The EDEM Workload Tool was developed by the Nursing and Midwifery Workforce and Workload Planning Programme in conjunction with Dr Keith Hurst, Independent Researcher/Analyst specialising in health and social care workforce planning and development.

Observation studies have been carried out in a wide variety of locations as a basis for providing evidence and understanding of the range, variation and complexity in the workload of nursing and medical staff in emergency departments. The EDEM tool calculations are based on all the observation study work which measures: direct care (includes acuity), indirect care, associated workload and personal time. These variables all contribute to the makeup of the National Profile used in the EDEM tool’s calculations.

**How is the recommended WTE calculated within the EDEM Tool?**

There are two calculators within this work. One to provide a nursing recommended wte and a second to provide a medical recommended wte. The medical wte has been developed to reflect the working hours of consultants and non-consultants.

**Step 1: Data Input**

The user completing the EDEM workload tool must enter each patient’s time in and out, level of care, any additional activity (a rare event), as well as local information such as actual staff hours worked, bank usage and budgeted hours.

**Step 2: rWTE Calculation**

A recommended whole time equivalent is derived from Patient Throughput, Level of Care/Acuity and Direct Care time developed from best practice sites only.

The recommended whole time equivalent includes a Predicted Absence Allowance. The Allowance is to support time out such as holiday, sickness, maternity and special leave.

**Step 3: Triangulation**

rWTE results should be used as part of a triangulation process. Using this process users would consider the rWTE along with the local context (e.g. funded establishment, actual staff hours, bank usage), results from the Professional Judgement tool (which should be run at the same time as the EDEM tool), and local care assurance indicators.