

# Health and Care (Staffing) (Scotland) Act 2019

## 12IR 'HIS: Monitoring and Development of Staffing Tools'

### One Nurse to One Patient Ration Calculation

#### 1.0 Introduction

Healthcare Improvement Scotland (HIS) recommends to Scottish Ministers revisions to the staffing tools, prescribed under section 12IJ (3) of the Health and Care (Staffing) (Scotland) Act 2019 (HCSA) as follows:

The revision of the 'Adult Inpatient Staffing Level Tool Version 4' with a new revised staffing level tool 'Adult Inpatient Staffing Level Tool Version 5'

- **Staffing tool:** Adult Inpatient Staffing Level Tool Version 5
- **Type of healthcare:** Adult inpatient provision
- **Location:** Hospital wards with 17 occupied beds or more on average
- **Employees:** Registered nurses (including other staff working under the supervision or delegation by the registered nurse)

The revision of the 'Small Wards Staffing Level Tool Version 3' with a new revised staffing level tool 'Small Wards Staffing Level Tool Version 4'

- **Staffing tool:** Small Wards Staffing Level Tool Version 4
- **Type of healthcare:** Small ward provision
- **Location:** Hospital wards with 16 occupied beds or fewer on average
- **Employees:** Registered nurses (including other staff working under the supervision or delegation by the registered nurse)

The revision of the 'Neonatal Staffing Level Tool Version 3' with a new revised staffing level tool 'Neonatal Staffing Level Tool Version 1'

- **Staffing tool:** Neonatal Staffing Level Tool Version 1
- **Type of healthcare:** Neonatal provision
- **Location:** Neonatal units in hospitals
- **Employees:** Registered nurses and registered midwives (including other staff working under the supervision or delegation by the registered nurse and/or registered midwife)

The revision of the 'SCAMPS – Scottish Children's Acuity Measurement in Paediatric Settings Version 3' with a new revised staffing level tool 'SCAMPS – Scottish Children's Acuity Measurement in Paediatric Settings Version 4'

- **Staffing tool:** SCAMPS – Scottish Children's Acuity Measurement in Paediatric Settings Version 4
- **Type of healthcare:** Paediatric inpatient provision
- **Location:** Paediatric wards in hospitals
- **Employees:** Registered nurses (including other staff working under the supervision or delegation by the registered nurse)

## 2.0 Revision: Covers all four named staffing level tools in introduction

- 2.1 A staffing level tool review process was undertaken by Healthcare Improvement Scotland in 2024/25. As part of this process the care hours associated with 1 nurse to 1 patient (1:1) ratio was discussed at expert working groups, which contained clinical representation and professional bodies for each named tool outlined in the introduction.
- 2.2 The criteria used to assess a patient's care needs will vary between healthcare provisions. However, all patients assigned a 1:1 level of care will require constant observations/interventions by one nurse until the patient's level of care changes.
- 2.3 The adult inpatient and small wards staffing level tools don't currently have a level of care for patients receiving 1:1 continuous nursing care. The adult inpatient and small wards expert working groups both agreed that a new level to record patients requiring 1:1 care should be added to their respective tools. This will allow these healthcare provisions to accurately reflect the patient's acuity/dependency.

- 2.4 The Neonatal and SCAMPs staffing level tools both have an existing 1:1 level of care within their tools, however the care hours attributed to this level of care varied.
- 2.5 A standardised approach to the care hours associated with 1:1 care was sought between all staffing level tools, with a proposal made from the Healthcare Staffing Programme, within Healthcare Improvement Scotland, stating that to provide care for a patient assigned to 1:1 care requires 26 hours of paid care per 24-hour period.
- 2.6 The 26 hours is made up of 24 hours direct care time + one hour of paid breaks + one hour of handover periods. When paid breaks and handover periods occur, this effectively means two staff members are required to care for a patient receiving 1:1 care.
- 2.7 The Neonatal tool is based on the British Association of Perinatal Medicine standards that outline a specific ratio for neonatal qualified in speciality nurses to babies. The change to the 1:1 care will impact all other ratio calculations e.g. one nurse to two babies would be 50% of 1:1 care and so on.

### 3.0 Recommendations

- 3.1 HIS recommend the following amendments to The National Health Service (Common Staffing Method) (Scotland) Regulations 2025, that accompany the Health and Care (Staffing) (Scotland) Act 2019, as follows:

3.2 Adult Inpatient

- Schedule Staffing Level Tools Column 1 Kind of health care Provision: 'Adult inpatient provision by registered nurses in hospital wards with 17 occupied beds or more on average – remains unchanged.

- Schedule Staffing Level Tools Column 2 Staffing level tool:

'Adult Inpatient Staffing Level Tool Version 4 (3)'

Replacement with a revised staffing level tool as follows:

'Adult Inpatient Staffing Level Tool Version 5 (3)'

- (3) Version 3 was developed by Healthcare Improvement Scotland and was made available online at the [SSTS login page](#), in 2024, to those granted access – remains unchanged.

3.3 Small Wards

- Schedule Staffing Level Tools Column 1 Kind of health care Provision: ‘Small ward provision by registered nurses in hospital wards with 16 occupied beds or fewer on average – remains unchanged.

- Schedule Staffing Level Tools Column 2 Staffing level tool:

‘Small Wards Staffing Level Tool Version 3 (12)’

Replacement with a revised staffing level tool as follows:

‘Small Wards Staffing Level Tool Version 4 (12)’

- (12) Version 3 was developed by Healthcare Improvement Scotland and was made available online at the [SSTS login page](#), in 2024, to those granted access.

### 3.4 Neonatal

- Schedule Staffing Level Tools Column 1 Kind of health care Provision: ‘Neonatal provision by registered midwives or by registered nurses in neonatal units in hospitals – remains unchanged.

- Schedule Staffing Level Tools Column 2 Staffing level tool:

‘Neonatal Staffing Level Tool Version 3 (10)’

(10) Version 3 was developed by Healthcare Improvement Scotland and was made available online at the [SSTS login page](#), in 2024, to those granted access.

Replacement with a revised staffing level tool as follows:

‘Neonatal Staffing Level Tool Version 1 (10)’

(10) Version 1 was made available online on the RLDatix SafeCare Platform as part of the national e-rostering contract to those granted access.

### 3.5 Paediatric

- Schedule Staffing Level Tools Column 1 Kind of health care Provision: ‘Paediatric inpatient provision by registered nurses in paediatric wards in hospitals – remains unchanged.
- Schedule Staffing Level Tools Column 2 Staffing level tool:

‘SCAMPS – Scottish Children’s Acuity Measurement in Paediatric Settings Version 3  
(11)’

Replacement with a revised staffing level tool as follows:

‘SCAMPS – Scottish Children’s Acuity Measurement in Paediatric Settings Version 4  
(11)’

- (11) Version 3 was developed by Healthcare Improvement Scotland and was made available online at the [SSTS login page](#), in 2024, to those granted access – remains unchanged.