Direct Nursing Average Full Time Equivalency

Full data definition sign-off pending.

Name of Measure	Direct Nursing Average Full Time Equivalent (FTE)
Name of Measure (short)	Direct Nursing Average FTE
Definition	The direct nursing (DN) functional bargaining unit (FBU) assigned FTE divided by the head count (including casuals) for the same group.
Domain	Health system sustainability and health workforce
Type of Measure	Input Measure: The count of employees that make up one full time equivalent in the Direct Nursing (DN) bargaining group.
Business Context	AHS Strategic Direction. AHS Health and Business Plan 2012-2015
Rationale	As Alberta's largest employer, AHS has the opportunity to both create a satisfying workplace and to deliver services in a manner that is sustainable for the future. In order to do this, it is important to that AHS fully engage its people and their skills. Monitoring Direct Nursing Average FTE enables us to manage the degree of effectiveness with which AHS can manage scheduling and productivity challenges.
Notes for Interpretation	Direct Nursing includes all those employees for whom nursing training is a prerequisite. It applies to those employed in nursing care or instruction in nursing care. The unit could contain graduate and registered nurses, psychiatric nurses and nursing instructors when instructing. (Source: Information Bulletin #10, Alberta Labour Relations Board).
Organizational Strategy	Work to promote sustainability must focus on the short-term, medium- term and long-term. We have the opportunity to build upon existing initiatives to promote sustainability, including workforce transformation, review of our business processes and realization of administrative efficiencies. We will optimize the clinical workforce through strategies to enhance practice leadership and practice excellence and to expand the scope of practice of key health professionals. The goal is to increase the current percentage of full-time by 6% by April, 2013, or by 3% in 2011-2012 and by 3% in 2012-2013. Initiatives are underway to address productivity and effective utilization of the clinical workforce.
Benchmark Comparisons	
Cited References:	Strategic Direction 2012 – 2015, *Defining Our Focus/Measuring Our Progress,* retrieved from Mission & Strategic Direction | About AHS | Alberta Health Services

Direct Nursing Average Full Time Equivalency *(continued)*

Technical Specifications	
Metric	Average
Preferred Display Format	9.99
Numerator	Count of employer assigned FTE.
Inclusion Criteria for Numerator	Include FBU - DN and status - active and LOA.
Exclusion Criteria for Numerator	Exclude job category - students (STU) and status – terminated.
Data Source(s) for Numerator	AHS Detailed Employee Listing (DEL)
Refresh Rate of Numerator	Monthly
Denominator	Head count
Inclusion Criteria for Denominator	Include FBU - DN and status - active and LOA.
Exclusion Criteria for Denominator	Exclude job category - students (STU) and status – terminated.
Data Source(s) for Denominator	AHS DEL duplicates removed.
Refresh Rate of Denominator	Monthly
Technical Notes	
Calculation	numerator / denominator
Relationship to Other Indicators	Head count to FTE, RN Grads Hired
Level of Reporting	AHS and portfolio zone
Frequency of Reporting	Monthly
Limitations	Includes employees reported by former health entities. Does not include wholly owned subsidiaries of AHS i.e. Capital Care Group, Calgary Laboratory Services or Carewest. Does not include Covenant, voluntaries, or foundations.

Direct Nursing Average Full Time Equivalency *(continued)*

Document Version History

Version	Version Date	Summary of Changes
1.0	February 28, 2012	Document creation
1.1	March 1, 2012	Added detail around exclusions for consistency (CCG, CW etc)
1.2	August 2, 2012	Deleted duplicate paragraph in Technical notes also found in limitations, added measure statement and cited references. Updated to template format 3.7, changed AH, naming convention, contact and logo and sign off sheet. Replaced cited reference with an external document reference.
1.3	November 14, 2012	Revised definition field.