The HSE change model was chosen as the change model for the project. Through the four phase approach the model firstly identified the risks associated with the programme i.e. financial, time and power dynamics of the teams. Secondly in the planning phase an implementation plan was developed and an education and information plan was rolled out. The base line audit was completed. The audit results showed:

- 34% Registered nurses time spent on direct care
- 203 interruptions in 13 hours
- 4.16 Km walked by a Nurse in a 12 hour shift

Implementation and mainstreaming of the programme will continue until 2014. Staff comments before the education plan:

- "I know nothing about the Productive ward, any information will be useful"
- "I work hard enough now"
- "I want to know how it will work"
- "What will it do for me and my duty rota"
- "Does this mean we will get extra nursing hours from other wards"

Organisational Impact

The base line audit results will assist with work force planning for the hospital from 2013 onwards. The programme will benefit the patient and deliver high quality care. There are financial efficiencies as waste is reduced and time on the ward is applied more effectively.

Conclusion

The Productive ward programme was successfully introduced into the showcase ward. A communication strategy was developed and a base line audit completed. The implementation plan will continue to assist in the implementation of the programme.