

# Nursing Hours per Patient Day Annual Report

1<sup>st</sup> July 2008 – 30<sup>th</sup> June 2009

Prepared by the Nursing and Midwifery Office  
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## INTRODUCTION

This report is prepared by the Western Australian Department of Health (WA DOH) as part of its ongoing commitment to maintaining a comprehensive workload management process for nurses. This report also wishes to inform the nursing and management staff of the current workload of nursing staff within our public health care system.

In consultation with the Minister for Health, the DOH is committed to the ongoing implementation and monitoring of the Nursing Hours per Patient Day (NHpPD) model.

The report is consistent with the DOH continued application of NHpPD principles as required by and in accordance with the 'Registered Nurses, Midwives and Enrolled Mental Health Nurses Australian Nursing Federation Department of Health Industrial Agreement 2007' Part 2, clause 9 and the 'WA Health LHMU-Enrolled Nurses and Assistant in Nursing Industrial Agreement 2007'.

The data provided in the 14<sup>th</sup> report is for the period 1<sup>st</sup> July 2008 to the 30<sup>th</sup> June 2009 (unless otherwise stated). The report represents NHpPD data from the following clinical areas:

- Metropolitan Inpatient Areas
- Regional Inpatient Areas at: Albany Regional Hospital; Broome Regional Hospital; Bunbury Regional Hospital; Geraldton Regional Hospital; Kalgoorlie Regional Hospital and Port Hedland Regional Hospital
- Country Small Hospital Inpatient Areas
- Metropolitan Emergency Departments
- Regional Emergency Departments
- Small Country Hospital Emergency Departments – which are contained within a ward

All data reported is provided by hospitals and health services through the Nursing Workload Monitoring System. The Analysis and Performance Reporting Unit at the WA DOH has provided Metropolitan Emergency Department Data.

**ABBREVIATIONS USED THROUGHOUT THE DOCUMENT:**

<b>Abbreviation</b>	<b>Description</b>
AMHS	Adult Mental Health
DOH	Department of Health
IN	Interim Benchmark
KEMH	King Edward Memorial Hospital
NHppD	Nursing Hour per Patient Day
OPH	Osborne Park Hospital
OAMH	Older Adult Mental Health
PMH	Princess Margaret Hospital
RPH	Royal Perth Hospital
PHH	Port Hedland Hospital
SCGH	Sir Charles Gairdner Hospital
SWDH	Swan Districts Hospital
YTD	Year to Date

## EXECUTIVE SUMMARY

81 hospitals with 221 wards across the state of Western Australia have provided NHpPD data for the period **1<sup>st</sup> July 2008 to the 30<sup>th</sup> June 2009** (12 months). No additional wards have been included in this period from the last annual report.

**Table 1: Summary of the 2008 – 2009 NHpPD Data**

Overall of the 221 reported clinical areas, 170 sites or 76.92% were on or above target.

	<b>2008 - 2009 DATA FOR METROPOLITAN, REGIONAL AND COUNTRY</b>
<b>Number of Wards</b>	<b>221</b>
Above 10%	103 (46.60%)
Above 5 - 10%	29 (13.12%)
Above 0 - 5%	39 (17.64%)
Below 0 - 5%	25 (11.31%)
Below 5 - 10%	10 (4.52%)
Below 10 % or More	15 (6.78%)
<b>ABOVE OR ON TARGET</b>	<b>170 (76.92%)</b>
<b>BELOW TARGET</b>	<b>51 (23.07%)</b>
<b>ON, ABOVE or LESS THAN 10%</b>	<b>205 (92.76%)</b>

Table 2 provides comparison for the reporting period 1<sup>st</sup> July 2007 to the 30<sup>th</sup> June 2008 (Annual report) and the interim report 1<sup>st</sup> July 2008 to the 30<sup>th</sup> December 2008. The data below provides a comparison between set NHpPD targets and actual rostered nursing hours in accordance with NHpPD principles. Overall 92.76% (n=205) of reported site data are on or above or less than 10% below NHpPD targets. This remains consistent with the 2007 – 2008 results in which 92.76% (n=205) of inpatient areas were within this range.

The NHpPD reporting continues to show similar trends in terms of compliance for the 2008 – 2009 year. Continuing monitoring and education will assist in workload management across WA Health.

**Table 2: Comparison NHpPD Data  
2008 Interim Report, 2007 – 2008 Annual Report  
and the 2008 – 2009 Annual Report**

	<b>Current 2008 - 2009 Annual Report (1/7/08 – 30/6/09)</b>	<b>2008 Interim Report (1/7/08 – 30/12/08)</b>	<b>2007 – 2008 Annual Report (1/7/07 – 30/6/08)</b>
<b>Number of Wards</b>	<b>221</b>	<b>221</b>	<b>218</b>
Above 10%	<b>103 (46.60%)</b>	106 (47.96%)	100 (45.88%)
Above 5 - 10%	<b>29 (13.12%)</b>	22 (9.95%)	29 (13.3%)
Above 0 - 5%	<b>39 (17.64%)</b>	45 (20.36%)	29 (13.3%)
Below 0 - 5%	<b>25 (11.31%)</b>	19 (8.60%)	29 (13.3%)
Below 5 - 10%	<b>10 (4.52%)</b>	13 (5.88%)	14 (6.42%)
Below 10 % or More	<b>15 (6.78%)</b>	16 (7.24%)	17 (7.8%)
<b>ABOVE OR ON TARGET</b>	<b>170 (76.92%)</b>	173 (78.28%)	158 (72.48%)
<b>BELOW TARGET</b>	<b>51 (23.07%)</b>	48 (21.71%)	60 (27.52%)
<b>ON, ABOVE or LESS THAN 10%</b>	<b>205 (92.76%)</b>	205 (92.76%)	201 (92.2%)

## RESULTS

### Metropolitan & Regional Inpatient Data

All reported inpatient data for metropolitan and regional sites are provided in Appendix 1. This section provides ward inpatient data for metropolitan Tertiary, Metropolitan, General and Regional Sites. Regional sites include Albany, Bunbury, Broome, Geraldton, Port Hedland and Kalgoorlie Hospitals.

Information on these sites are categorised into the following tables:

- Table 3 Wards that are on, or 0-5% above set NHpPD target
- Table 4 Wards that are 5-10% above set NHpPD target
- Table 5 Wards that are 10% and above set NHpPD target
- Table 6 Wards that are 0-5% below NHpPD target
- Table 7 Wards that are 5 – 10% below NHpPD target
- Table 8 Wards that are 10% and below set NHpPD target

For this reporting period all Metropolitan and Regional sites provided data, representing 153 wards (100%). 96.0 % (n=147) of reported metropolitan and regional ward areas were on, above or less than 10% set NHpPD targets.

**Table 3: Metropolitan and Regional Inpatient Wards on or 0 – 5% above set NHpPD targets**

14.47% of wards (n=32) were on or 0-5% above set NHpPD targets

Hospital	In patient Area	Category	Target	YTD	Variance	% Variance
AMH	Acacia	A+ (Acacia)	11.81	11.82	0.01	<b>0.10 %</b>
PMH	Surgical 6A	A	7.5	7.52	0.02	<b>0.21 %</b>
Albany	Ward C Paediatrics / Medical / Surgical	D	5	5.02	0.02	<b>0.40 %</b>
RPH	Ward 5G	B	6	6.03	0.03	<b>0.57 %</b>
OPH	Ward 4 Aged Care & Rehab	D	5	5.03	0.03	<b>0.68 %</b>
RPH	BMTU	A	7.5	7.57	0.07	<b>0.87 %</b>
PHH	Med/Sur (Vickers)	B+ Pilbara	6.37	6.43	0.06	<b>0.92 %</b>
AMH	Ellis Ward	A	7.5	7.58	0.08	<b>1.09 %</b>
PHH	Paediatric	D	5	5.06	0.06	<b>1.18 %</b>
SCGH	Ward G63 Gast / Renal	B	6	6.08	0.08	<b>1.28 %</b>
SCGH	Ward G51 Neuro	B	6	6.11	0.11	<b>1.76 %</b>
Fremantle	Ward B8S	B	6	6.11	0.11	<b>1.89 %</b>
RPH	Ward 1 SPC	B	6	6.11	0.11	<b>1.89 %</b>
Bunbury	Surgical	C	5.75	5.86	0.11	<b>1.92 %</b>
Albany	Dialysis Unit	Satellite Dialysis	2.18	2.22	0.04	<b>2.03 %</b>
KEMH	Obstetrics Ward 5	B	6	6.13	0.13	<b>2.19 %</b>
OPH	Ward 5 Aged Care & Rehab	D	5	5.12	0.12	<b>2.41 %</b>
RPH	Ward 11 SPC	A	7.5	7.70	0.20	<b>2.63 %</b>
SCGH	Ward G41 H & L	B	6	6.17	0.17	<b>2.76 %</b>
SCGH	Ward G73 Cancer	B	6	6.17	0.17	<b>2.82 %</b>
AMH	Montgomery Unit	A	7.5	7.77	0.27	<b>3.62 %</b>
SCGH	Ward C 16 CAMHS	C	5.75	5.96	0.21	<b>3.67 %</b>
Fremantle	Ward 4.2 (MH)	B	6	6.23	0.23	<b>3.79 %</b>
SCGH	Ward G53 Neuro	B	6	6.24	0.24	<b>4.03 %</b>
Bentley	Adult Acute Ward 8	B	6	6.24	0.24	<b>4.08 %</b>
RPH	Ward 9A	B	6	6.25	0.25	<b>4.14 %</b>
SWDH	West Wing (Medical)	C (SKHS)	5.75	6.00	0.25	<b>4.36 %</b>
RPH	Ward 9B	B	6	6.27	0.27	<b>4.49 %</b>
RPH	Ward 4F	B	6	6.28	0.28	<b>4.71 %</b>
Fremantle	Intensive Care Unit	ICU	31.6	33.10	1.50	<b>4.74 %</b>
AMH	Dorrington	A	7.5	7.86	0.36	<b>4.82 %</b>
OAMH	Osborne Older Adult	C	5.75	6.04	0.29	<b>4.98 %</b>

**Table 4: Metropolitan and Regional Inpatient Wards  
5 – 10% above set NHpPD target.**

11.76% (n=26) of inpatient areas were 5-10% above set NHpPD set targets.

Hospital	Inpatient Area	Category	Target	YTD	Variance	% Variance
RPH	Ward 6H	B	6	6.32	0.32	<b>5.33 %</b>
RPH	Ward 5B	B	6	6.32	0.32	<b>5.36 %</b>
RPH	Ward 5A	B	6	6.33	0.33	<b>5.45 %</b>
RPH	Ward 8A	B	6	6.35	0.35	<b>5.76 %</b>
RPH	Ward 7B/3K (GEM Unit)	D	5	5.29	0.29	<b>5.88 %</b>
SCGH	Ward G62 H & L	A	7.5	7.94	0.44	<b>5.92 %</b>
Fremantle	Ward B7S	B	6	6.37	0.37	<b>6.23 %</b>
PHH	Maternity / SCN	D+Del (Hedland)	6.43	6.89	0.46	<b>7.14 %</b>
AMH	Banksia	B+(Graylands)	6.49	6.95	0.46	<b>7.14 %</b>
Albany	Ward A Surgical	C	5.75	6.16	0.41	<b>7.18 %</b>
Bunbury	Maternity	D+Del (Bunbury)	8.3	8.93	0.63	<b>7.54 %</b>
AMH	Murchison House	F	4	4.30	0.30	<b>7.55 %</b>
SCGH	Ward G54 H&L	A	7.5	8.07	0.57	<b>7.64 %</b>
Fremantle	Coronary Care Unit	CCU	14.16	15.26	1.10	<b>7.74 %</b>
RPH	Ward 5E	B	6	6.47	0.47	<b>7.84 %</b>
Fremantle	Ward B9S	B	6	6.49	0.49	<b>8.17 %</b>
PMH	General Medical 8A	A	7.5	8.13	0.63	<b>8.36 %</b>
RPH	Coronary Care Unit	CCU	14.16	15.35	1.19	<b>8.41 %</b>
Bunbury	High Dependency Unit	HDU	12	13.02	1.02	<b>8.51 %</b>
SCGH	Ward G74 Gast / Renal	A	7.5	8.15	0.65	<b>8.65 %</b>
SWDH	East Wing (Surgical)	C (SKHS)	5.75	6.25	0.50	<b>8.70 %</b>
SCGH	Ward G66 Neuro	B	6	6.54	0.54	<b>8.92 %</b>
PMH	3B HDU	HDU	12	13.07	1.07	<b>8.95 %</b>
RPH	Ward 8 SPC	C	5.75	6.27	0.52	<b>9.01 %</b>
Fremantle	Ward V6	C	5.75	6.29	0.54	<b>9.38 %</b>
AMH	Caesia	B+ (Graylands)	6.49	7.12	0.63	<b>9.69 %</b>

**Table 5: Metropolitan and Regional Inpatient wards greater than 10% above set NHpPD target**

27.15% (n= 60 of 153) of inpatient areas were 10% or more above set NHpPD targets. (\* may be some data reporting error)

Hospital	In patient Area	Category	Target	YTD	Variance	% Variance
RPH	Ward 5F/7B	B		6.61	0.61	<b>10.25 %</b>
Bentley	Maternity	D+Del (Bentley)	6.86	7.58	0.72	<b>10.49 %</b>
AMH	Yvonne Pinch	A+Misc (FE)	11.33	12.54	1.21	<b>10.72 %</b>
Fremantle	Ward 4.1 (MH)	A+ (FHHS)	11.2	12.45	1.25	<b>11.13 %</b>
KEMH	Gynaecology Ward 6	B	6	6.69	0.69	<b>11.44 %</b>
PMH	Ward 5B - Burns	A / HDU	9	10.03	1.03	<b>11.45 %</b>
RPH	Ward 9C	B	6	6.73	0.73	<b>12.13 %</b>
SCGH	Ward G61 CAMS	C	5.75	6.46	0.71	<b>12.30 %</b>
RPH	Ward 7A	B	6	6.75	0.75	<b>12.56 %</b>
OPH	Ward 6 Surgical	C	5.75	6.49	0.74	<b>12.88 %</b>
SCGH	Ward G64 Neuro	B	6	6.84	0.84	<b>13.95 %</b>
Armadale	Carl Streich - Rehab & Aged Care	D	5	5.71	0.71	<b>14.14 %</b>
SCGH	Ward G72 CAMS	B+	6.5	7.46	0.96	<b>14.78 %</b>
RPH	Ward 4A (SSSU)	C	5.75	6.71	0.96	<b>16.65 %</b>
AMH	Smiths Unit	A	7.5	8.75	1.25	<b>16.60 %</b>
Fremantle	Ward B9N	B	6	7.03	1.03	<b>17.13 %</b>
RPH	Ward 2K	C	5.75	6.74	0.99	<b>17.30 %</b>
OAMH	Selby Red Wing (Graylands)	C	5.75	6.76	1.01	<b>17.60 %</b>
RPH	Ward 2 SPC	D	5	5.89	0.89	<b>17.87 %</b>
AMH	Casson	A+Misc (FW)	7.5	8.88	1.38	<b>18.43 %</b>
Armadale	Benson Medical	C	5.75	6.85	1.10	<b>19.07 %</b>
Bunbury	Paediatrics	B	6	7.19	1.19	<b>19.90 %</b>
OAMH	Swan Older Adult	C	5.75	6.90	1.15	<b>19.98 %</b>
Rockingham	Medical	C	5.75	6.90	1.15	<b>20.08 %</b>
Albany	Ward G Mental Health	A,B,C,D	5.21	6.28	1.07	<b>20.58 %</b>
Kalgoorlie *	Ward D Surgical	C	5.75	7.02	1.27	<b>22.01 %</b>
Kalgoorlie *	High Dependency Unit	HDU	12	14.66	2.66	<b>22.17 %</b>
Fremantle	Cardiothoracic Surgery	A	7.5	9.19	1.69	<b>22.58 %</b>

Hospital	In patient Area	Category	Target	YTD	Variance	% Variance
PHH	Dialysis unit	Satellite Dialysis	2.18	2.69	0.51	<b>23.56 %</b>
Fremantle	Ward F6	C	5.75	7.20	1.45	<b>25.27 %</b>
SWDH	Maternity, Nursery & Birthing Suite	D+Del (SKHS)	7.58	9.54	1.96	<b>25.79 %</b>
Kalgoorlie *	Ward B Medical	D	5	6.37	1.37	<b>27.31 %</b>
Bentley	Geriatrics Unit (MH)	D	5	6.42	1.42	<b>28.42 %</b>
PMH	PICU	ICU	31.6	40.85	9.25	<b>29.26 %</b>
Geraldton	Maternity	D+Del (Geraldton)	8.55	11.07	2.52	<b>29.49 %</b>
Bentley	Ward 3 Medical/ Surgical	D	5	6.50	1.50	<b>30.08 %</b>
RPH	Ward 9 SPC	B	6	7.88	1.88	<b>31.27 %</b>
Albany	Ward B Maternity	D+Del (Albany)	7.31	9.69	2.38	<b>32.59 %</b>
Armadale	Colyer Surgical	C	5.75	7.63	1.88	<b>32.61 %</b>
Bentley	Secure Unit Ward 6	A+Misc (Bentley - SU)	8.5	11.54	3.04	<b>35.75 %</b>
Kalgoorlie *	Mental Health	A+B+C (Kalgoorlie)	7.71	10.32	2.61	<b>33.80 %</b>
RPH	Acute Admissions Unit (AAU)	C	5.75	7.83	2.08	<b>36.11 %</b>
Bentley	Adolescent Unit	A+Misc (Bentley - AD)	12.05	16.54	4.49	<b>37.30 %</b>
Geraldton	Dialysis Unit	Satellite Dialysis	2.18	3.00	0.82	<b>37.82 %</b>
Fremantle	Ward 4.3 (MH)	C	5.75	8.10	2.35	<b>40.81 %</b>
Fremantle	Restorative Unit	D	5	7.13	2.13	<b>42.51 %</b>
Kalgoorlie *	Ward C Maternity	D+Del (Kalgoorlie)	7.78	11.44	3.66	<b>47.07 %</b>
Armadale	Maude Bellas Maternity	D+Del(Armadale)	7.02	10.47	3.45	<b>49.20 %</b>
Kalgoorlie *	Dialysis Unit	Satellite Dialysis	2.18	3.37	1.19	<b>54.51 %</b>
Bentley	Adult Acute Ward 7	B	6	9.35	3.35	<b>55.89 %</b>
Bunbury	Mental Health	A,B,C,D (Bunbury)	6.16	10.23	4.07	<b>66.01 %</b>
Armadale	Banksia_MHS for Older People Inpatients	D	5	8.67	3.67	<b>73.37 %</b>
Kalgoorlie *	Paediatrics	D	5	8.67	3.67	<b>73.39 %</b>
Armadale	Adult Mental Health Inpatients	A	7.5	13.50	6.00	<b>79.97 %</b>
Fremantle	Kaleeya Maternity Unit	D+Del (FHHS)	8.35	16.43	8.08	<b>96.74 %</b>
Fremantle	Ward D4	B	6	12.19	6.19	<b>103.11 %</b>
SWDH	Paediatric Ward	No BM (SKHS)	6	13.38	7.38	<b>123.00 %</b>
Armadale	Campbell Pediatrics	B	6	13.59	7.59	<b>126.56 %</b>
Rockingham	Surgical	D	5	14.27	9.37	<b>187.35 %</b>
Rockingham	Obstetrics	D+Del (Rockingham)	7.61	24.82	17.21	<b>226.15 %</b>

**Table 6: Metropolitan and Regional Inpatient wards that are 0 – 5% below set NHpPD target**

9.95% (n= 22) of inpatient areas were 0-5% below set NHpPD targets.

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
Fremantle	Ward B7N	B	6	5.97	-0.03	<b>-0.47 %</b>
AMH	Plaistowe Unit	E	4.5	4.47	-0.03	<b>-0.71 %</b>
Broome	General / maternity	C+D+Del (broome)	5.36	5.35	-0.01	<b>-1.0 %</b>
RPH	Ward 5H	A	7.5	7.41	-0.09	<b>-1.25 %</b>
KEMH	Obstetrics Ward 3	B	6	5.92	-0.08	<b>-1.29 %</b>
Bentley	Ward 4 Aged Care	D	5	4.94	-0.06	<b>-1.30 %</b>
Fremantle	Ward 5.1 (MH)	B	6	5.91	-0.09	<b>-1.45 %</b>
PMH	General Medical 9A	A	7.5	7.37	-0.13	<b>-1.74 %</b>
PMH	Surgical 5C	A	7.5	7.36	-0.14	<b>-1.87 %</b>
KEMH	Obstetrics Ward 4	B	6	5.87	-0.13	<b>-2.17 %</b>
SCGH	Ward G71 Cancer	A+B(SCGH)	6.5	6.35	-0.15	<b>-2.32 %</b>
PMH	7 Teen	B	7	6.84	-0.16	<b>-2.28 %</b>
RPH	Ward 6A	B	6	5.84	-0.16	<b>-2.61 %</b>
AMH	Hutchison Unit	E	4.5	4.38	-0.12	<b>-2.72 %</b>
SWDH	Restorative / Stroke Unit	C/D+ (Swan)	6.15	5.97	-0.18	<b>-2.95 %</b>
Albany	Ward E Medical / General	D	5	4.85	-0.15	<b>-3.05 %</b>
RPH	Ward 10 SPC	C	5.75	5.55	-0.20	<b>-3.48 %</b>
RPH	Ward 10AB	B	6	5.79	-0.21	<b>-3.51 %</b>
RPH	Intensive Care Unit	ICU	31.6	30.44	-1.16	<b>-3.66 %</b>
Kalamunda	Anderton (Med/Surg/Palliative Care)	D	5	4.78	-0.22	<b>-4.40 %</b>
OPH	Maternity	D+Del (Osborne Park)	8.97	8.57	-0.40	<b>-4.42 %</b>
Bunbury	Medical	C	5.75	5.46	-0.29	<b>-4.98 %</b>

**Table 7: Metropolitan and regional inpatient Wards that are 5 – 10% below set NHpPD target**

3.16 % (n=7) of inpatient areas were 5-10% below set NHpPD targets.

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
PMH	Infants 5D	B+HDU	9	8.52	-0.48	<b>-5.33 %</b>
Geraldton	Hospital Ward	C	5.75	5.42	-0.33	<b>-5.69 %</b>
OAMH	Selby Older Adult	C	5.75	5.41	-0.34	<b>-6.00 %</b>
KEMH	Ward 6B	CCU	14.16	13.22	-0.94	<b>-6.64 %</b>
OPH	Ward 3 Restorative	D	5	4.63	-0.37	<b>-7.33 %</b>
AMH	Ward D 20 Physy Unit	C	5.75	5.20	-0.55	<b>-9.51 %</b>
SCGH	Intensive Care Unit	ICU	31.6	28.53	-3.07	<b>-9.73 %</b>

**Table 8: Metropolitan and Regional Inpatient wards that are 10% or more below set NHpPD target**

2.71% (n=6) of inpatient areas were 10% or more below set NHpPD targets.

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
SCGH	Coronary Care Unit	CCU	14.16	12.47	-1.69	<b>-11.94 %</b>
SCGH	Ward G52 Neuros	B+HDU (SCGH G52)	9.51	8.34	-1.17	<b>-12.34 %</b>
RPH	Ward 6G	A	7.5	6.49	-1.01	<b>-13.52 %</b>
SWDH	Swan Valley Centre (Acute/Secure)	A+D (Swan Valley Centre)	6.87	5.71	-1.16	<b>-16.88 %</b>
Albany	High Dependency Unit	HDU	12	9.20	-2.81	<b>-23.38 %</b>
Geraldton	High Dependency Unit	HDU	12	7.35	-4.65	<b>-38.73 %</b>

## Country Small Hospitals (CSHs) Data

For this reporting period 68 CSH inpatient areas provided data. Reporting indicates that 76.47 % (n= 52) of reported country small hospitals were on or above set NHpPD targets. All reported CSHs ward inpatient data is provided in Appendix 2.

The reports are categorised into the following tables.

- Table 9: CSHs that are on, or 0 – 5% above set NHpPD set target
- Table 10: CSHs that are 5 – 10% above set NHpPD set target
- Table 11: CSHs that are 10% and above NHpPD set target
- Table 12: CSHs that are 0 – 5 % below NHpPD set target
- Table 13: CSHs that are 5 – 10% below NHpPD set target
- Table 14: CSHs that are 10% and below set NHpPD target

### Table 9: Country Small Hospitals that are on or 0 – 5 % above set NHpPD Targets

3.16% (n= 7) of CSHs inpatient areas are on or 0-5% above set NHpPD targets.

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
Kununurra	Gen / Maternity	D+Del	4.76	4.78	0.01	<b>0.26</b>
Narrogin	Combined Ward: Gen/ Mat/ Paed/ Surg	D+Del(Narrogin)	5.16	5.17	0.01	<b>0.29 %</b>
Gnowangerup	General / Aged Care	E	4.5	4.60	0.10	<b>2.12 %</b>
Derby	General / Maternity / Paeds	D+Del (derby)	5.34	5.47	0.13	<b>2.48 %</b>
Harvey	General / Aged Care	E+F (Harvey)	4.54	4.68	0.14	<b>3.05 %</b>
Esperance	General / Maternity	E + Del (Esperance)	4.88	5.05	0.17	<b>3.53 %</b>
Augusta	General / Aged Care	E+F (Augusta)	4.39	4.60	0.21	<b>4.76 %</b>

**Table 10: CSHs that are 5 – 10% above set NHpPD targets**

1.35% (n=3) of CSHs inpatient areas are 5-10% above set NHpPD targets.

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
Merredin	General	E+F (Merredin)	4.23	4.48	0.25	5.89 %
Carnarvon	Combined Acute Wards	E+D+Del (Carnarvon)	5.2	5.51	0.31	5.99 %
Northampton	General / Aged Care	E+F (Northampton)	4.17	4.49	0.32	7.69 %

**Table 11: CSHs that are 10% or more above set NHpPD target**

19.45% (n = 43) of CSHs inpatient areas are 10% or more above set NHpPD targets

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
Goomaling	General / Aged Care	E+F (Goomaling)	4.1	4.54	0.44	10.68 %
Busselton	General / Maternity	D+Del (Busselton)	5.26	5.83	0.57	10.81 %
Dalwallinu	General / Aged Care	E+F (Dalwallinu)	4.13	4.69	0.56	13.59 %
Bridgetown	General / Aged Care / Maternity	E+F+Del (Bridgetown)	4.65	5.32	0.67	14.47 %
Halls Creek	General	E	4.5	5.29	0.79	17.61 %
Kojonup	General	D	5	6.15	1.15	22.93 %
Collie	General / Maternity	E+Del (Collie)	4.72	5.89	1.17	24.79 %
Quairading	General / Aged Care	E+F (Quairading)	4.14	5.24	1.10	26.46 %
Meekatharra	General / Aged Care	E+F (Meekatharra)	4.43	5.63	1.20	27.19 %
Newman	General	D	5	6.52	1.52	30.36 %
Boyup Brook	General / Aged Care	E+F (Boyup Brook)	4.37	5.77	1.40	32.07 %

<b>Hospital</b>	<b>In Patient Area</b>	<b>Category</b>	<b>Target</b>	<b>YTD</b>	<b>Variance</b>	<b>% Variance</b>
Katanning	Combined General & Maternity	E+Del (Katanning)	4.94	6.53	1.59	<b>32.17 %</b>
Warren	General/Aged Care/Maternity	E+Del (Warren)	4.71	6.26	1.55	<b>32.96 %</b>
Nannup	General / Aged Care	E+F (Nannup)	4.01	5.39	1.38	<b>34.33 %</b>
Murray Districts	General / Maternity	E+Del (murray)	4.69	6.33	1.64	<b>35.06 %</b>
Dumbleyung	General / Aged Care	E+F (Dumbleyung)	4.04	5.50	1.46	<b>36.13 %</b>
Narembeen	General / Aged Care	E+F (Narembeen)	4.11	5.77	1.66	<b>40.40 %</b>
Denmark	General / Maternity	E+Del (Denmark)	4.56	6.98	2.42	<b>52.99 %</b>
Mullewa	General / Aged Care	E	4.5	7.05	2.55	<b>56.63 %</b>
Kellerberrin	General / Aged Care	E+F (Kellerberrin)	4.3	6.77	2.47	<b>57.55 %</b>
Wongan Hills	General / Aged Care	E+F (Wongan Hills)	4.17	6.77	2.60	<b>62.28 %</b>
Cunderdin	General / Aged Care	E+F (Cunderdin)	4.07	6.70	2.63	<b>64.63 %</b>
Margaret River	General / Maternity	E+Del (Margaret River)	4.72	7.79	3.07	<b>65.01 %</b>
Fitzroy Crossing	General	E	4.5	7.49	2.99	<b>66.51 %</b>
Pemberton	General /Aged Care	E+F (Pemberton)	4.46	7.47	3.01	<b>67.45 %</b>
Boddington	General / Aged Care	E+F (Boddington)	4.14	6.95	2.81	<b>67.93 %</b>
Kondinin	General / Aged Care	E+F (Kondinin)	4.19	7.13	2.94	<b>70.26 %</b>
Donnybrook	General / Aged Care	E+F (Donnybrook)	4.54	7.73	3.19	<b>70.36 %</b>

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
Southern Cross	General / Aged Care	E+F (Southern Cross)	4.19	7.48	3.29	<b>78.53 %</b>
Lake Grace	General / Aged Care	E+F (Lake Grace)	4.16	7.45	3.29	<b>79.16 %</b>
Tom Price	General / Extended Care	E	4.5	8.08	3.58	<b>79.64 %</b>
Wyalkatchem	General / Aged Care	E+F (Wyalkatchem)	4.25	8.49	4.24	<b>99.66 %</b>
Corrigin	General / Aged Care	E+F (Corrigin)	4.11	8.32	4.21	<b>102.45 %</b>
Beverley	General / Aged Care	E+F (Beverley)	4.19	8.53	4.34	<b>103.59 %</b>
Ravensthorpe	General / Aged Care	E+F (Ravensthorpe)	4.23	9.09	4.86	<b>114.99 %</b>
Exmouth	General / Aged Care	E (Exmouth)	4.5	9.74	5.24	<b>116.41 %</b>
Norseman	General / Aged Care	E+F (Norseman)	4.28	11.74	7.46	<b>174.41 %</b>
Laverton	General / Aged Care	E+F (Laverton)	4.47	15.01	10.54	<b>235.77 %</b>
Pingelly	General / Aged Care	E+F (Pingelly)	4.14	17.49	13.35	<b>322.54 %</b>
Paraburdoo	General	E	4.5	23.27	18.77	<b>417.11 %</b>
Kalbarri	General / Aged Care	E	4.5	25.41	20.91	<b>464.71 %</b>
Roebourne	General	E	4.5	25.64	21.14	<b>469.75 %</b>
Leonora	General / Aged Care	E+F (Leonora)	4.33	30.07	25.74	<b>594.38 %</b>

**Table 12: CSHs that are 0-5% below set NHpPD targets**

1.35% (n=3) of CSHs inpatient areas were 0-5% below set NHpPD targets

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
York	General / Aged Care	E+F (York)	4.18	4.10	-0.08	<b>-1.99 %</b>
Nickol Bay	General / Maternity	D+Del (Nickol Bay)	5.8	5.56	-0.24	<b>-4.20 %</b>
Northam	General / Maternity	E+Del (Northam)	4.73	4.51	-0.22	<b>-4.68 %</b>

**Table 13: CSHs that are 5 – 10% below set NHpPD targets**

1.35% (n= 3) of CSHs inpatient areas were 5-10% below set NHpPD targets

Hospital	Category	Category	Target	YTD	Variance	% Variance
Wagin	General/ Aged Care	E+F (Wagin)	4.18	3.94	-0.24	<b>-5.71 %</b>
Plantagenet	General / Maternity	E+Del (Plantagenet)	4.68	4.34	-0.34	<b>-7.21 %</b>
Moora	General / Aged Care	E+F (Moora)	4.3	3.98	-0.32	<b>-7.46 %</b>

**Table 14: CSHs inpatient wards that are 10% or more below set NHpPD targets**

4.07% (n= 9) of CSHs inpatient areas were 10% or more below set NHpPD targets

Hospital	In Patient Area	Category	Target	YTD	Variance	% Variance
Bruce Rock	General / Aged Care	E+F (Bruce Rock)	4.13	3.70	-0.43	<b>-10.37 %</b>
Dongara	General / Aged Care	E	4.5	3.98	-0.52	<b>-11.49 %</b>
* North Midlands (Three Springs)	General / Aged Care	E+F (Nth Midlands)	4.23	3.43	-0.80	<b>-18.94 %</b>
*Merredin	Aged Care	F	4	2.97	-1.03	<b>-25.87 %</b>
*Carnarvon	Permanent Care Unit	F	4	2.80	-1.20	<b>-29.95 %</b>
*Kununoppin	General / Aged Care	E+F (Kununoppin)	4.21	2.86	-1.35	<b>-32.02 %</b>
*Morawa	General / Aged Care	E+F (Morawa)	4.34	2.88	-1.46	<b>-33.69 %</b>
*Plantagenet	Lodge	F	4	1.80	-2.20	<b>-55.11 %</b>
*Katanning	Kerry Lodge	F	4	0.82	-3.18	<b>-79.47 %</b>

***\*Note: Variation in reported rostered hours reflects varying models of care at individual sites.***

## Emergency Departments:

Hospitals and Health Services have reported data on Metropolitan Emergency Departments and large Regional Emergency Departments.

### Metropolitan Emergency Departments:

Metropolitan Emergency Department data was provided by the Analysis and reporting Unit at the Department of Health through EDIS reporting and covers the period 1<sup>st</sup> July 2008 to the 30<sup>th</sup> June 2009.

Table 15 provides an overview of Metropolitan Emergency Departments Activity against actual and projected NHpPD.

62.5 % (N=5) Departments were on or above NHpPD. 12.5% (N=1) Departments reported that they were between 0-10% below the set NHpPD target and 12.5% (n=1) reported that they were greater than 10% below set NHpPD target.

**Table 15: Metropolitan Emergency Departments Activity  
1<sup>st</sup> July 2008-30<sup>th</sup> June 2009**

Site	Triage Presentation Total	OBD Obs	Bed days * 5.75	Total Target Hours	Total Target Hrs & Coordinator	Actual Nursing Hours	Difference	% Variance
Armadale	43,419	2342.25	13,467.94	78,295.88	87,785.88	101,199	13,413	17 %
Fremantle	45,975	3707.75	21,319.56	143,229.12	152,719.12	165,465	12,746	9 %
PMH	56,255	1065.54	6,126.86	93,032.20	102,522.20	86,059	-16,463	-18 %
Rockingham	42,126	1145.33	6,585.64	77,212.74	86,702.74	97,214	10,511	14 %
RPH	60,079	1091.37	6,275.38	156,638.41	166,128.41	206,426	40,298	26 %
SCGH	52,249	12,515.00	71,961.25	215,444.93	224,934.93	216,488	-8,447	-4 %
SWHS	34,338	851.45	4,895.84	61,181.54	70,671.54	72,343	1,671	3 %

- Data Source: EDIS
- SCGH OBD Obs includes virtual emergency holding ward; observation ward; virtual awaiting transfer to general ward.
- For sites receiving more than 30,000 total triage presenters per year, an additional coordinator can be allocated within the ED model for NHpPD.

## Regional Emergency Departments:

Regional Emergency Departments provided data for the period the 1<sup>st</sup> July 2008 to the 30<sup>th</sup> June 2009.

Table 16 provides an overview of large Regional Emergency Departments Activity against actual and projected NHpPD.

Reporting indicates that during this period 16.6 % (N=1) of sites were on or above set NHpPD target. 33.3 % (n=2) of sites reported that they were between 0-5% below set NHpPD target. 16.6 % (n=1) reported that they were between 5-10% below set NHpPD targets and 33.3 % (n=2) of sites reported that they were greater than 10% below set NHpPD target.

**Table 16: Regional Emergency Departments Activity**

SITE	TOTAL	Target Hours	OBD	Bed days*5.75	Total Target Hours	Actual Nursing Hours	Difference	% Variance
Albany	22480	27,394.62	128.00	736.00	28,130.62	26,939	-1,191.37	-4 %
Broome	20569	24,736.83	352.00	2,024.00	26,760.83	22,104	-4,656.93	-17%
Bunbury	32669	40,051.12	785.00	4,513.75	44,564.87	40,687	-3,877.77	-9 %
Geraldton	24490	30,657.20	378.00	2,173.50	32,830.70	28,976.00	-3,854.70	-12%
Kalgoorlie *	23825	28,536.02	711.00	4,088.25	32,624.27	3,2666.70	42.43	0 %
Port Hedland	15553	17,445.16	876.00	5,037.00	22,482.16	22,325.49	-156.67	-1 %

\* May be some data reporting error

## Country Small Hospital Emergency Departments within a ward

Information provided on Country Small Hospital Emergency Departments within a ward reflects presentations and activity only. Current models do not take into account adjusted benchmarks to consider both inpatient and emergency departments nursing hours required. Further development is required to facilitate this level of analysis.

**Table 17: Country Small Hospital Emergency Departments Activity**

<b>Site</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Total</b>
Augusta Hospital	10	41	179	338	253	<b>821</b>
Beverley Hospital	2	19	85	125	333	<b>564</b>
Boddington Hospital	0	30	146	456	813	<b>1445</b>
Boyup Brook Hospital	4	39	118	233	271	<b>665</b>
Bridgetown Hospital	15	67	483	1863	631	<b>3059</b>
Bruce Rock Hospital	0	12	23	71	344	<b>450</b>
Busselton Hospital	30	734	3390	8459	2121	<b>14734</b>
Carnarvon Hospital	8	195	985	3640	3497	<b>8325</b>
Collie Hospital	27	238	1062	2269	2402	<b>5998</b>
Corrigin Hospital	4	20	77	324	546	<b>971</b>
Cunderdin Hospital	0	10	35	100	503	<b>648</b>
Dalwallinu Hospital	8	44	137	510	451	<b>1150</b>
Denmark Hospital	10	113	607	1188	996	<b>2914</b>
Derby Hospital	37	263	1110	3712	4555	<b>9677</b>
Dongara Hospital	9	115	501	978	2353	<b>3956</b>
Donnybrook Hospital	7	140	507	842	1171	<b>2667</b>
Dumbleyung Hospital	0	4	29	69	137	<b>239</b>
Esperance Hospital	23	455	3624	9159	1088	<b>14349</b>
Exmouth Hospital	5	123	488	1740	3167	<b>5523</b>
Fitzroy Crossing Hospital	26	98	441	1166	2871	<b>4602</b>
Gnowangerup Hospital	1	26	145	340	129	<b>641</b>
Goomalling Hospital	7	35	94	276	577	<b>989</b>
Halls Creek Hospital	34	148	579	3627	4424	<b>8812</b>
Harvey Hospital	26	182	514	838	374	<b>1934</b>
Kalbarri Hospital	3	20	168	1398	494	<b>2083</b>
Katanning Hospital	11	160	1236	2079	2085	<b>5571</b>
Kellerberrin Hospital	1	11	83	533	657	<b>1285</b>
Kojonup Hospital	10	42	103	172	518	<b>845</b>
Kondinin Hospital	2	24	68	253	612	<b>959</b>
Kununoppin Hospital	4	12	98	163	425	<b>702</b>
Kununurra Hospital	18	221	1053	3615	5927	<b>10834</b>
Lake Grace Hospital	3	33	162	336	246	<b>780</b>
Laverton Hospital	7	38	122	518	2988	<b>3673</b>
Leonora Hospital	1	72	291	649	2007	<b>3020</b>
Margaret River Hospital	8	161	783	3082	729	<b>4763</b>
Meekatharra Hospital	12	59	190	468	1817	<b>2546</b>
Merredin Hospital	7	88	223	959	2052	<b>3329</b>
Moora Hospital	5	38	181	851	1046	<b>2121</b>
Morawa Hospital	5	50	231	405	343	<b>1034</b>
Mullewa Hospital	0	4	175	589	76	<b>844</b>
Nannup Hospital	3	24	101	295	278	<b>701</b>
Narembeen Hospital	1	16	56	166	472	<b>711</b>
Narrogin Hospital	85	734	2366	2399	1374	<b>6958</b>
Newman Hospital	19	222	1095	2077	1044	<b>4457</b>

Site	Level 1	Level 2	Level 3	Level 4	Level 5	Total
Nickol Bay Karratha Hospital	37	752	2451	6122	2936	<b>12298</b>
Norseman Hospital	10	92	133	474	905	<b>1614</b>
Northam Hospital	34	460	1988	4004	1711	<b>8197</b>
Northampton Hospital	4	40	149	352	105	<b>650</b>
Onslow Hospital	5	82	287	1458	472	<b>2304</b>
Paraburdoo Hospital	5	75	267	579	1036	<b>1962</b>
Pemberton Hospital	9	46	318	740	314	<b>1427</b>
Pingelly Hospital	4	46	119	273	813	<b>1255</b>
Plantagenet Mt Barker Hospital	13	135	449	1428	1600	<b>3625</b>
Quairading Hospital	1	30	81	188	424	<b>724</b>
Ravensthorpe Hospital	0	37	133	416	963	<b>1549</b>
Roebourne Hospital	5	103	266	614	1318	<b>2306</b>
Southern Cross Hospital	4	61	105	489	478	<b>1137</b>
Tom Price Hospital	3	236	729	1792	939	<b>3699</b>
Wagin Hospital	13	30	119	369	917	<b>1448</b>
Warren Manjimup Hospital	7	150	698	3128	3171	<b>7154</b>
Wickham Hospital	2	29	125	298	907	<b>1361</b>
Wongan Hills Hospital	3	32	118	305	591	<b>1049</b>
Wyalkatchem Koorda Hospital	2	28	120	174	458	<b>782</b>
Wyndham Hospital	2	64	315	991	1676	<b>3048</b>
York Hospital	11	75	227	925	642	<b>1880</b>
<b>TOTALS</b>	<b>672</b>	<b>7,783</b>	<b>33,341</b>	<b>88,449</b>	<b>81,573</b>	<b>130,245</b>

## Current and future workload developments

A number of strategies to support NHpPD have been developed and maintained since the last Nursing Workload Report

### ▪ Feedback from Health site on NHpPD Variances

Feedback was sought from the Directors of Nursing regarding site specific strategies to address data variances and workload issues. The variance template was sent to the Directors of Nursing of clinical areas identified as having NhpPD variance greater than 10% below target. Formal feedback for each site is attached in Appendix 3.

- **Nursing Workload Monitoring System:**

Since the 2007 / 2008 annual report the online Nursing Workload Monitoring System, has been under review to improve the systems functionality and reporting ability. Significant progress has been made in appointing a project manager to oversee modifications to the system. Work is also progressing in ensuring the timeliness of reporting and the accuracy of the data. Models are also to be review in light of the introduction of the 4 hr rule into WA Health.

## **CURRENT RECRUITMENT AND ATTRACTION STRATEGIES**

WA Health maintains a range of attraction and retention strategies to address workforce capacity and capability at a statewide level. The strategies below and their outcomes provide an overview of activity undertaken across 2008/2009.

- **Undergraduate recruitment and positions:**

Recruitment of graduate nurses into WA continues through a centralised application system called “Graduate Nurse Connect”. This program is designed to support the transition of graduate nurses from beginner to competent practitioner. During the 2009 – 2010 recruiting period, a total of 744 graduate registered nurses and 111 enrolled nurses have applied for positions through Graduate Nurse Connect.

- **Refresher and Renewal of Registration Programs:**

In 2008/2009 financial year, a total of 216 enrolled, registered nurses and midwives completed a refresher or re-entry to nursing/midwifery programs offered by the Department of Health.

37 international nurses successfully completed the WA Health Registration Bridging programs.

Course achievement enables the individual to gain initial registration with the Nurses and Midwives Board of Western Australia, and further enable migrant entry into the nursing workforce. Given the economic down turn and in comparison to the previous financial year, a 76% increase in participation of nursing and midwifery programs offered by the Department of Health was noted.

## ▪ **International Recruitment**

In 2008, 500 nurses were nominated approximately for temporary visa sponsorship. To date there has been approximately 180 nurses sponsored for temporary visas.

In 2008 there were 243 nurses including Registered Mental Health Nurses and Registered Midwives sponsored for permanent visas and in 2009 (to date) there has been 225 supported.

## ▪ **Marketing**

The first phase of the nursing and midwifery marketing campaign, 'Nursing. It can take you anywhere' commenced in December 2008 and continued until June 2009. The campaign included statewide television, youth and mainstream press, radio, cinema, website and ambient media. The campaign focused on two key audiences:

- Lapsed nurses (those who are currently out of the workforce)
- Younger people, including university students, primarily 18-22 years olds

Since the campaign began, there has been a marked increase in enquires to NMO, in applications for re-entry programs and an increase in the number of students listing nursing as their preference for university study in 2009. Anecdotally there was increased volume and interest displayed from visitors at the three career expos that the NMO attended this year.

## ▪ **Scholarships**

The Department of Health recognises the importance of professional development to maintain the high standards of our nursing and midwifery workforce. In order to encourage nurses and midwives to pursue further studies, financial assistance via scholarships is offered.

Some of the areas of specialisation for which scholarships have been given are as follows:

Emergency Nursing	Aged Care
Adult Rehabilitation	Haematology
Diabetes Education	Community Mental Health
Domiciliary Nursing	Advanced Mental Health
Family and Community Health	Neuroscience
Nurse Practitioner	Orthopaedics
Paediatric Intensive Care	Perioperative
Clinical Nursing	Cardiothoracic
Critical Care	High Dependency
Postgraduate and Masters in Midwifery	

The following information refers to the nursing and midwifery scholarships for study in 2009

### First Round

Postgraduate Clinical Specialisation	155	\$472,242
Postgraduate Midwifery	44	\$132,248
Master of Nursing (Nurse Practitioner)	52	\$96,964
EN-RN / Undergraduate	105	\$191,400
Bachelor of Nursing Honours	2	\$10,000

### Second Round

Postgraduate Clinical Specialisation	87	\$205,659
Postgraduate Midwifery	31	\$109,974
Master of Nursing (Nurse Practitioner)	14	\$27,201
EN-RN / Undergraduate	144	\$242,750

#### ▪ Nurse Practitioners

Currently there is 102 Nurse Practitioners within WA registered with the Nursing and Midwifery Board. These practitioners work across the public and private health services. There are 122 designated Nurse practitioner sites within WA public health, and approximately 65 private nursing practitioner sites. Public health sites include

- SMAHS 12 sites
- NMAHS 5 sites
- CAHS 2 sites
- WACHS 103 sites
  - Remote area nursing posts 21 sites
  - Remote practice sites 11 sites
  - Emergency care services 71 sites

## BENCHMARKS RECLASSIFICATIONS

In the 2008 / 2009 financial year 30 business cases for ward reclassifications were submitted to and reviewed by the State Workload Review Committee.

Of the 30, 7 were declined, 20 ward were approved for reclassification and 3 wards approved for initial benchmark classification. Tables 21 & 22 list all wards that were formally reviewed by the SWRC throughout the 2008 / 2009 period.

### Ward Areas Reviewed by the State Workload Review Committee in 2008 – 2009:

**Table 18: Ward Areas revised and new category allocated**

Hospital	Ward	Previous Category & Benchmark	Revised Category & Benchmark
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OPH	Ward 4	Category E -4.50	Category D -5.00
RPH	Ward 5E	Category C -5.75	Category B -6.00
RPH	Ward 6A	Category C -5.75	Category B -6.00
RPH	AAU	Nil	Category C-5.75
RPH	4F	Nil	Category B-6.00
RPH	Ward 7A	Category C -5.75	Category B -6.00
RPH	Ward 8A	Category C -5.75	Category B -6.00
Hospital	Ward	Previous Category & Benchmark	Revised Category & Benchmark
RPH	Ward 9A	Category C -5.75	Category B -6.00
RPH	Ward 9B	Category C -5.75	Category B -6.00
RPH	Ward 10AB	Category C -5.75	Category B -6.00
RPH	Ward 2K	Category D -5.00	Category C -5.75
SCGH	Ward G51	Category C -5.75	Category B -6.00
SCGH	Ward G52	Category A -7.50	Category B + HDU-9.51
SCGH	G71	Category B – 6.00	Category A+B -
OPH	Maternity	Category D+Del – 8.34	Category D+Del – 8.97
Geraldton RH	Maternity	Category D+Del – 7.99	Category D+Del 8.55
Broome RH	Gen / Maternity	Category D+Del – 5.37	Category C+D+Del – 5.98
Derby RH	Gen / Maternity	Category D – 5.00	Category D+Del – 5.34
Kununurra	Gen / Maternity	Category D+Del – 4.76	Category D+Del 5.32
SWDH	Stroke Unit	Category D – 5.00	Category D+B+C – 6.15 (IB)
OPH	Ward 6 Surgical	Category D – 5.00	Category C – 5.75
PHH	Med / Surgical	Category C – 5.75	Category B+ - 6.37 (IB)
OAMH – Selby St	Red Wing	Category C - 5.75	Category B+ - 7.13 (IB)

**Table 19: Ward Areas reviewed but declined by the SWRC  
In 2008 – 2009**

Hospital	Ward	Previous Category & Benchmark	Revised Category & Benchmark
SCGH	G41	Category B – 6.00	B – 6.00
RPH	ED	NHpPD as per ED model	NHpPD as per ED Model
RPH	Ward 2SPC	Category D – 5.00	Category D – 5.00
RPH	SMTU	No Benchmark	No Benchmark
RPH	Ward 9 SPC & HDU	Category B – 6.00	Category B – 6.00
RPH	Ward 4A	Category C – 5.75	Category C – 5.75
RPH	Ward 3 K	Category D – 5.00	Category D – 5.00

## Appendix 1: Metropolitan and Regional Ward NHpPD Data (153 in patient areas):

Hospital	Ward Name	Benchmark	Reported NHpPD
Albany	Ward A Surgical	5.75	6.16
Albany	Ward B Maternity	7.31	9.69
Albany	Ward C Paediatric /Medical /Surgical	5	5.02
Albany	Ward E Medical / General	5	4.85
Albany	Ward G Mental Health	5.21	6.28
Albany	High Dependency Unit	12	4.60
Albany	Dialysis Unit	2.18	2.22
AMH	Yvonne Pinch	11.33	12.54
AMH	Acacia	11.81	11.82
AMH	Montgomery Unit	7.5	7.77
AMH	Smith Units	7.5	8.74
AMH	Casson	7.5	8.88
AMH	Banksia	6.49	6.95
AMH	Cassia	6.49	7.12
AMH	Ward D 20 Phy Unit	5.75	5.20
AMH	Hutchison Unit	4.5	4.38
AMH	Plaistow Unit	4.5	4.47
AMH	Murchison House	4	4.30
AMH	Dorrington	7.5	7.86
AMH	Ellis Ward	7.5	7.58
Armadale	Carl Streich – Rehab & Aged Care	5	5.71
Armadale	Adult Mental Health	7.5	13.50
Armadale	Campbell Paediatrics	6	13.59
Armadale	Banksia – MHS for Older people	5	8.67
Armadale	Benson Medical	5.75	6.85
Armadale	Colyer Surgical	5.75	7.63
Armadale	Maternity	7.02	10.47
Bentley	Ward 2 Maternity	6.86	7.58
Bentley	Ward 3 Medical / Surgical	5	6.50
Bentley	Ward 4 Aged Care	5	4.94
Bentley	Adolescent Unit	12.05	16.54
Bentley	Secure Unit Ward 6	8.5	11.54
Bentley	Adult Acute Ward 7	6	9.35
Bentley	Adult Acute Ward 8	6	6.24
Bentley	Geriatrics (MH)	5	6.42
Broome	General / Maternity	5.98	5.35
Bunbury	Surgical	5.75	5.86
Bunbury	Medical	5.75	5.46
Bunbury	Paediatrics	6	7.19
Bunbury	Maternity	8.3	8.93
Bunbury	Mental Health	6.16	10.23
Bunbury	High Dependency Unit	12	13.02
Fremantle	Cardiothoracic Surgery	7.5	9.19
Fremantle	Ward 4.1 (MH)	11.2	12.45
Fremantle	Ward D4	6	12.19
Fremantle	Ward B8S	6	6.11
Fremantle	Ward B7S	6	6.37
Fremantle	Ward B7N	6	5.97
Fremantle	Ward B9S	6	6.49

Hospital	Ward Name	Benchmark	Reported NHpPD
Fremantle	Ward B9N	6	7.03
Fremantle	Ward 4.2 (MH)	6	6.23
Fremantle	Ward 5.1 (MH)	6	5.91
Fremantle	Ward F6	5.75	7.20
Fremantle	Ward V6	5.75	6.29
Fremantle	Ward 4.3 (MH)	5.75	8.10
Fremantle	Restorative Unit	5	7.13
Fremantle	Intensive Care Unit	31.6	33.10
Fremantle	Coronary Care Unit	14.16	15.26
Fremantle	Kaleeya Maternity Unit	8.35	16.43
Geraldton	Maternity	8.55	11.07
Geraldton	High Dependency Unit	12	7.35
Geraldton	Hospital Ward	5.75	5.42
Geraldton	Dialysis Unit	2.18	3.00
Kalamunda	Anderton (Med / Surg / Palliative Care)	5	4.78
Kalgoorlie	Ward D Surgical	5.75	7.02
Kalgoorlie	Ward B Medical	5	6.37
Kalgoorlie	Paediatrics	5	8.67
Kalgoorlie	Ward C Maternity	7.78	11.44
Kalgoorlie	HDU	12	14.66
Kalgoorlie	Mental Health	7.71	10.32
Kalgoorlie	Dialysis Unit	2.18	3.37
KEMH	Obstetrics Ward 5	6	6.13
KEMH	Gynaecology Ward 6	6	6.69
KEMH	Obstetrics Ward 3	6	5.92
KEMH	Obstetrics Ward 4	6	5.87
KEMH	Ward 6B	14.16	13.22
OAMH	Selby Red Wing (Graylands)	5.75	6.76
OAMH	Selby Older Adult	5.75	5.41
OAMH	Osborne Older Adult	5.75	6.04
OAMH	Swan Older Adult	5.75	6.90
OPH	Ward 5 Aged Care & Rehab	5	5.12
OPH	Ward 4 Aged care & Rehab	5	5.03
OPH	Ward 3 Aged Care & Rehab	5	4.63
OPH	Maternity	8.97	8.57
OPH	Ward 6 Surgical	5	6.49
PHH	Med/Surg/ HDU (Vickers)	5.75	6.43
PHH	Maternity / SCN	6.43	6.89
PHH	Paediatric	5	5.06
PHH	Dialysis unit	2.18	2.69
PMH	Infants 5D	9	8.52
PMH	General Medical 8A	7.5	8.13
PMH	General Medical 9A	7.5	7.37
PMH	Surgical 6A	7.5	7.52
PMH	Surgical 5C	7.5	7.36
PMH	7Teen	6	6.84
PMH	3B HDU	12	13.07
PMH	PICU	31.6	40.85
PMH	Ward 5B - Burns	9	10.03
Rockingham	Medical	5.75	6.90
Rockingham	Surgical	5	14.37
Rockingham	Obstetrics	7.61	24.82
RPH	BMTU	7.5	7.57

Hospital	Ward Name	Benchmark	Reported NHpPD
RPH	Ward 11 SPC	7.5	7.70
RPH	Ward 5H	7.5	7.41
RPH	Ward 6G	7.5	6.49
RPH	Ward 1 SPC	6	6.11
RPH	Ward 5A	6	6.33
RPH	Ward 5B	6	6.32
RPH	Ward 5F/7B	6	6.61
RPH	Ward 5G	6	6.03
RPH	Ward 6H	6	6.32
RPH	Ward 7A	6	6.75
RPH	Ward 9 SPC	6	7.88
RPH	Ward 9C	6	6.73
RPH	Ward 10 SPC	5.75	5.55
RPH	Ward 10AB	6	5.79
RPH	Ward 4A (SSSU)	5.75	6.71
RPH	Ward 5E	6	6.47
RPH	Ward 6A	6	5.84
RPH	Ward 7B/3k (GEM Unit)	5	5.29
RPH	Ward 8 SPC	5.75	6.27
RPH	Ward 8A	6	6.35
RPH	Ward 9A	6	6.25
RPH	Ward 9B	6	6.27
RPH	Ward 2 SPC	5	5.89
RPH	Ward 2K	5.75	6.74
RPH	Intensive Care Unit	31.6	30.44
RPH	Coronary Care Unit	14.16	15.35
RPH	Acute Admissions Unit (AAU)	5.75	7.83
RPH	Ward 4F	6	6.28
SCGH	Ward G52 Neuro	9.51	8.34
SCGH	Ward G62 H & L	7.5	7.94
SCGH	Ward G74 Gast/Renal	7.5	8.15
SCGH	Ward G54 H&L	7.5	8.07
SCGH	Ward G41 H & L	6	6.17
SCGH	Ward G63 Gast/Renal	6	6.08
SCGH	Ward G64 Neuro	6	6.84
SCGH	Ward G71 Cancer	6.5	6.35
SCGH	Ward G72 CAMS	6.5	7.46
SCGH	Ward G73 Cancer	6	6.17
SCGH	Ward G66 Neuro	6	6.54
SCGH	Ward G51 Neuro	6	6.11
SCGH	Ward G53 Neuro	6	6.24
SCGH	Ward G61 CAMS	5.75	6.46
SCGH	Ward C 16 CAMS	5.75	5.96
SCGH	Intensive Care Unit	31.6	28.53
SCGH	Coronary Care Unit	14.16	12.47
SWDH	East Wing (Surgical)	5.75	6.25
SWDH	West Wing (Medical)	5.75	6.00
SWDH	Restorative/Stroke Unit	5	5.97
SWDH	Maternity, Nursery & Birthing Suite	7.58	9.54
SWDH	Swan Valley Centre (Acute/Secure)	6.87	5.71
SWDH	Paediatric Ward	6	13.38

**Appendix 2: Country Small Hospital Ward Inpatient NHpPD Data (68 in patient areas):**

Hospital	Ward name	Benchmark	Reported NHpPD
Augusta District	General / Aged Care	4.39	4.60
Beverley	General / Aged care	4.19	8.53
Boddington	General / Aged Care	4.14	6.95
Boyup Brook	General / Aged Care	4.37	5.77
Bridgetown	General / Aged Care/ Maternity	4.65	5.32
Bruce Rock	General / Aged Care	4.13	3.70
Busselton	General / maternity	5.26	5.83
Carnarvon	Combined Acute Care	5.2	5.51
Carnarvon	Permanent care Unit	4	2.80
Collie	General / Maternity	4.72	5.89
Corrigin	General / Aged Care	4.11	8.32
Cunderdin	General / Aged Care	4.07	6.70
Dalwallinu	General / Aged Care	4.13	4.69
Denmark	General / Maternity	4.56	6.98
Derby	General / Maternity / Paeds	5.34	5.47
Dongara	General / Aged Care	4.5	3.98
Donnybrook	General / Aged Care	4.54	7.73
Dumbleyung	General / Aged Care	4.04	5.50
Esperance	General / Maternity	4.88	5.05
Exmouth	General / Aged Care	4.5	9.74
Fizroy Crossing	General	4.5	7.49
Gnowangerup	General / Aged Care	4.5	4.6
Goomalling	General / Aged Care	4.1	4.54
Halls Creek	General	4.5	5.29
Harvey	General / Aged Care	4.54	4.68
Kalbarri	General / Aged Care	4.5	25.41
Katanning	General / Maternity	4.94	6.53
Katanning	Kerry Lodge	4	0.82
Kellerberrin	General / Aged Care	4.3	6.77
Kojonup	General	5	6.15
Kondinin	General / Aged Care	4.19	7.13
Kununoppin	General / Aged Care	4.21	2.86
Kununurra	General / Maternity	4.76	4.78
Lake Grace	General / Aged Care	4.16	7.45
Laverton	General / Aged Care	4.47	15.01
Leonora	General / Aged Care	4.33	25.74
Margaret River	General / Maternity	4.72	7.79
Meekatharra	General / Aged Care	4.43	5.63
Merredin	General	4.23	4.48
Merredin	Aged Care	4	2.97
Moora	General / Aged Care	4.3	3.98
Morawa	General / Aged Care	4.34	2.88
Mullewa	General / Aged Care	4.5	7.05

Hospital	Ward name	Benchmark	Reported NHpPD
Murray Districts	General / Maternity	4.69	6.33
Nannup	General / Aged Care	4.01	5.39
Narembeen	General / Aged Care	4.11	5.77
Narrogin	Gen/Mat/Paeds/Surg	5.16	5.17
Newman	General	5	6.52
Nickol Bay	General / Maternity	5.8	5.56
Norseman	General / Aged Care	4.28	11.74
North Midlands (Three Springs)	General / Aged Care	4.23	3.43
Northam	General / Maternity	4.73	4.51
Northampton	General / Aged Care	4.17	4.49
Paraburdoo	General	4.5	23.27
Pemberton	General / Aged Care	4.46	7.47
Pingelly	General / Aged Care	4.14	17.49
Plantagenet	General / Maternity	4.68	4.34
Plantagenet	Lodge	4	1.80
Quairading	General / Aged Care	4.14	5.24
Ravensthorpe	General / Aged Care	4.23	9.09
Roebourne	General	4.5	25.64
Southern Cross	General / Aged Care	4.19	7.48
Tom Price	General / Extended Care	4.5	8.08
Wagin	General / Aged Care	4.18	3.94
Warren	General / Aged Care / Maternity	4.71	6.26
Wongan	General / Aged Care	4.17	6.77
Wyalkatchem	General / Aged Care	4.25	8.49
York	General / Aged Care	4.18	4.10

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## Appendix 4: Formal Feedback from Sites

Hospital: Geraldton Hospital	Target NHpPD: 12		
Ward: HDU	Reported NHpPD: 7.35	Variance: - 4.65	% Variance: - 38.74%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Two nursing staff to be rostered for night duty now as a matter of course</li> <li>• Continually recruiting staff for this area</li> <li>• Up skilling general nursing staff to work in this area</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>• Awaiting arrival in October of another senior nurse for this area</li> <li>• Changes to the roster pattern next month should see improvement</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Move unit to a purpose built area attached to the ED Dept which will allow for improved staff mix</li> <li>• Review roster pattern</li> </ul>		

Hospital: Albany Hospital	Target NHpPD: 12		
Ward: HDU	Reported NHpPD: 9.20	Variance: - 2.81	% Variance: - 23.38%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Until January 2009, Albany Hospital HDU was considered part of the surgical ward with a target NHpPD of 5.75.</li> <li>• In January 2009, the HDU roster was separated from the surgical ward roster,</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>• As above, additional staff are provided to supplement the 2/2/1 roster profile as required by unit activity and/ or patient acuity.</li> <li>• This is a transitional arrangement as the unit moves towards implementation of the Albany Hospital Critical care services review undertaken in 2008.</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Future plans for the HDU include a proposal for transitioning to a 2/2/2 shift profile and supernumerary APN, in line with ACCCN standards.</li> </ul>		

Hospital: SWDH Hospital	Target NHpPD: 6.87		
Ward: Swan Valley Centre (Acute/Secure)	Reported NHpPD: 5.71	Variance: - 1.16	% Variance: - 16.86%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Workload had been reassessed and additional staffing made available</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>• rostering of nursing additional staff</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Keep a closer check on staffing numbers – support new Manager</li> </ul>		

Hospital: RPH Hospital	Target NHpPD: 7.5		
Ward: 6G	Reported NHpPD: 6.49	Variance: - 1.01	% Variance: - 13.51%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>Continuing to support staffing levels to meet activity and patient acuity requirements. The ward has not seen the anticipated number of heart and/or lung transplants, reducing requirement for acuity staffing.</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	As above		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>Dependent upon organ transplantation rates</li> <li>Staffing levels matched to inpatient activity and acuity</li> </ul>		

Hospital: SCGH Hospital	Target NHpPD: 9.51		
Ward: G52 Neuro	Reported NHpPD: 8.34	Variance: - 1.17	% Variance: - 12.33%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Use of casual staff specifically skilled in complex neurosurgical nursing</li> <li>• Resource reallocation from other ward</li> <li>• Grad nurse support in the area</li> <li>• Use of relief nursing roster in the area</li> </ul> <p>Continue to advertise and recruit to vacancies</p>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>• Vacancies have reduced in the area by 5 FTE in the last 6 months and this slow gradual trend continues</li> <li>• Use of agency staff as required</li> <li>• Extensive education and up skilling program for staff without experience in the area</li> </ul> <p>Rotational placements in the areas as part of a neuroscience postgraduate course</p>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Graduate nurse percentage increased in the area</li> <li>• Business case to provide additional SDN to area to rapidly up skill junior staff</li> <li>• Continue to recruit skilled Neurosurgical nurses to G52</li> <li>• Offer flexibility in employment to retain skilled staff and reduce turnover</li> </ul>		

Hospital: SCGH Hospital	Target NHpPD: 14.16		
Ward: Coronary Care Unit	Reported NHpPD: 12.47	Variance: - 1.69	% Variance: - 11.94%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Rostering appropriate skill mix, with increasing activity and the 24/7 primary PCI service the profile for the area is now 8/8/5 Monday to Friday and 7/7/5 weekends</li> <li>• Rostering flexibility continues in relation to work life balance with staff being offered 6,7 or 8 hour shifts .Positive feedback has been received with perceived improvement in work condition in CCU,</li> <li>• Where applicable staff replacement from casual and agency staff is with staff with the required Crit Care skills and expertise. Annual evaluation of the education and orientation needs for nursing staff continues and will be reviewed in November 2009 The use of ACCCN competency standards to ensure safe patient care continues. The continuation of Criteria Led Discharge for certain procedures is ongoing and has been very effective and successful in relieving the nursing workload in CCU</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information in implementing these to generally relieve or alleviate the workload of nursing staff for this clinical</p>	<ul style="list-style-type: none"> <li>• Nil advertising required at present as at full FTE, 12.6FTE has been recruited since last NHpPD report was submitted. Recruitment has been 50/50 Australian and Overseas nursing staff. All 5 graduate nurses allocated to CCU January 2008 have been successful in securing permanent employment in CCU</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Workloads will continually be reviewed within allocated NHpPD, the profile has been increased to 8/8/5 Monday to Friday as FTE has increased. The current SCGH intranet / internet site is being updated.</li> <li>• Business plan for the introduction of a post grad CCU program parallel to the Crit Care course is now completed and is currently being reviewed by Nursing Executive at SCGH</li> </ul>		

## Country Small Hospital

Hospital: Katanning Hospital	Target NHpPD: 4.00		
Ward: Kerry Lodge	Reported NHpPD: 0.82	Variance: - 3.18	% Variance: - 79.46%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>This result reflects the staffing of the Lodge, which is mainly consists of non- nurse carers rather than Registered or Enrolled Nurses.</li> <li>0.82 hours per resident per day of Registered or Enrolled Nurse time is consistent with a reasonable workload for the RN or EN, who is not providing all the clinical care for the inpatients.</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>As above- no action. Small WACHS Regional Health site</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>As above- no action. Small WACHS Regional Health site.</li> <li></li> </ul>		

Hospital: Plantagenet Hospital	Target NHpPD: 4.00		
Ward: Lodge	Reported NHpPD: 1.80	Variance: - 2.20	% Variance: - 55.13%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Residential Aged Care Unit</li> <li>• This result reflects the staffing of the lodge, which is mainly made up of non-nurse carers rather than Registered or Enrolled Nurses.</li> <li>• 1.8 hours per resident per day of Registered or Enrolled Nurse time is consistent with a reasonable workload for the RN or EN, who is not providing clinical care for the residents.</li> </ul> <p>No action required- small Regional WACHS Health service site.</p>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>• As above, no action required. Small Regional WACHS Health service site.</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• As above, no action required. Small Regional WACHS Health service site.</li> <li>•</li> </ul>		

Hospital: Morawa Hospital	Target NHpPD: 4.34		
Ward: General / Aged Care	Reported NHpPD: 2.88	Variance: - 1.46	% Variance: - 33.68%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>This area works on a Nursing Assistant model and they are not counted in the NHpPD</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>Continuous review of staffing</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>			

Hospital: Kununoppin Hospital	Target NHpPD: 4.21		
Ward: General / Aged Care	Reported NHpPD: 2.86	Variance: - 1.35	% Variance: - 32.01%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Vacant enrolled nurse positions have not been filled following a recruitment process</li> <li>• To relieve the workload, Patient care assistants work in the areas of residential aged care</li> <li>• When rostered staff mix is 1 RN/ 1PCA another registered staff member is available or on call for emergency situations</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>• Approximately 85% of the hospital activity is related to residential aged care</li> <li>• PCS's have a certificate 111 in Aged care</li> <li>• The above steps have been implemented and have been successful in alleviating the workload of the nursing staff in clinical areas</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Future plans are to aim for a 2/2/2 roster involving 1 RN and 1 EN on each shift</li> <li>• If recruitment is unsuccessful, the existing strategies to alleviate the workload of Registered staff will continue</li> </ul>		

Hospital: Carnarvon Hospital	Target NHpPD: 4.00		
Ward: Permanent Care Unit	Reported NHpPD: 2.80	Variance: - 1.20	% Variance: - 29.92%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>This area works on a Nursing Assistant model and they are not counted in the NHpPD</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>Continuous review of situation</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>			

Hospital: Merredin Hospital	Target NHpPD: 4.00		
Ward: Aged Care	Reported NHpPD: 2.97	Variance: - 1.04	% Variance: - 25.88%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• It is believed that the information given is incorrect</li> <li>• A review of Data collection will be undertaken to ensure correct data is being captured and reported</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>			
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>			

Hospital: North Midlands Hospital	Target NHpPD: 4.23		
Ward: General / Aged Care	Reported NHpPD: 3.43	Variance: - 0.80	% Variance: - 18.93%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>This area works on a Nursing Assistant model and they are not counted in the NHpPD</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>Continuous review of situation</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>			

Hospital: Dongara Hospital	Target NHpPD: 4.5		
Ward: General / Aged Care	Reported NHpPD: 3.98	Variance: - 0.52	% Variance: - 11.50%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Dongara operates a regulated and unregulated care workforce model as the majority of person in the facility fall into the residential care category.</li> <li>• Unregulated care workforce are not calculated in nursing workload monitoring, however this workforce support nursing staff within the scope of nursing practice decision making framework - delegation to unregulated care providers to relieve the workload of nurses</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>• Unregulated care workforce are not calculated in nursing workload monitoring, however this workforce support nursing staff within the scope of nursing practice decision making framework - delegation into unregulated care providers to relieve the workload of nurses</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• To maintain the current staffing levels excluding agency staff</li> </ul>		

Hospital: Bruce Rock Hospital	Target NHpPD: 4.13		
Ward: General / Aged Care	Reported NHpPD: 3.70	Variance: - 0.43	% Variance: - 10.35%
<p><b>Clause 7.2.2.2</b></p> <p>Please detail the measures that this health site has implemented, including specific steps, to relieve the workload of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• Bruce Rock operates a regulated and unregulated care workforce model as the majority of persons in the facility fall into the residential care category</li> <li>• Unregulated care workforce are not calculated in nursing workload monitoring, however this workforce support nursing staff with the Scope of Nursing Practice Decision Making Framework - Delegation to unregulated care providers to relieve the workload of nurses.</li> </ul>		
<p><b>Clause 7.2.2.3</b></p> <p>Provide information as to the progress achieved in implementing these or other similar steps, or to generally relieve or alleviate the workload of nursing staff for this clinical area</p>	<ul style="list-style-type: none"> <li>• Unregulated care workforce are not calculated in nursing workload monitoring, however this workforce support nursing staff within the Scope of Nursing Practice Decision Making framework - Delegation to unregulated care providers to relieve the workload of nurses.</li> </ul>		
<p><b>Clause 7.2.2.4</b></p> <p>Outline this health sites future plans or intentions in relation to proposals to address the question of workloads of nursing staff for this clinical area.</p>	<ul style="list-style-type: none"> <li>• To maintain the current staffing levels</li> </ul>		

# Delivering a **Healthy WA**



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