE: Not applicable