



Government of **Western Australia**
Department of **Health**

Nursing Hours per Patient Day Annual Report

Nursing and Midwifery Office
July 2014 – June 2015.

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Introduction

This report is prepared by the Western Australian Department of Health (WA Health) 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 and midwifery staff within our public health care system.

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

This report is consistent with the WA DoH's continued application of NHpPD principles as required by and in accordance with the 'WA Health – Australian Nursing Federation – Registered Nurses, Midwives, Enrolled (Mental Health) and Enrolled (Mothercraft) Nurses – Industrial Agreement 2013 at clause 9 and Schedules A and B the WA Health United Voice – Enrolled Nurses, Assistants in Nursing, Aboriginal and Ethnic Health Workers Industrial Agreement 2014 at Clause 12 and Schedules A and B.

The data provided in the **29th** report is for the period 1st July 2014 to the 30 June 2015 (unless otherwise stated). The report represents NHpPD data from the following clinical areas:

- Metropolitan Inpatient Area
- Regional Inpatient Areas at : 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

The Metropolitan Hospitals reported data has now been automated into the NHpPD application. Due to reconfiguration of hospitals in the South Metropolitan Health Service wards that have less than six (6) months data have not been reported. For this report the wards at Fiona Stanley Hospital have been reported separately.

All Regional and Small Country Hospitals reported inpatient data is provided by hospitals and health services through the Nursing Workload Monitoring System. The data source for all metropolitan Emergency Department is the Emergency Departments Data Collection (EDDC) provided by the Activity & Quality Division at the Department of Health WA.

Abbreviations used throughout the document:

Abbreviation	Description
AMHS	Adult Mental Health Service
ALSO	Advanced life support in obstetrics
EDDC	Emergency Department Data Collection
FTE	Full Time Equivalent
GC	GradConnect
HDU	High Dependency Unit
KEMH	King Edward Memorial Hospital
NHpPD	Nursing Hours per Patient Day
NHpPP	Nursing Hours per Patient Presentation
NMBA	Nurses and Midwifery Board of Australia
NSU	Nurse Special Unit
OPH	Osborne Park Hospital
OAMH	Older Adult Mental Health
PMH	Princess Margaret Hospital
RGH	Rockingham General Hospital
RPH	Royal Perth Hospital
PHRH	Port Hedland Regional Hospital
SOSU	State-wide Obstetric support unit
SCGH	Sir Charles Gairdner Hospital
SKHS	Swan Kalamunda Health Service
YTD	Year to Date
WNHN	Women and Newborn Health Network

Executive Summary

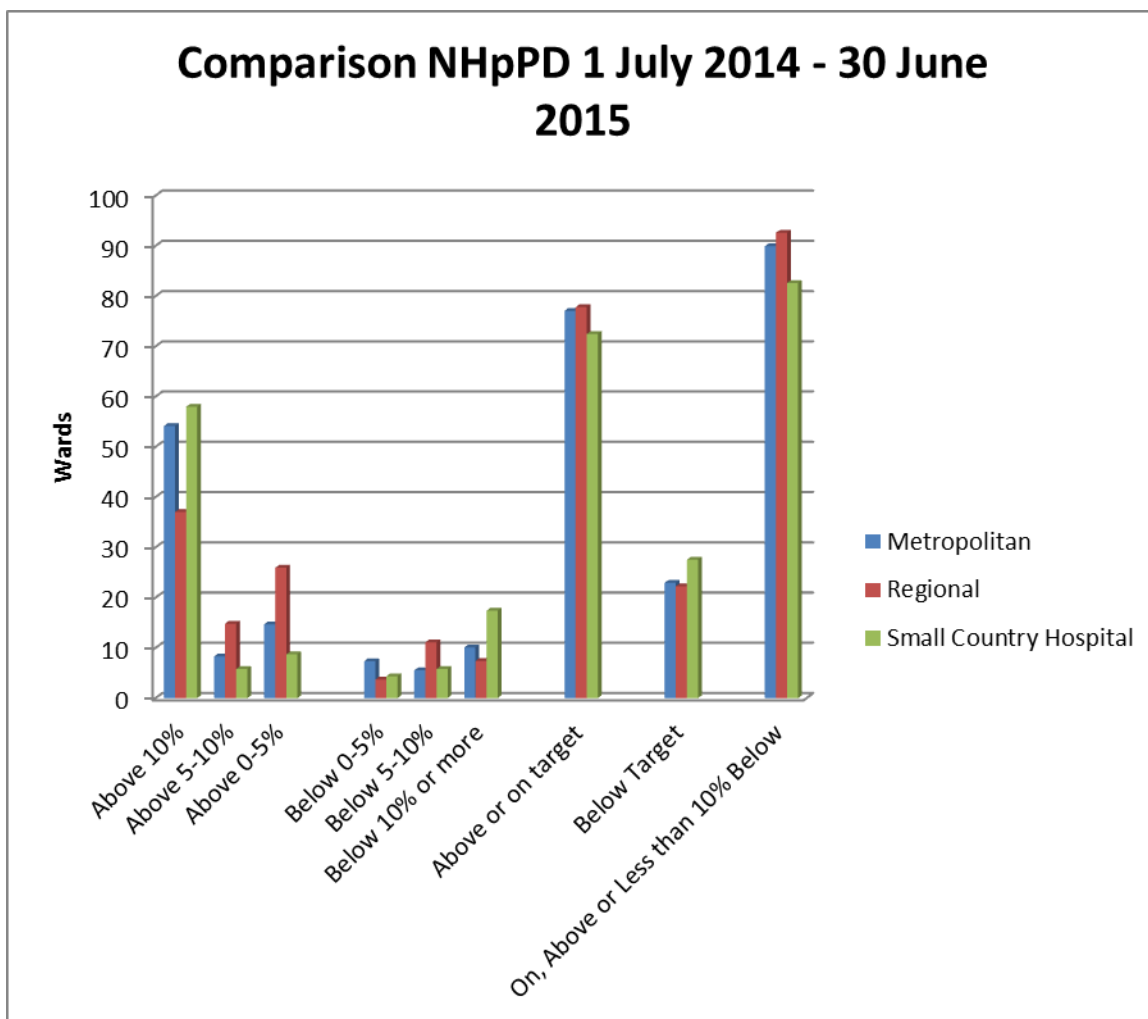
86 Hospitals and health care facilities with 205 clinical areas across the state of Western Australia (WA) have provided NHpPD data for the period 1 July – 31 December 2014. For this period, data was automated from WebPAS and RoStar to the NHpPD application for the Metropolitan Hospitals only. This has required a further breakdown of the reporting and is currently reporting Metropolitan Hospitals, Regional Hospitals and Small Country Hospitals individually.

Overall of the 205 reported clinical areas, 182 (89%) were on or above target.

Table 1. Comparison of the NHpPD Data. July – December 2014

	Metropolitan	Regional	Small Country Hospitals
Number of Wards	109	27	69
Above 10%	59 (54%)	10 (37%)	40 (58%)
Above 5-10%	9 (8%)	4 (15%)	4 (6%)
Above 0-5%	16 (15%)	7 (26%)	7 (10%)
Below 0-5%	8 (7%)	2 (7%)	3 (4%)
Below 5-10%	6 (5%)	3 (11%)	4 (6%)
Below 10% or more	11 (10%)	1 (4%)	11 (16%)
Above or on target	84 (77%)	21 (78%)	51 (74%)
Below Target	25 (23%)	6 (22%)	18 (26%)
On, Above or Less than 10% Below	98 (90%)	26 (96%)	58 (84%)

Graph 1: Comparison of NHpPD 1 July – 30 June 2015



Metropolitan Data

All reported inpatient data for metropolitan sites are provided in Appendix 1. This section provides ward inpatient data for metropolitan tertiary and metropolitan secondary. Due to the reconfiguration in the South Metropolitan Health Service wards at Fremantle and Royal Perth Hospital that have not been operational for a full 12 months have not been included in this report. Wards at Fiona Stanley Hospital that have been operational for five (5) months or more have been reported on separately.

Information on these sites are categorised within the following tables:

- Table 2** Wards that are 0 – 5% above set NHpPD targets
Table 3 Wards that are 5 – 10% above set NHpPD targets
Table 4 Wards that are 10% or more above set NHpPD targets
Table 5 Wards that are 0 – 5% below set NHpPD targets
Table 6 Wards that are 5 – 10% below set NHpPD targets
Table 7 Wards that are 10% or more below set NHpPD targets

Table 2: Metropolitan Inpatient Wards that are on or 0 – 5% above set NHpPD targets

Directorate	Ward	NHpPD	YTD	variance	% Variance
Osborne Park Hospital	Ward 3 Aged Care & Rehab	5	5.00	0.00	0.00
Sir Charles Gairdner Hospital	Ward G52 (Surgical)	9.51	9.55	0.04	0.38
Rockingham General Hospital	Medical	5.75	5.79	0.04	0.68
Fremantle Hospital	ICU	31.6	31.87	0.27	0.85
Fremantle Hospital	Ward 5.1 (MH)	6	6.05	0.05	0.85
Graylands	Susan Casson	8.51	8.61	0.10	1.16
Kalamunda Hospital	Anderton (Med/Surg/Palliative Care)	5.47	5.54	0.07	1.23
Sir Charles Gairdner Hospital	Ward G54 (Med Specs)	7.5	7.61	0.11	1.52
Sir Charles Gairdner Hospital	Coronary Care Unit (Med Specs)	14.16	14.52	0.36	2.55
Sir Charles Gairdner Hospital	G61 (surgical)	7.5	7.71	0.21	2.77
Graylands	Ellis	7.5	7.71	0.21	2.83

Directorate	Ward	NHppD	YTD	variance	% Variance
<i>Royal Perth Hospital</i>	<i>Ward 9A & 9B</i>	6	6.18	0.18	2.93
Sir Charles Gairdner Hospital	Ward G71 (Med Specs)	6.5	6.70	0.20	3.01
Fremantle Hospital	Ward 4.2 (MH)	6	6.25	0.25	4.22
Rockingham General Hospital	Multi Stay Surgical Unit	5.75	6.01	0.26	4.45
Armadale Hospital	Canning Ward	5.75	6.04	0.29	4.99

Table 3: Metropolitan Inpatient Wards that are on or 5 – 10% above set NHppD target.

Health Service	Ward	NHppD	YTD	variance	% Variance
Fremantle Hospital	Ward 4.1 (MH)	11.2	11.80	0.60	5.33
Sir Charles Gairdner Hospital	C17 Gem (medical)	5.75	6.07	0.32	5.52
Sir Charles Gairdner Hospital	Ward G62 (Surgical)	7.5	8.00	0.50	6.63
Sir Charles Gairdner Hospital	Ward G63 (Med Specs)	6	6.40	0.40	6.69
Sir Charles Gairdner Hospital	Ward G53 (Surgical)	6.5	6.95	0.45	6.95
Graylands	Montgomery	8.66	9.30	0.64	7.39
Swan District Hospital	Restorative/Stroke Unit	6.15	6.68	0.53	8.64
Osborne Park Hospital	Ward 6 Surgical	5.75	6.26	0.51	8.93
Armadale Hospital	Carl Streich - Rehab & Aged Care	5	5.45	0.45	9.00

Table 4: Metropolitan Inpatient Wards greater than 10% above set NHpPD target

Health Service	Ward	NHpPD	YTD	variance	% Variance
Graylands	Smith	8.66	9.57	0.91	10.56
Graylands	Hutchison	5.2	5.76	0.56	10.74
Sir Charles Gairdner Hospital	Ward C 16 (Medical)	6	6.65	0.65	10.89
Princess Margaret Hospital	Infants 8A	9	9.99	0.99	11.03
Sir Charles Gairdner Hospital	Ward G72 (MAU)	7.5	8.42	0.92	12.29
Royal Perth Hospital	Acute Medical Admissions (AMU/ASU)	6.83	7.67	0.84	12.34
Princess Margaret Hospital	Ward 5B - Burns	10	11.26	1.26	12.63
Princess Margaret Hospital	General Medical 5A	7.5	8.53	1.03	13.78
Rockingham General Hospital	Day Procedure Unit	4	4.59	0.59	14.69
KEMH	Obstetrics Ward 5	6	6.95	0.95	15.89
Princess Margaret Hospital	3B HDU	12	14.00	2.00	16.67
KEMH	Obstetrics Ward 3	6	7.01	1.01	16.76
Sir Charles Gairdner Hospital	Ward G64 (Surgical)	7.5	8.76	1.26	16.83
Armadale Hospital	Colyer Surgical	5.75	6.76	1.01	17.61
Swan District Hospital	West Wing (Medical)	6	7.23	1.23	20.54
Graylands	Selby PICU	8.15	9.84	1.69	20.74
Sir Charles Gairdner Hospital	Ward G74 (Medical)	6	7.30	1.30	21.61
Princess Margaret Hospital	7Teen	7	8.56	1.56	22.31
Swan District Hospital	East Wing (Surgical)	5.75	7.04	1.29	22.42
Princess Margaret Hospital	PICU	31.6	38.76	7.16	22.65
Sir Charles Gairdner Hospital	Ward G66 (Surgical)	6.5	7.98	1.48	22.78

Health Service	Ward	NHppD	YTD	variance	% Variance
MDH Inpatient Services	General	4.69	5.80	1.11	23.56
Sir Charles Gairdner Hospital	Ward G41 (Med Specs)	6.5	8.12	1.62	24.96
Graylands	Murchison	4.47	5.60	1.13	25.26
Royal Perth Hospital	Ward 2K	6	7.61	1.61	26.85
Graylands	Frankland - Banksia	10	12.77	2.77	27.69
Fremantle Hospital	Ward B7S	6	7.69	1.69	28.13
Rockingham General Hospital	Obstetric Unit	10.8	13.84	3.04	28.15
Fremantle Hospital	Ward V6	5.75	7.41	1.66	28.87
Sir Charles Gairdner Hospital	Ward G45 HDU (Medical)	12	15.54	3.54	29.47
Fremantle Hospital	Ward 4.3 (MH)	6	7.88	1.88	31.32
Armadale Hospital	Bickley Maternity Ward	7.02	9.32	2.30	32.70
Princess Margaret Hospital	Surgical 5C	7.5	9.99	2.49	33.14
Princess Margaret Hospital	General Medical 9A	7.5	10.00	2.50	33.31
Graylands	Selby Lodge	6.41	8.63	2.22	34.58
Fremantle Hospital	Ward B9S	6	8.16	2.16	35.96
KEMH	Gynaecology Ward 6	6	8.17	2.17	36.15
Sir Charles Gairdner Hospital	Ward G73 (Med Specs)	6	8.21	2.21	36.83
Armadale Hospital	Banksia_MHS for Older People	6	8.22	2.22	36.92
Royal Perth Hospital	Coronary Care Unit	11.1	15.22	4.12	37.07
Armadale Hospital	Leschen HDU	12	17.04	5.04	42.03
Graylands	Frankland - Caesia	10	14.21	4.21	42.07
Armadale Hospital	Maude Bellas Maternity	7.02	10.50	3.48	49.58
Bentley Hospital	Ward 3 Medical/ Surgical	5	7.72	2.72	54.40
Fremantle Hospital	Ward B7N	6	9.52	3.52	58.60

Health Service	Ward	NHppD	YTD	variance	% Variance
Graylands	Yvonne PINCH	14.72	23.35	8.63	58.61
Swan District Hospital	Paediatric Ward	7.5	12.03	4.53	60.46
Graylands	Frankland - Acacia 1	11.81	19.67	7.86	66.53
Rockingham General Hospital	Medical Assessment Unit	6	10.04	4.04	67.38
Graylands	Dorrington	7.5	13.42	5.92	78.91
Armadale Hospital	Acute Medical Unit	7.5	14.31	6.81	90.80
Armadale Hospital	Karri Ward (MH)	6	11.45	5.45	90.82
Bentley Hospital	Ward 2 Maternity	6.86	14.25	7.39	107.70
Armadale Hospital	Campbell Paediatrics	6	12.86	6.86	114.28
Swan District Hospital	Maternity, Nursery & Birthing Suite	6	13.06	7.06	117.60
Swan District Hospital	Swan Valley Centre (Acute/Secure)	6.87	16.19	9.32	135.60
Bentley Hospital	Ward 4 Rehab	5	11.93	6.93	138.62
Rockingham General Hospital	Mental Health Adult (open)	6	14.97	8.97	149.56
Fremantle Hospital	Ward B8S	6	15.95	9.95	165.75
Princess Margaret Hospital	4H	6	21.83	15.83	263.79

Table 5: Metropolitan Wards that are 0 – 5% below set NHppD targets

Directorate	Ward	NHppD	YTD	variance	% Variance
Royal Perth Hospital	Ward 6H	6	5.76	-0.24	-4.06
Osborne Park Hospital	Ward 5	5.6	5.40	-0.20	-3.63
Royal Perth Hospital	Ward 7A	6	5.81	-0.19	-3.19
Royal Perth Hospital	Ward 6G	6	5.82	-0.18	-2.97
Osborne Park Hospital	Maternity	8.97	8.85	-0.12	-1.30

Directorate	Ward	NHppD	YTD	variance	% Variance
Rockingham General Hospital	Aged Care Rehab Unit	5.75	5.70	-0.05	-0.90
Sir Charles Gairdner Hospital	G51 (surgical)	6.75	6.70	-0.05	-0.80
Armadale Hospital	Benson Medical	6	5.96	-0.04	-0.71
Rockingham General Hospital	Intensive Care Unit	23.7	23.54	-0.16	-0.68

Table 6: Metropolitan Wards that are 5 - 10% below set NHppD targets

Health Service	Ward	NHppD	YTD	variance	% Variance
Royal Perth Hospital	Ward 9C	6.85	6.24	-0.61	-8.94
Royal Perth Hospital	Ward 8A	6	5.56	-0.44	-7.32
Royal Perth Hospital	Ward 5G	6	5.57	-0.43	-7.24
Osborne Park Hospital	Ward 4 Rehab	5.75	5.37	-0.38	-6.65
Sir Charles Gairdner Hospital	Intensive Care Unit	31.6	29.98	-1.62	-5.11

Table 7: Metropolitan Wards that are 10% or more below set NHppD targets

Health Service	Ward	NHppD	YTD	variance	% Variance
KEMH	Obstetrics Ward 4	6	4.32	-1.69	-28.08
Bentley Hospital	Secure Unit Ward 6	11.2	8.06	-3.15	-28.08
Bentley Hospital	Adult Acute Ward 7	6	4.61	-1.39	-23.10
Armadale Hospital	Leschen_Adult Mental Health	7.5	5.81	-1.69	-22.50
Rockingham General Hospital	Older Adult MH (open)	6	4.86	-1.14	-19.03
Royal Perth Hospital	Ward 5H	7.5	6.58	-0.92	-12.27
Bentley Hospital	Adult Acute Ward 8	6	5.27	-0.73	-12.21
Fremantle Hospital	Restorative Unit	5.75	5.17	-0.58	-10.16

Table 8: Fiona Stanley Hospital Wards that have been open for 5 or more months are included in this table. (State Rehabilitation Wards are calculated on 6 months of data)

Health Service	Ward	Target	YTD	Variance	% variance
Fiona Stanley Hospital	6C	6	6.43	0.43	7.10
Fiona Stanley Hospital	SRC - Ward 2A	5.75	5.75	0.00	0.00
Fiona Stanley Hospital	SRC - Ward A	5.75	5.77	0.02	0.29
Fiona Stanley Hospital	3B	10	14.04	4.04	40.44
Fiona Stanley Hospital	SRC - Ward 1A	7.5	7.56	0.06	0.82
Fiona Stanley Hospital	7B ASU	7.5	8.37	0.87	11.65
Fiona Stanley Hospital	4D	7.5	8.47	0.97	12.88
Fiona Stanley Hospital	6D	6	6.79	0.79	13.20
Fiona Stanley Hospital	Coronary Care Unit	14.16	16.20	2.04	14.44
Fiona Stanley Hospital	6B	6	6.89	0.89	14.87
Fiona Stanley Hospital	5C	6.5	7.51	1.01	15.57
Fiona Stanley Hospital	SRC - Ward B	6	7.01	1.01	16.89
Fiona Stanley Hospital	5D +Resp HDU	7.95	9.42	1.47	18.47
Fiona Stanley Hospital	4C	7.5	8.96	1.46	19.49
Fiona Stanley Hospital	4A	6	7.26	1.26	21.03
Fiona Stanley Hospital	7D + BMTU	6.61	8.01	1.40	21.18
Fiona Stanley Hospital	7C	6	7.44	1.44	23.93
Fiona Stanley Hospital	7A	6	7.85	1.85	30.77
Fiona Stanley Hospital	6A	6	7.95	1.95	32.50
Fiona Stanley Hospital	MHU- Ward A	12	17.47	5.47	45.62
Fiona Stanley Hospital	3A	6	10.75	4.75	79.10
Fiona Stanley Hospital	MHU - MBU	12	25.09	13.09	109.05
Fiona Stanley Hospital	3DS	6	13.94	7.94	132.27

Regional Data

All reported inpatient data for regional sites are provided in Appendix 1. Regional sites include Albany, Broome, Bunbury, Geraldton, Port Hedland and Kalgoorlie Hospitals.

Information on these sites are categorised within the following tables:

Table 8	Wards that are 0 – 5% above set NHpPD targets
Table 9	Wards that are 5 – 10% above set NHpPD targets
Table 10	Wards that are 10% or more above set NHpPD targets
Table 11	Wards that are 0 – 5% below set NHpPD targets
Table 12	Wards that are 5 – 10% below set NHpPD targets
Table 13	Wards that are 10% or more below set NHpPD targets

Table 8: Regional Inpatient Wards that are on or 0 – 5% above set NHpPD targets

Health Service	Site/Ward	Target	YTD	variance	% Variance
Bunbury Regional Hospital	Mental Health	6.16	6.19	0.03	0.47
Albany Regional Hospital	Ward E Medical / General	5	5.05	0.05	1.02
Albany Regional Hospital	Ward C Paediatric /Medical /Surgical	5.5	5.56	0.06	1.04
Albany Regional Hospital	Dialysis Unit	2.18	2.22	0.04	1.91
Geraldton Regional Hospital	Dialysis Unit	2.18	2.24	0.06	2.61
Bunbury Regional Hospital	PICU (Psychiatric Intensive Care Unit)	12	12.43	0.43	3.58
Port Hedland Regional Hospital	Med/Surg/ HDU (Vickers)	6.37	6.60	0.23	3.58

Table 9: Regional Inpatient Wards that are on or 5 – 10% above set NHpPD target.

Health Service	Site/Ward	Target	YTD	variance	% Variance
Kalgoorlie Regional Hospital	Ward B Medical	5.75	6.21	0.46	7.99
Bunbury Regional Hospital	Paediatrics	6	6.54	0.54	9.04
Geraldton Regional Hospital	Hospital Ward	5.75	6.30	0.55	9.53
Albany Regional Hospital	Ward A Surgical	5.75	6.32	0.57	9.83

Table 10: Regional Inpatient Wards greater than 10% above set NHpPD target.

Health Service	Site/Ward	Target	YTD	variance	% Variance
Broome Regional Hospital	General / Maternity	6.33	7.12	0.79	12.51
Albany Regional Hospital	High Dependency Unit	12	13.79	1.79	14.91
Albany Regional Hospital	Ward B Maternity	9.95	11.54	1.59	15.99
Bunbury Regional Hospital	High Dependency Unit	12	14.31	2.31	19.27
Kalgoorlie Regional Hospital	Dialysis Unit	2.18	2.63	0.45	20.46
Albany Regional Hospital	Ward G Mental Health	6.28	7.77	1.49	23.78
Kalgoorlie Regional Hospital	Mental Health	7.71	9.72	2.01	26.02
Geraldton Regional Hospital	Maternity	8.55	11.02	2.47	28.93
Port Hedland Regional Hospital	Maternity / SCN	6.43	9.94	3.51	54.56
Port Hedland Regional Hospital	Paediatric	5	13.94	8.94	178.73

Table 11: Regional Wards that are 0 – 5% below set NHpPD targets

Health Service	Site/Ward	Target	YTD	variance	% Variance
Bunbury Regional Hospital	Surgical	5.75	5.73	-0.02	-0.37
Bunbury Regional Hospital	Maternity	8.3	8.02	-0.28	-3.36

Table 12: Regional Wards that are 5 - 10% below set NHpPD targets.

Health Service	Site/Ward	Target	YTD	variance	% Variance
Kalgoorlie Regional Hospital	Maternity and Special Care Nursery	10.28	9.35	-0.93	-9.02
Bunbury Regional Hospital	Medical	5.75	5.29	-0.46	-8.04
Port Hedland Regional Hospital	Dialysis unit	2.18	2.07	-0.11	-5.25

Table 13: Regional Wards that are 10% or more below set NHpPD targets.

Health Service	Site/Ward	Target	YTD	variance	% Variance
Geraldton Regional Hospital	High Dependency Unit	12	8.49	-3.51	-29.21

Small Country Hospitals (SCH) data

For this report period 60 inpatient areas provided data. Reporting indicates that 80% (n=48) of reported country small offices were on, above or less than 10% below set NHpPD targets. All reported CSH ward inpatient data is provided in Appendix 2.

The reports are categorised into the following tables:

- Table 14** SCH that are on or 0 – 5% above set NHpPD targets.
- Table 15** SCH that are on or 5 –10% above set NHpPD targets.
- Table 16** SCH that are on or 10% or more above set NHpPD targets.
- Table 17** SCH that are 0 – 5% below set NHpPD targets.
- Table 18** SCH that are 5 –10% below set NHpPD targets.
- Table 19** SCH that 10%or more below set NHpPD targets.

Table 14: Small Country Hospital that are on or 0 – 5% above set NHpPD targets

Health Service	Site/Ward	Category	Target	YTD	variance	% Variance
Denmark Hospital	General / Maternity	E+Del (Denmark)	4.56	4.58	0.02	0.34
Gnowangerup District Hospital	General / Aged Care	E	4.5	4.54	0.04	1.00
Augusta District Hospital	General/aged care	E+F (Augusta)	4.01	4.06	0.05	1.24
Boddington District Hospital	General / Aged Care	E+F (Boddington)	4.14	4.20	0.06	1.55
Harvey District Hospital	General / Aged Care	E+F (Harvey)	4.54	4.65	0.11	2.32
Narrogin Hospital	Combined Ward: Gen/ Mat/ Paed/ Surg	D+Del(Narrogin)	5.16	5.36	0.20	3.84
Dumbleyung District Hospital	General / Aged Care	E+F (Dumbleyung)	4.04	4.20	0.16	4.05

Table 15: Small Country Hospital that are on or 5 - 10% above set NHpPD targets

Health Service	Site/Ward	Category	Target	YTD	variance	% Variance
Donnybrook District Hospital	General / Aged Care	E+F (Donnybrook)	4.54	4.83	0.29	6.41
Busselton District Hospital	General / Maternity	D+Del (Busselton)	5.26	5.64	0.38	7.15
Moora District Hospital	General / Aged Care	E+F (Moora)	4.3	4.63	0.33	7.72
Wagin District Hospital	General/ Aged Care	E+F (Wagin)	4.18	4.59	0.41	9.90

Table 16: Small Country Hospital that are 10% or more above set NHpPD targets

Health Service	Site/Ward	Category	Target	YTD	variance	% Variance
Bridgetown District Hospital	General/ Aged Care / Maternity	E+F+Del (Bridgetown)	4.65	5.26	0.61	13.09
Nannup District Hospital	General / Aged Care	E+F (Nannup)	4.01	4.64	0.63	15.59
Nickol Bay District Hospital	General / Maternity	D+Del (Nickol Bay)	5.8	6.87	1.07	18.40
Exmouth District Hospital	General / Aged Care	E (Exmouth)	4.5	5.33	0.83	18.45
Pemberton District Hospital	General /Aged Care	E+F (Pemberton)	4.46	5.30	0.84	18.76
Bruce Rock District Hospital	General / Aged Care	E+F (Bruce Rock)	4.13	4.96	0.83	20.11
Norseman District Hospital	General / Aged Care	E+F (Norseman)	4.28	5.43	1.15	26.79
Wyalkatchem District Hospital	General / Aged Care	E+F (Wyalkatchem)	4.25	5.54	1.29	30.46
York District Hospital	General / Aged Care	E+F (York)	4.18	5.51	1.33	31.79
Lake Grace District Hospital	General / Aged Care	E+F (Lake Grace)	4.16	5.68	1.52	36.66
Boyup Brook Hospital Upper Blackwood	General / Aged Care	E+F (Boyup Brook)	4.37	5.98	1.61	36.86
Katanning District Hospital	Combined General & Maternity	E+Del (Katanning)	4.94	6.94	2.00	40.58
Warren District Hospital	General/Aged Care/Maternity	E+Del (Warren)	4.71	6.66	1.95	41.41
Northam Hospital	General / Maternity	E+Del (Northam)	4.73	6.79	2.06	43.46

Health Service	Site/Ward	Category	Target	YTD	variance	% Variance
Kojonup District Hospital	General	D	5	7.44	2.44	48.84
Kununoppin District Hospital	General / Aged Care	E+F (Kununoppin)	4.21	6.50	2.29	54.41
Goomalling District Hospital	General / Aged Care	E+F (Goomalling)	4.1	6.45	2.35	57.34
Quairading District Hospital	General / Aged Care	E+F (Quairading)	4.14	6.64	2.50	60.34
Merredin District Hospital	General	E+F (Merredin)	4.23	6.94	2.71	64.16
Ravensthorpe District Hospital	General / Aged Care	E+F (Ravensthorpe)	4.23	7.01	2.78	65.72
Plantagenet District Hospital Mt Barker	General / Maternity	E+Del (Plantagenet)	4.68	7.85	3.17	67.82
Leonora District Hospital	General / Aged Care	E+F (Leonora)	4.33	7.34	3.01	69.62
Narembeen District Hospital	General / Aged Care	E+F (Narembeen)	4.11	8.00	3.89	94.53
Tom Price District Hospital	General / Extended Care	E	4.5	9.04	4.54	100.84
Corrigin District Hospital	General / Aged Care	E+F (Corrigin)	4.11	8.97	4.86	118.35
Newman District Hospital	General	D	5	12.11	7.11	142.13
Kellerberrin District Hospital	General / Aged Care	E+F (Kellerberrin)	4.3	10.60	6.30	146.41
Wyndham District Hospital	General	E	4.5	12.40	7.90	175.64
Cunderdin District Hospital	General / Aged Care	E+F (Cunderdin)	4.07	13.48	9.41	231.09
Onslow District Hospital	General / Aged Care	E	4.5	20.61	16.11	358.04
Roebourne District Hospital	General	E	4.5	22.16	17.66	392.40
Laverton District Hospital	General / Aged Care	E+F (Laverton)	4.47	27.77	23.30	521.26
Beverley District Hospital	General / Aged Care	E+F (Beverley)	4.19	30.93	26.74	638.16
Dalwallinu District Hospital	General / Aged Care	E+F (Dalwallinu)	4.13	31.66	27.53	666.67
Paraburdoo	General	E	4.5	52.18	47.68	1059.47
Esperance Hospital	General / Maternity	E+Del (Esperance)	4.88	58.60	53.72	1100.79
Wongan Hills District Hospital	General / Aged Care	E+F (Wongan Hills)	4.17	79.49	75.32	1806.15

Health Service	Site/Ward	Category	Target	YTD	variance	% Variance
Kalbarri District Hospital	General / Aged Care	E	4.5	103.48	98.98	2199.57
Southern Cross District Hospital	General / Aged Care	E+F (Southern Cross)	4.19	136.69	132.50	3162.28
Pingelly District Hospital	General / Aged Care	E+F (Pingelly)	4.14	432.42	428.28	10344.85

Table 17: Small Country Hospital that are 0 – 5% below set NHpPD targets.

Health Service	Site/Ward	Category	Target	YTD	variance	% Variance
Collie District Hospital	General / Maternity	E+Del (Collie)	4.72	4.52	-0.20	-4.32
Margaret River District Hospital	General / Maternity	E+Del (Margaret River)	4.72	4.52	-0.20	-4.30
Kondinin District Hospital	General / Aged Care	E+F (Kondinin)	4.19	4.11	-0.08	-1.90

Table 18: Small Country Hospital that are 5 –10% below set NHpPD targets.

Health Service	Site/Ward	Category	Target	YTD	variance	% Variance
North Midlands (Three Springs) Hospital	General / Aged Care	E+F (Nth Midlands)	4.23	3.89	-0.34	-8.12
Northampton District Hospital	General / Aged Care	E+F (Northampton)	4.17	3.85	-0.32	-7.75
Kununurra District Hospital	General	D+Del(Kununurra)	5.32	4.94	-0.38	-7.17
Carnarvon Hospital	Combined Acute Wards	E+D+Del (Carnarvon)	5.2	4.85	-0.35	-6.78

Table 19: Small Country Hospital that 10% or more below set NHpPD targets.

Health Service	Site/Ward	Category	Target	YTD	variance	% Variance
Plantagenet District Hospital Mt Barker	Lodge	F	4	0.97	-3.03	-75.85
Carnarvon Hospital	Permanent Care Unit	F	4	0.99	-3.01	-75.21
Merredin District Hospital	Aged Care	F	4	1.82	-2.18	-54.47
Katanning District Hospital	Kerry Lodge	F	4	1.87	-2.13	-53.28
Morawa District Hospital	General / Aged Care	E+F (Morawa)	4.34	2.27	-2.07	-47.63
Dongara District Hospital	General / Aged Care	E	4.5	2.54	-1.96	-43.45
Fitzroy Crossing District Hospital	General	D (Fitzroy Crossing)	5.27	3.21	-2.06	-39.05
Meekatharra District Hospital	General / Aged Care	E+F (Meekatharra)	4.43	2.98	-1.45	-32.65
Halls Creek District Hospital	General	D (Halls Creek)	5.24	4.11	-1.13	-21.63
Mullewa District Hospital	General / Aged Care	E	4.5	3.60	-0.90	-19.91
Derby Regional Hospital	General/Maternity/Paeds	D+Del (Derby)	5.34	4.71	-0.63	-11.73

Emergency Departments

Hospitals and Health Services have provided data on Metropolitan Emergency Departments and large regional Emergency Departments.

Metropolitan Emergency Departments

Metropolitan Emergency Department data (7 Units) covers the period 1st July 2014 – 30 June 2015. The data was provided, through EDDC reporting the Non Admitted Data Collections, Activity & Quality Division at the Department of Health.

* Emergency Department Data Collection is the agreed single source of data for emergency departments.

Graph 2: Emergency Department Presentations by NTS

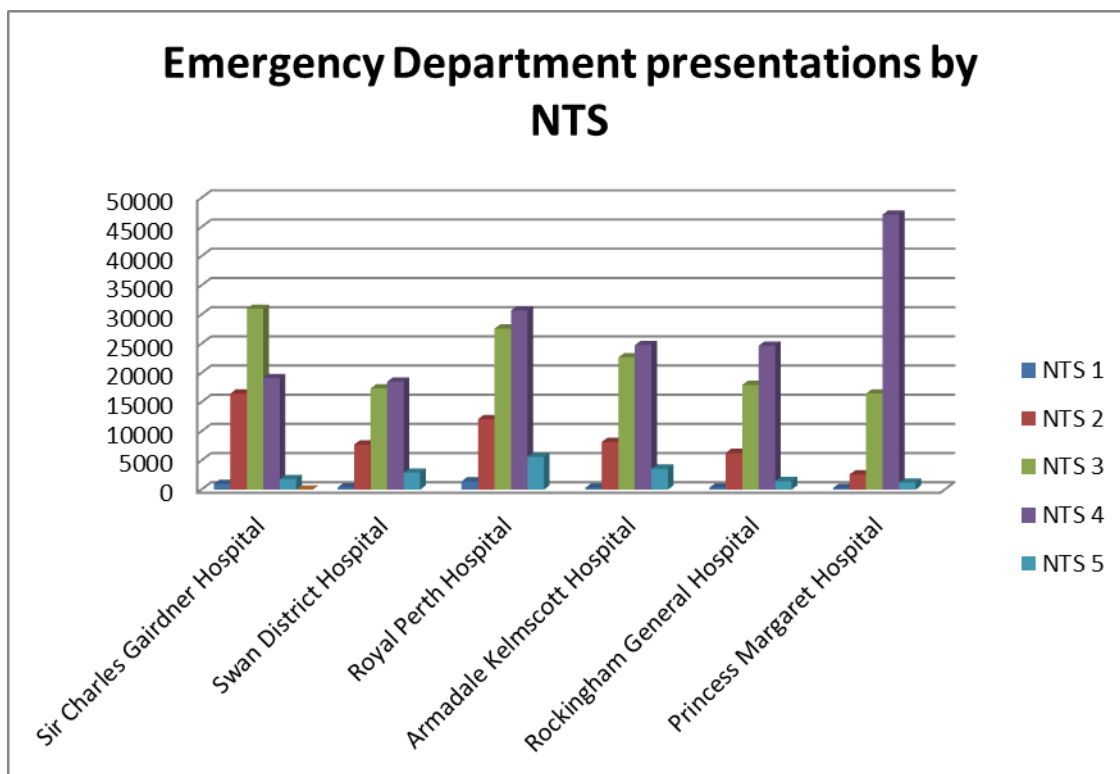


Table 20: Metropolitan Emergency Department Activity

33.3% (n=2) sites reported they were between 5 – 10% above set NHpPD target

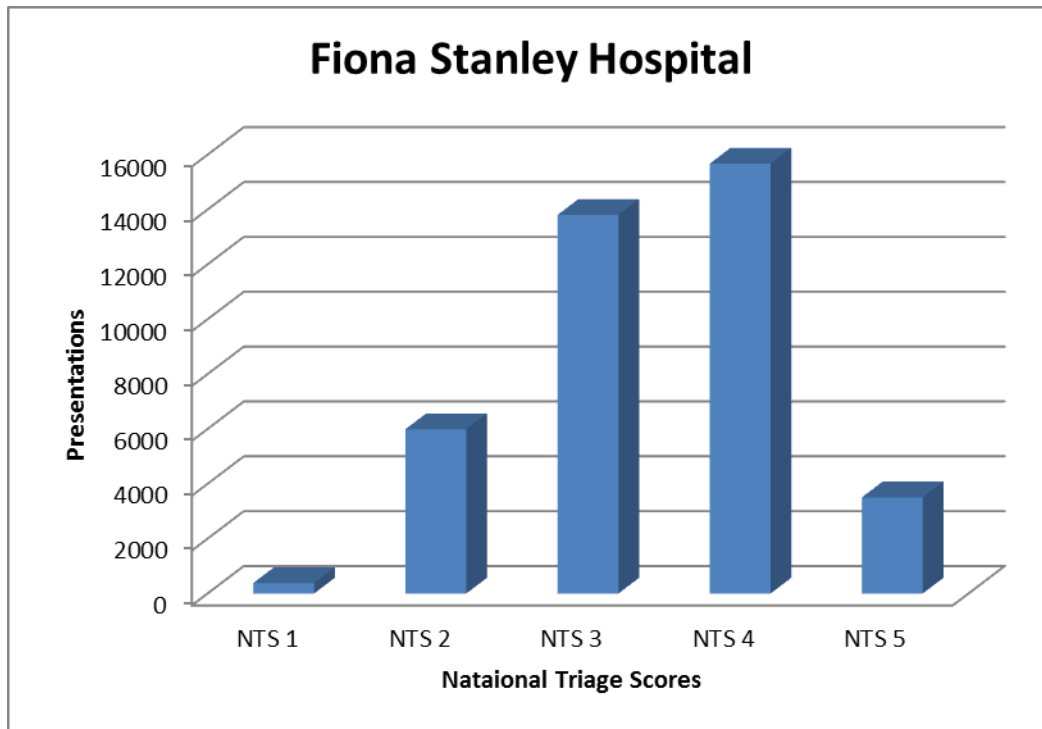
16.6% (n=1) sites reported they were 10% or more above set NHpPD target

33.3% (n=2) sites reported they were between 0-5% below set NHpPD target

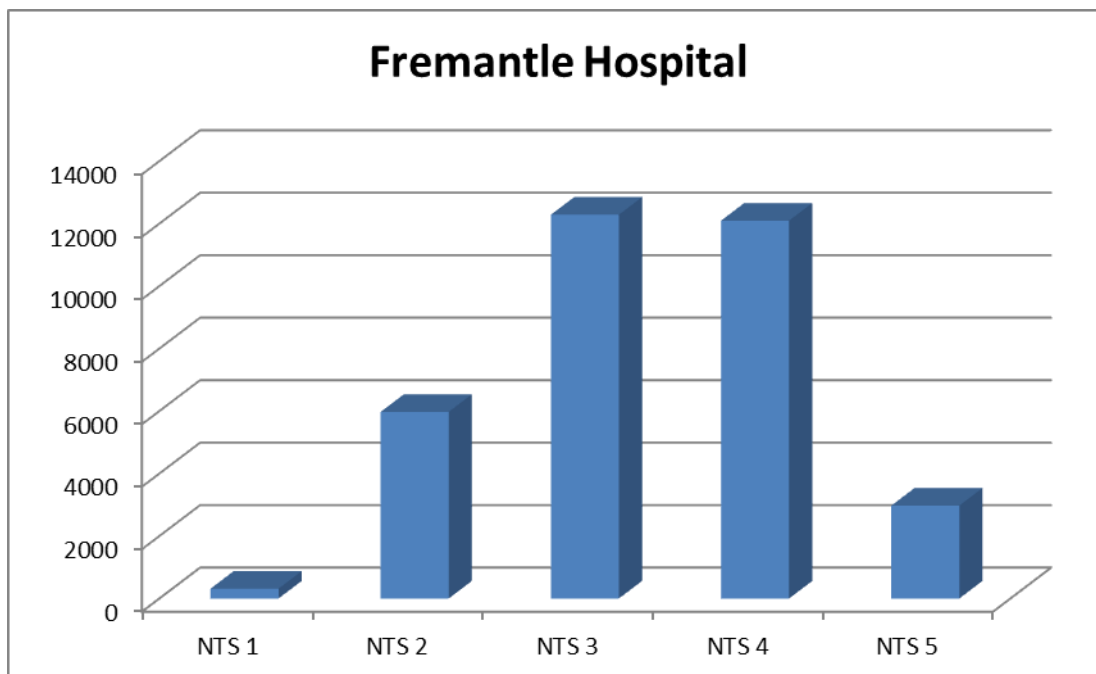
16.6% (n=1) sites reported they were between 5 – 10% below set NHpPD target.

Attendances by triage category	Sir Charles Gairdner Hospital	Swan District Hospital	Royal Perth Hospital	Armadale Kelmscott Hospital	Rockingham General Hospital	Princess Margaret Hospital
NTS 1	991.00	369.00	1427.00	320.00	318.00	281.00
NTS 2	16455.00	7720.00	12080.00	8180.00	6294.00	2607.00
NTS 3	30989.00	17372.00	27601.00	22671.00	17936.00	16474.00
NTS 4	19103.00	18501.00	30700.00	24775.00	24677.00	47138.00
NTS 5	1799.00	2906.00	5632.00	3587.00	1456.00	1212.00
total	69337.00	46868.00	77440.00	59533.00	50681.00	67712.00
Total patient days obs wd or waiting for wd	3229.97	653.79	4615.08	839.04	704.05	1089.30
NHpPD for obs ward	6.00	6.00	6.00	6.00	6.00	6.00
nsg hrs	19379.82	3922.73	27690.48	5034.24	4224.30	6535.82
Required ED FTE	72.40	44.79	73.68	53.81	43.94	47.34
Extra shift coordinator	4.57	4.57	4.57	4.57	4.57	4.57
Required Obs* FTE	9.81	1.99	14.01	2.55	2.14	3.31
Recommended Cover FTE	86.78	51.34	92.27	60.93	50.64	55.21
Recommended Establishment FTE	106.18	62.82	112.89	74.55	61.96	67.56
Actual reported average employed/paid FTE	119.57	66.00	121.00	68.89	60.90	66.00
% Variance	12.61	5.06	7.18	-7.59	-1.71	-2.31

Emergency Department presentations at Fiona Stanley Hospital 2 February – 30 June 2015



Fremantle Hospital Emergency Department presentations 30 June 2014 -2 February 2015



Regional Hospital Emergency Department

Regional Emergency Departments (6 units) provided data via the Nursing Workload Monitoring system.

Table 21: Provides an overview of the large regional emergency departments activity against actual and projected NHpPD

	Albany Regional Hospital	Broome Regional Hospital	Bunbury Regional Hospital	Geraldton Regional Hospital	Kalgoorlie Regional Hospital	Hedland Health Campus
Total Triage	24661.00	20601.00	16864.00	27578.00	13646.00	14433.00
OBD	231.00	10.00	76.00		190.00	330.00
Total Target hours	34557.80	24778.40	23784.90	37752.40	19194.10	18228.40
Actual NH	33458.40	30709.80	59951.10	32667.40	32729.50	18500.50
Actual FTE	16.93	15.54	30.34	16.53	16.56	9.36
Target FTE	17.49	12.54	12.04	19.11	9.71	9.22
Variance	-0.56	3.00	18.30	-2.57	6.85	0.14

Small Country Hospital Emergency Department within a ward

Information provided on Small Country Hospitals 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 department nursing hours required.

Table 22: Provides data on all SCH with Emergency Departments within a ward

Total presentations at Small Country Hospitals Emergency Departments within a ward was reported at 18,7059, which indicates a reduction of 13% on the previous year.

Number of Presentations						
Site	L1	L2	L3	L4	L5	Total
Augusta District Hospital	2	52	193	359	128	734
Beverley District Hospital	3	75	302	269	99	748
Boddington District Hospital	4	129	484	775	210	1602
Boyup Brook Hospital Upper Blackwood	3	48	153	234	138	576
Bridgetown District Hospital	9	212	946	2050	430	3647
Bruce Rock District Hospital	2	25	140	214	60	441
Busselton District Hospital	104	1610	6024	10247	2206	20191
Carnarvon Hospital	28	671	2444	4359	1981	9483
Collie District Hospital	18	172	1023	2412	573	4198
Corrigin District Hospital	4	45	258	447	125	879
Cunderdin District Hospital	2	43	168	244	87	544
Dalwallinu District Hospital	3	45	198	559	339	1144
Denmark District Hospital	7	196	705	1294	590	2792
Derby Regional Hospital	31	540	2188	5183	2889	10831
Dongara District Hospital	2	27	67	95	59	250
Donnybrook District Hospital	18	445	532	762	325	2082
Dumbleyung District Hospital	0	4	68	110	99	281
Esperance District Hospital	20	757	3283	7364	1410	12834
Fitzroy Crossing District Hospital	5	44	194	613	550	1406
Gnowangerup District Hospital	2	101	260	358	124	845
Goomalling District Hospital	5	41	139	610	67	862
Halls Creek District Hospital	12	189	1197	2664	1563	5625
Harvey District Hospital	16	265	896	1096	156	2429
Katanning District Hospital	16	323	1079	1752	1417	4587
Kellerberrin District Hospital	2	35	148	504	291	980
Kojonup District Hospital	1	70	218	254	223	766
Kondinin District Hospital	3	34	131	311	215	694
Kununoppin District Hospital	1	14	79	181	93	368
Kununurra District Hospital	34	459	2319	6205	4282	13299
Lake Grace District Hospital	2	30	137	401	214	784

Site	L1	L2	L3	L4	L5	Total
Laverton District Hospital	5	59	175	601	847	1687
Leonora District Hospital	7	50	352	1046	600	2055
Margaret River District Hospital	3	71	472	529	49	1124
Merredin District Hospital	9	198	1069	1574	434	3284
Moora District Hospital	7	93	427	1187	397	2111
Morawa District Hospital	0	2	13	29	33	77
Nannup District Hospital	3	70	167	282	170	692
Narembeen District Hospital	2	34	127	283	63	509
Narrogin Regional Hospital	34	583	2089	4240	1456	8402
Newman District Hospital	25	359	1655	2667	794	5500
Nickol Bay District Hospital	33	1114	3404	8845	4616	18012
Norseman District Hospital	4	66	230	467	292	1059
Northam Regional Hospital	34	859	2829	5299	591	9612
Onslow District Hospital	2	144	396	1224	370	2136
Pemberton District Hospital	5	61	278	496	226	1066
Pingelly District Hospital	9	90	339	356	210	1004
Plantagenet District Hospital Mt Barker	3	285	979	1520	478	3265
Quairading District Hospital	2	61	231	377	129	800
Ravensthorpe District Hospital	1	59	277	439	179	955
Roebourne District Hospital	12	232	480	1073	914	2711
Southern Cross District Hospital	3	62	246	267	75	653
Tom Price District Hospital	2	32	136	348	67	585
Wagin District Hospital	7	66	244	496	171	984
Warren District Hospital	19	263	1606	2956	1246	6090
Wongan Hills District Hospital	1	46	177	378	140	742
Wyalkatchem District Hospital	2	32	163	308	105	610
Wyndham	1	62	614	2416	1259	4352
York District Hospital	6	124	364	453	133	1080
Totals -2014/15	600	11878	45512	92082	36987	187059
Total 2013/14						215739

Benchmarks and reclassification

Table 23: Wards that have applied for reclassification

Hospital	Ward	Previous category & Benchmark	Revised category & benchmark
Kalgoorlie Regional Hospital	Maternity + special care nursery	D+Del (8.07)	D+Del+SCN (10.28)
Sir Charles Gairdner Hospital	Medical Assessment Unit (G72)	B+ (6.8)	A (7.5)
Osborne Park Hospital	Ward 4	D (5.0)	C (5.75)

Current and Future Workload Developments

A number of strategies to support NHpPD are in place for ongoing support and development of the NHpPD.

Feedback from the Health Services on NHpPD Variances.

Directors of Nursing continue to provide feed back regarding site/region specific strategies to address data variance and workload issues. Formal feedback from each site identified as having clinical areas 10% below set targets are attached in the appendix

Nursing Workload Monitoring System (NWMS)

The NWMS has now been successfully replaced in the metropolitan health services. The automated system will be rolled out to regional centres in 2014/15, with Albany and Bunbury Regional Hospital to be the first WACHS sites to be included. The regional and country centres continue to provide reliable data via the NWMS.

Current Recruitment Strategies.

A. Undergraduate recruitment

GradConnect is the centralised recruit process for nursing and midwifery graduates applying for their first professional position within WA Health or participating private partners. GradConnect is conducted in March and July each year.

For 2016 WA Health and participating private partners have confirmed they will be offering 667 Graduate Registered Nurse, 168 Graduate Enrolled Nurse and 64 Graduate Midwifery positions.

B. Refresher pathway connect

The Nursing and Midwifery Office has an ongoing commitment to support refresher programs for enrolled nurses, registered nurses and midwives who wish to return to the acute clinical setting. The Refresher Pathway Connect (RPC) program is designed to enhance clinical skills and knowledge for nurses and midwives, who are currently registered with the Nursing and Midwifery Board of Australia but have not practiced clinically in the last 5 years and wish to return to acute clinical area. This pathway offers flexible options for refresher nurses or midwives in a full time or part time capacity. The RPC participant completes theoretical assessments via online learning modules *prior* to commencing full-time or part-time employment, where they

then undertake assessment of clinical competencies, and formative assessment and development over three months.

Refresher Pathway Connect (RPC)			
	Positions available	Applications received	positions commenced
Registered Nurse	26	55	9
Enrolled Nurse	8	8	4
Midwifery	8	8	3
To be eligible to apply for a position applicants must be permanent Australian residents and have no restrictions on their nursing/midwifery registration			

The February 2015 Refresher Pathway Connect applications closed on 2 March 2015, with applications for the next program due to open mid-August 2015.

C. Leading Great Care

The Nursing and Midwifery Office (NMO) has an ongoing commitment to invest in the leadership and management development of Senior Registered Nurses/Midwives Levels 1-9 within the state to assist in improving patient and staff care and meet organisational outcomes within the state. The NMO partnered with the University of Notre Dame Australia to offer a Graduate Certificate in Nursing Leadership and Management as part of the Leading Great Care (LGC) program.

The Graduate Certificate in Nursing Leadership and Management is aimed at developing and equipping frontline nursing/midwifery leaders in the effective management and implementation of strategic and tactical plans to meet the outcomes of Leading Great Care program which is a component of “*Great Care is our Business*” framework. The program introduces and facilitates exploration of key leadership strategies, management concepts, organisational culture & change management and patient care, quality & best practice. The course has a strong focus on the practical application of these skills, knowledge and attitudes within the work environment.

The theoretical component of the course is delivered via master classes and is delivered away from the university setting. The LGC program commenced again in February 2015 with forty three participants enrolled. These nursing/midwifery frontline leaders are from across the state and are from varied and diverse

positions. Applications for the 2016 intake will open on 1 July 2015 and so far expressions of interest in the program continue to exceed expectations.

D. Scholarships

The WA 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 who are enrolled in post graduate studies and meet specific criteria. Areas of specialisation for which scholarships have been given are as follows:

Top 10 Areas of Specialisation

Child & Adolescent Health	Public Health
Mental Health	Diabetes
Education	Occupational Health and Safety
Emergency	Counselling
Management	Perioperative
Critical care	

The following amounts of money have been allocated for the period of 2015

Postgraduate Clinical Specialisation	247	\$867,546.00
Postgraduate Midwifery	61	\$117,039.20
Master of Nursing (Nurse Practitioner)	23	\$49,383.00
EN-RN / Undergraduate	226	\$550,169.50
TOTAL	557	\$1,584 138.00

E. Nurse Practitioner

As of March 2015, 1214 Registered Nurses with Nurse Practitioner endorsement are registered with the Nursing and Midwifery Board of Australia. Of these 196 identified Western Australia as their place of residency.

WA has the fourth highest number of endorsed NPs behind Queensland, New South Wales and Victoria.

F. Marketing

Due to the ongoing tight employment market, a formal attraction marketing campaign has not been justified during this reporting period. Hospitals and health sites have been responsible for the recruitment and attraction of their specifically needed and skilled nurses and midwives.

Below the line activity continued through generalised promotion including: printed and electronic information brochures and postcards, mail outs, direct marketing at expos and career fairs/events, University and Institutes of Technology visits, publicity opportunities, conference presentations and via the Nursing and Midwifery in WA website and social media site. In order to preserve the 'Nursing and midwifery...can take you anywhere' brand is continued to be used in relevant publications.

Appendices

Metropolitan Data

Directorate	Ward	NHppD	YTD	variance	% Variance
Armadale Hospital	Leschen_Adult Mental Health	7.5	5.81	-1.69	-22.50
Armadale Hospital	Benson Medical	6	5.96	-0.04	-0.71
Armadale Hospital	Canning Ward	5.75	6.04	0.29	4.99
Armadale Hospital	Carl Streich - Rehab & Aged Care	5	5.45	0.45	9.00
Armadale Hospital	Colyer Surgical	5.75	6.76	1.01	17.61
Armadale Hospital	Bickley Maternity Ward	7.02	9.32	2.30	32.70
Armadale Hospital	Banksia_MHS for Older People Inpatients	6	8.22	2.22	36.92
Armadale Hospital	Leschen HDU	12	17.04	5.04	42.03
Armadale Hospital	Maude Bellas Maternity	7.02	10.50	3.48	49.58
Armadale Hospital	Acute Medical Unit	7.5	14.31	6.81	90.80
Armadale Hospital	Karri Ward (MH)	6	11.45	5.45	90.82
Armadale Hospital	Campbell Paediatrics	6	12.86	6.86	114.28
Bentley Hospital	Secure Unit Ward 6	11.2	8.06	-3.15	-28.08
Bentley Hospital	Adult Acute Ward 7	6	4.61	-1.39	-23.10
Bentley Hospital	Adult Acute Ward 8	6	5.27	-0.73	-12.21
Bentley Hospital	Ward 3 Medical/ Surgical	5	7.72	2.72	54.40
Bentley Hospital	Ward 2 Maternity	6.86	14.25	7.39	107.70
Bentley Hospital	Ward 4 Rehab	5	11.93	6.93	138.62
Fremantle Hospital	Restorative Unit	5.75	5.17	-0.58	-10.16
Fremantle Hospital	Ward 5.1 (MH)	6	6.05	0.05	0.85
Fremantle Hospital	Ward 4.2 (MH)	6	6.25	0.25	4.22
Fremantle Hospital	Ward 4.1 (MH)	11.2	11.80	0.60	5.33

Directorate	Ward	NHppD	YTD	variance	% Variance
Fremantle Hospital	Ward B7S	6	7.69	1.69	28.13
Fremantle Hospital	Ward V6	5.75	7.41	1.66	28.87
Fremantle Hospital	Ward 4.3 (MH)	6	7.88	1.88	31.32
Fremantle Hospital	Ward B9S	6	8.16	2.16	35.96
Fremantle Hospital	Ward B7N	6	9.52	3.52	58.60
Fremantle Hospital	Ward B8S	6	15.95	9.95	165.75
Fremantle Hospital	ICU	31.6	31.87	0.27	0.85
Graylands	Susan Casson	8.51	8.61	0.10	1.16
Graylands	Ellis	7.5	7.71	0.21	2.83
Graylands	Montgomery	8.66	9.30	0.64	7.39
Graylands	Smith	8.66	9.57	0.91	10.56
Graylands	Hutchison	5.2	5.76	0.56	10.74
Graylands	Selby PICU	8.15	9.84	1.69	20.74
Graylands	Murchison	4.47	5.60	1.13	25.26
Graylands	Frankland - Banksia	10	12.77	2.77	27.69
Graylands	Selby Lodge	6.41	8.63	2.22	34.58
Graylands	Frankland - Caesia	10	14.21	4.21	42.07
Graylands	Yvonne PINCH	14.72	23.35	8.63	58.61
Graylands	Frankland -Acacia 1	11.81	19.67	7.86	66.53
Graylands	Dorrington	7.5	13.42	5.92	78.91
Kalamunda Hospital	Anderton (Med/Surg/Palliative Care)	5.47	5.54	0.07	1.23
KEMH	Obstetrics Ward 4	6	4.32	-1.69	-28.08
KEMH	Obstetrics Ward 5	6	6.95	0.95	15.89
KEMH	Obstetrics Ward 3	6	7.01	1.01	16.76
KEMH	Gynaecology Ward 6	6	8.17	2.17	36.15
MDH Inpatient Services	General	4.69	5.80	1.11	23.56

Directorate	Ward	NHppD	YTD	variance	% Variance
Osborne Park Hospital	Ward 4 Rehab	5.75	5.37	-0.38	-6.65
Osborne Park Hospital	Ward 5	5.6	5.40	-0.20	-3.63
Osborne Park Hospital	Maternity	8.97	8.85	-0.12	-1.30
Osborne Park Hospital	Ward 3 Aged Care & Rehab	5	5.00	0.00	0.00
Osborne Park Hospital	Ward 6 Surgical	5.75	6.26	0.51	8.93
Osborne Park Hospital	Birth Suite	8.97	10.74	1.77	19.73
Princess Margaret Hospital	Infants 8A	9	9.99	0.99	11.03
Princess Margaret Hospital	Ward 5B - Burns	10	11.26	1.26	12.63
Princess Margaret Hospital	General Medical 5A	7.5	8.53	1.03	13.78
Princess Margaret Hospital	3B HDU	12	14.00	2.00	16.67
Princess Margaret Hospital	7Teen	7	8.56	1.56	22.31
Princess Margaret Hospital	PICU	31.6	38.76	7.16	22.65
Princess Margaret Hospital	Surgical 5C	7.5	9.99	2.49	33.14
Princess Margaret Hospital	General Medical 9A	7.5	10.00	2.50	33.31
Princess Margaret Hospital	4H	6	21.83	15.83	263.79
Rockingham General Hospital	Older Adult MH (open)	6	4.86	-1.14	-19.03
Rockingham General Hospital	Aged Care Rehab Unit	5.75	5.70	-0.05	-0.90
Rockingham General Hospital	Intensive Care Unit	23.7	23.54	-0.16	-0.68
Rockingham General Hospital	Medical	5.75	5.79	0.04	0.68
Rockingham General Hospital	Multi Stay Surgical Unit	5.75	6.01	0.26	4.45
Rockingham General Hospital	Day Procedure Unit	4	4.59	0.59	14.69
Rockingham General Hospital	Obstetric Unit	10.8	13.84	3.04	28.15
Rockingham General Hospital	Medical Assessment Unit	6	10.04	4.04	67.38
Rockingham General Hospital	Mental Health Adult (open)	6	14.97	8.97	149.56
Rockingham General Hospital	Neonatal Unit	6	24.07	18.07	301.24

Directorate	Ward	NHppD	YTD	variance	% Variance
Royal Perth Hospital	Ward 5H	7.5	6.58	-0.92	-12.27
Royal Perth Hospital	Ward 9C	6.85	6.24	-0.61	-8.94
Royal Perth Hospital	Ward 8A	6	5.56	-0.44	-7.32
Royal Perth Hospital	Ward 5G	6	5.57	-0.43	-7.24
Royal Perth Hospital	Ward 6H	6	5.76	-0.24	-4.06
Royal Perth Hospital	Ward 6G	6	5.82	-0.18	-2.97
Royal Perth Hospital	Ward 7A	6	5.81	-0.19	-3.19
Royal Perth Hospital	Ward 9A & 9B	6	6.18	0.18	2.93
Royal Perth Hospital	Acute Medical Admissions (AMU/ASU)	6.83	7.67	0.84	12.34
Royal Perth Hospital	Ward 2K	6	7.61	1.61	26.85
Royal Perth Hospital	Coronary Care Unit	11.1	15.22	4.12	37.07
Sir Charles Gairdner Hospital	Intensive Care Unit (Medical)	31.6	29.98	-1.62	-5.11
Sir Charles Gairdner Hospital	G51 (surgical)	6.75	6.70	-0.05	-0.80
Sir Charles Gairdner Hospital	Ward G52 (Surgical)	9.51	9.55	0.04	0.38
Sir Charles Gairdner Hospital	Ward G54 (Med Specs)	7.5	7.61	0.11	1.52
Sir Charles Gairdner Hospital	Coronary Care Unit (Med Specs)	14.16	14.52	0.36	2.55
Sir Charles Gairdner Hospital	G61 (surgical)	7.5	7.71	0.21	2.77
Sir Charles Gairdner Hospital	Ward G71 (Med Specs)	6.5	6.70	0.20	3.01
Sir Charles Gairdner Hospital	C17 Gem (medical)	5.75	6.07	0.32	5.52
Sir Charles Gairdner Hospital	Ward G62 (Surgical)	7.5	8.00	0.50	6.63
Sir Charles Gairdner Hospital	Ward G63 (Med Specs)	6	6.40	0.40	6.69
Sir Charles Gairdner Hospital	Ward G53 (Surgical)	6.5	6.95	0.45	6.95
Sir Charles Gairdner Hospital	Ward C 16 (Medical)	6	6.65	0.65	10.89
Sir Charles Gairdner Hospital	Ward G72 (MAU)	7.5	8.42	0.92	12.29
Sir Charles Gairdner Hospital	Ward G64 (Surgical)	7.5	8.76	1.26	16.83

Directorate	Ward	NHppD	YTD	variance	% Variance
Sir Charles Gairdner Hospital	Ward G74 (Medical)	6	7.30	1.30	21.61
Sir Charles Gairdner Hospital	Ward G66 (Surgical)	6.5	7.98	1.48	22.78
Sir Charles Gairdner Hospital	Ward G41 (Med Specs)	6.5	8.12	1.62	24.96
Sir Charles Gairdner Hospital	Ward G45 HDU (Medical)	12	15.54	3.54	29.47
Sir Charles Gairdner Hospital	Ward G73 (Med Specs)	6	8.21	2.21	36.83
Swan District Hospital	Restorative/Stroke Unit	6.15	6.68	0.53	8.64
Swan District Hospital	West Wing (Medical)	6	7.23	1.23	20.54
Swan District Hospital	East Wing (Surgical)	5.75	7.04	1.29	22.42
Swan District Hospital	Paediatric Ward	7.5	12.03	4.53	60.46
Swan District Hospital	Maternity, Nursery & Birthing Suite	6	13.06	7.06	117.60
Swan District Hospital	Swan Valley Centre (Acute/Secure)	6.87	16.19	9.32	135.60

WACHS data by region

Great Southern

Health Site	Ward	Target	YTD	variance	% Variance
Albany Regional Hospital	Ward A Surgical	5.75	6.32	0.57	9.83
Albany Regional Hospital	Ward B Maternity	9.95	11.54	1.59	15.99
Albany Regional Hospital	Ward C Paediatric /Medical /Surgical	5.5	5.56	0.06	1.04
Albany Regional Hospital	Ward E Medical / General	5	5.05	0.05	1.02
Albany Regional Hospital	Ward G Mental Health	6.28	7.77	1.49	23.78
Albany Regional Hospital	High Dependency Unit	12	13.79	1.79	14.91
Albany Regional Hospital	Dialysis Unit	2.18	2.22	0.04	1.91
Plantagenet District Hospital Mt Barker	Lodge	4	0.97	-3.03	-75.85
Katanning District Hospital	Kerry Lodge	4	1.87	-2.13	-53.28
Denmark Hospital	General / Maternity	4.56	4.58	0.02	0.34
Gnowangerup District Hospital	General / Aged Care	4.5	4.54	0.04	1.00
Katanning District Hospital	Combined General & Maternity	4.94	6.94	2.00	40.58
Kojonup District Hospital	General	5	7.44	2.44	48.84
Ravensthorpe District Hospital	General / Aged Care	4.23	7.01	2.78	65.72
Plantagenet District Hospital Mt Barker	General / Maternity	4.68	7.85	3.17	67.82

Goldfields

Health Service	Site/Ward	Target	YTD	variance	% Variance
Esperance Hospital	General / Maternity	4.88	58.60	53.72	1100.79
Kalgoorlie Regional Hospital	Ward B Medical	5.75	6.21	0.46	7.99
Kalgoorlie Regional Hospital	Maternity and Special Care Nursery	10.28	9.35	-0.93	-9.02
Kalgoorlie Regional Hospital	Mental Health	7.71	9.72	2.01	26.02
Kalgoorlie Regional Hospital	Dialysis Unit	2.18	2.63	0.45	20.46
Laverton District Hospital	General / Aged Care	4.47	27.77	23.30	521.26
Leonora District Hospital	General / Aged Care	4.33	7.34	3.01	69.62
Norseman District Hospital	General / Aged Care	4.28	5.43	1.15	26.79

Kimberley

Health Service	Site/Ward	Target	YTD	Variance	% Variance
Broome Regional Hospital	General / Maternity	6.33	7.12	0.79	12.51
Derby Regional Hospital	General/Maternity/Paeds	5.34	4.71	-0.63	-11.73
Fitzroy Crossing District Hospital	General	5.27	3.21	-2.06	-39.05
Halls Creek District Hospital	General	5.24	4.11	-1.13	-21.63
Kununurra District Hospital	General	5.32	4.94	-0.38	-7.17
Wyndham District Hospital	General	4.5	12.40	7.90	175.64

Midwest

Health Service	Site/Ward	Target	YTD	variance	% Variance
Carnarvon Hospital	Combined Acute Wards	5.2	4.85	-0.35	-6.78
Carnarvon Hospital	Permanent Care Unit	4	0.99	-3.01	-75.25
Dongara District Hospital	General / Aged Care	4.5	2.54	-1.96	-43.45
Exmouth District Hospital	General / Aged Care	4.5	5.33	0.83	18.45
Geraldton Regional Hospital	Maternity	8.55	11.02	2.47	28.93
Geraldton Regional Hospital	High Dependency Unit	12	8.49	-3.51	-29.21
Geraldton Regional Hospital	Hospital Ward	5.75	6.30	0.55	9.53
Geraldton Regional Hospital	Dialysis Unit	2.18	2.24	0.06	2.61
Kalbarri District Hospital	General / Aged Care	4.5	103.48	98.98	2199.57
Meekatharra District Hospital	General / Aged Care	4.43	2.98	-1.45	-32.65
Morawa District Hospital	General / Aged Care	4.34	2.27	-2.07	-47.63
Mullewa District Hospital	General / Aged Care	4.5	3.60	-0.90	-19.91
North Midlands (Three Springs) Hospital	General / Aged Care	4.23	3.89	-0.34	-8.12
Northampton District Hospital	General / Aged Care	4.17	3.85	-0.32	-7.75

Pilbara

Health Service	Site/Ward	Target	YTD	variance	% Variance
Newman District Hospital	General	5	12.11	7.11	142.13
Nickol Bay District Hospital	General / Maternity	5.8	6.87	1.07	18.40
Onslow District Hospital	General / Aged Care	4.5	20.61	16.11	358.04
Paraburdoo Hospital	General	4.5	52.18	47.68	1059.47
Port Hedland Regional Hospital	Med/Surg/ HDU (Vickers)	6.37	6.60	0.23	3.58
Port Hedland Regional Hospital	Maternity / SCN	6.43	9.94	3.51	54.56
Port Hedland Regional Hospital	Paediatric	5	13.94	8.94	178.73
Port Hedland Regional Hospital	Dialysis unit	2.18	2.07	-0.11	-5.25
Roebourne District Hospital	General	4.5	22.16	17.66	392.40
Tom Price District Hospital	General / Extended Care	4.5	9.04	4.54	100.84

Southwest

Health Service	Site/Ward	Target	YTD	variance	% Variance
Augusta District Hospital	General / Aged Care	4.39	3.79	-0.60	-13.75
Boyup Brook Hospital Upper Blackwood	General / Aged Care	4.37	5.98	1.61	36.86
Bridgetown District Hospital	General/ Aged Care / Maternity	4.65	5.26	0.61	13.09
Bunbury Regional Hospital	Surgical	5.75	5.73	-0.02	-0.37
Bunbury Regional Hospital	Medical	5.75	5.29	-0.46	-8.04
Bunbury Regional Hospital	Paediatrics	6	6.54	0.54	9.04
Bunbury Regional Hospital	Maternity	8.3	8.02	-0.28	-3.36
Bunbury Regional Hospital	Mental Health	6.16	6.19	0.03	0.47
Bunbury Regional Hospital	High Dependency Unit	12	14.31	2.31	19.27
Bunbury Regional Hospital	PICU (Psychiatric Intensive Care Unit)	12	12.43	0.43	3.58
Busselton District Hospital	General / Maternity	5.26	5.64	0.38	7.15
Collie District Hospital	General / Maternity	4.72	4.52	-0.20	-4.32
Donnybrook District Hospital	General / Aged Care	4.54	4.83	0.29	6.41
Harvey District Hospital	General / Aged Care	4.54	4.65	0.11	2.32
Margaret River District Hospital	General / Maternity	4.72	4.52	-0.20	-4.30
Nannup District Hospital	General / Aged Care	4.01	4.64	0.63	15.59
Pemberton District Hospital	General /Aged Care	4.46	5.30	0.84	18.76
Warren District Hospital	General/Aged Care/Maternity	4.71	6.66	1.95	41.41

Wheatbelt

Health Service	Site/Ward	Target	YTD	variance	% Variance
Beverley District Hospital	General / Aged Care	4.19	30.93	26.74	638.16
Boddington District Hospital	General / Aged Care	4.14	4.20	0.06	1.55
Bruce Rock District Hospital	General / Aged Care	4.13	4.96	0.83	20.11
Corrigin District Hospital	General / Aged Care	4.11	8.97	4.86	118.35
Cunderdin District Hospital	General / Aged Care	4.07	13.48	9.41	231.09
Dalwallinu District Hospital	General / Aged Care	4.13	31.66	27.53	666.67
Dumbleyung District Hospital	General / Aged Care	4.04	4.20	0.16	4.05
Goomalling District Hospital	General / Aged Care	4.1	6.45	2.35	57.34
Kellerberrin District Hospital	General / Aged Care	4.3	10.60	6.30	146.41
Kondinin District Hospital	General / Aged Care	4.19	4.11	-0.08	-1.90
Kununoppin District Hospital	General / Aged Care	4.21	6.50	2.29	54.41
Lake Grace District Hospital	General / Aged Care	4.16	5.68	1.52	36.66
Merredin District Hospital	General	4.23	6.94	2.71	64.16
Merredin District Hospital	Aged Care	4	1.82	-2.18	-54.47
Moora District Hospital	General / Aged Care	4.3	4.63	0.33	7.72
Narembeen District Hospital	General / Aged Care	4.11	8.00	3.89	94.53
Narrogin Regional Hospital	Combined Ward: Gen/ Mat/ Paed/ Surg	5.16	5.36	0.20	3.84
Northam Regional Hospital	General / Maternity	4.73	6.79	2.06	43.46
Pingelly District Hospital	General / Aged Care	4.14	432.42	428.28	10344.85
Quairading District Hospital	General / Aged Care	4.14	6.64	2.50	60.34
Southern Cross District Hospital	General / Aged Care	4.19	136.69	132.50	3162.28
Wagin District Hospital	General/ Aged Care	4.18	4.59	0.41	9.90
Wongan Hills District Hospital	General / Aged Care	4.17	79.49	75.32	1806.15
Wyalkatchem District Hospital	General / Aged Care	4.25	5.54	1.29	30.46
York District Hospital	General / Aged Care	4.18	5.51	1.33	31.79

Variance reports

Hospital: Plantagenet District Hospital Mt Barker	Target NHpPD: 4.0		
Ward: Lodge	Reported NHpPD: 0.97	Variance:-3.03	% Variance -75.85
<p>Clause 7.2.2.2</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>	<p>Non-regulated health care workers support nursing staff.</p>		
<p>Clause 7.2.2.3</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"> ▪ 		
<p>Clause 7.2.2.4</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"> ▪ Review of nursing structure commenced July 15 		

Hospital: Carnarvon Hospital	Target NHpPD: 4.0		
Ward: Permanent Care Unit	Reported NHpPD: 0.99	Variance: .3.01	% Variance -75.21
<p>Clause 7.2.2.2</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"> • Back filling of planned and unplanned long term and short leave including LSL. <p>Mandatory training for registered staff to attend Palliative care updates, backfilling for clinical area required.</p>		
<p>Clause 7.2.2.3</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"> ▪ No further LSL to be taken this year. ▪ Staggering updates for remaining staff 		
<p>Clause 7.2.2.4</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"> ▪ Trained staff to run in service to remaining staff 		

Hospital: Merredin District Hospital	Target NHpPD: 4		
Ward: Aged Care	Reported NHpPD: 1.82	Variance:- 2.18	% Variance -54.47
<p>Clause 7.2.2.2</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>	<p>Merredin Hospital has a current FTE deficit of 8 across residential and acute Assistants in nursing are employed and we have recently recruited to the substantive number for this position.</p> <p>Request made to NurseWest to supply staff but unable to do so.</p>		
<p>Clause 7.2.2.3</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>Recruitment for RN and EN pool open.</p> <p>Recruitment for RN permanent position underway</p>		
<p>Clause 7.2.2.4</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>	<p>Reintroduction of Graduate Program</p> <p>Ongoing planning with Regional Nursing and Midwifery Director and Regional Workforce Co-ordinator on how best to recruit to these vacancies.</p>		

Hospital: Katanning District Hospital	Target NHpPD: 4.0		
Ward: Kerry Lodge	Reported NHpPD: 1.87	Variance: -2.13	% Variance -53.28
<p>Clause 7.2.2.2</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>	<p>Residential Care facility with Non- Regulated Health Care workers (Cert 111 in Aged Care) performing a high percent of the care.</p> <p>Increase in rostered nursing hours while continuing to roster non-regulated workers</p>		
<p>Clause 7.2.2.3</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>Non-regulated worker support employed for every shift</p>		
<p>Clause 7.2.2.4</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"> • Continue to monitor workloads • Investigate options to create Assistant in Nursing (AIN) position to provide increased support for nursing staff 		

Hospital: Morawa District Hospital	Target NHpPD: 4.34		
Ward: General/Aged care	Reported NHpPD: 2.27	Variance:-2.07	% Variance -47.63
<p>Clause 7.2.2.2</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"> • Recruitment of RN staff through 457 processes • Increased PCA shifts to cover aged care component • Use of short term casual staff to fill shifts <p>Casual extra RN / EN to cover increased workload</p>		
<p>Clause 7.2.2.3</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"> ▪ Current RN FTE – 6.5 ▪ Current EN FTE – 2.4 ▪ June 2015 NHpPD 4.15 ▪ Very low NHpPD of 2.27 over Christmas period 2014/15 due to unexpected / unplanned staff leave and inability to recruit urgent short term agency / replacement 		
<p>Clause 7.2.2.4</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"> ▪ Maintain RN recruitment and retention utilising 457 recruitment processes as able ▪ All leave planned and scheduled and relieving staff arranged ▪ Three site support system in urgent situation for short period of shift cover ▪ Casual EN staff available to increase shift coverage 		

Hospital: Dongara District Hospital	Target NHpPD: 4.5		
Ward: General/aged care	Reported NHpPD: 2.54	Variance: -1.96	% Variance -43.45
<p>Clause 7.2.2.2</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"> ▪ RN Recruitment process undertaken ▪ CN Recruitment process undertaken ▪ FTC offered to RN who lives locally but requires upskilling in Triage & Emergency Nursing ▪ Use of Regional Relievers to allow staff to take excess leave <p>Participation in the TRAVEL Program</p>		
<p>Clause 7.2.2.3</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"> ▪ RN recruitment process unsuccessful – only one position of 32 per fortnight achieved ▪ CN recruitment process – successful – 1 x 80hr per fortnight contract achieved ▪ Regional relievers effectively utilised ▪ TRAVEL Program Nurse booked for high activity period over Christmas ▪ FTC Nurse progressing well 		
<p>Clause 7.2.2.4</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"> ▪ Re-advertise RN vacancies ▪ Review of current FTE with the intention to increase Nursing FTE to facilitate an additional 56 hrs per fortnight --- ONGOING ▪ Relieving pressure on staff by having 2 nurses on an early shift (1 x 8hr / 1 x 6hr shift) ▪ Relieving pressure on staff by having 2 nurses on evening shift (1 x 8hr / 1 x 6hr shift) ▪ Current nursing model is 1 x 8hr on morning shift, 1 x 8hr 9-5.30pm , 1 evening shift and 1 on night shift ▪ Revitalization of Community Health Nurse Position to relieve pressure of community nurse visits and to improve service delivery and continuity of care 		

Hospital: Morawa District Hospital	Target NHpPD: 4.34		
Ward: General/Aged care	Reported NHpPD: 2.27	Variance:-2.07	% Variance -47.63
<p>Clause 7.2.2.2</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"> • Recruitment of RN staff through 457 processes • Increased PCA shifts to cover aged care component • Use of short term casual staff to fill shifts <p>Casual extra RN / EN to cover increased workload</p>		
<p>Clause 7.2.2.3</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"> ▪ Current RN FTE – 6.5 ▪ Current EN FTE – 2.4 ▪ June 2015 NHpPD 4.15 ▪ Very low NHpPD of 2.27 over Christmas period 2014/15 due to unexpected / unplanned staff leave and inability to recruit urgent short term agency / replacement 		
<p>Clause 7.2.2.4</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"> ▪ Maintain RN recruitment and retention utilising 457 recruitment processes as able ▪ All leave planned and scheduled and relieving staff arranged ▪ Three site support system in urgent situation for short period of shift cover ▪ Casual EN staff available to increase shift coverage 		

Hospital: Mullewa District Hospital	Target NHpPD: 4.5		
Ward: General/aged care	Reported NHpPD: 3.60	Variance: -0.90	% Variance -19.91
<p>Clause 7.2.2.2</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"> • Recruitment of RN staff through 457 processes • Increased PCA shifts to cover aged care component • Use of short term casual staff to fill shifts 		
<p>Clause 7.2.2.3</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"> ▪ Current RN FTE – 7.8 ▪ Current EN FTE – 0.8 ▪ June 2015 NHpPD 4.23 ▪ Very low NHpPD of 3.6 over September / October 2014 due to unexpected / unplanned staff leave and inability to recruit urgent short term agency / replacement 		
<p>Clause 7.2.2.4</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"> ▪ Maintain RN recruitment and retention utilising 457 recruitment processes as able ▪ All leave planned and scheduled and relieving staff arranged ▪ Three site support system in urgent situation for short period of shift cover ▪ Casual EN staff available to increase shift coverage ▪ Relieving regional staff booked to cover leave relief ▪ Succession planning for Nurse manager relief from senior staff 		

Hospital: Derby Regional Hospital	Target NHpPD: 5.34		
Ward: General/maternity/paeds	Reported NHpPD: 4.71	Variance: -0.63	% Variance -11.73
<p>Clause 7.2.2.2</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>	<ol style="list-style-type: none"> 1. The activity of rostering is completed in a fair and equitable manner which balances patient care requirements, the employee and the organisational needs and requirements. 2. Workload distribution and prioritising of workloads by shift coordinators to minimise the risk of fatigue in each department at Derby Regional Hospital. 3. After hours managers effectively manage overtime practices and ensure adequate recuperation between shifts for all employees. 4. Advertised vacancy for casual pool registered nurses for Derby Regional Hospital to elevate nursing shortfalls secondary to sick leave, personal or emergency leave. 		
<p>Clause 7.2.2.3</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>	<ol style="list-style-type: none"> 1. Direct line managers are expected to adhere to WACHS Nursing Roster Procedure's and Guidelines to assist in ensuring the safety of our patients with an appropriate skill mix on every shift and staffing allocation according to expertise. 2. Direct line managers to supervise shift coordinators and monitor workload distribution within their departments at Derby Regional Hospital 3. ATF process approval. Currently undertaking recruitment and selection processes for casual registered nurses across all departments at Derby Regional Hospital. 		
<p>Clause 7.2.2.4</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>	<ol style="list-style-type: none"> 1. Direct line managers to continue to adhere to current WACHS Policies and WA Health operational directives on fatigue Management / OSH and utilise and implement these strategies for the nursing workforce at Derby Regional Hospital. 2. Recruitment and retention of workforce to stabilize employee job instability and to meet current FTE balances at Derby Regional Hospital. 3. Significant FTE deficits secondary to substantive vacancies across all departments at Derby Regional Hospital, currently in the process of advertising and undertaking recruitment selection processes. 4. New nursing establishment structure to be rolled out across West Kimberley sites to maintain stability in the workforce throughout the region. 		

Hospital: Geraldton Regional Hospital	Target NHpPD: 12		
Ward: High Dependency Unit	Reported NHpPD: 8.49	Variance: - 3.51	% Variance -29.21
<p>Clause 7.2.2.2</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>	<p>Flexible staffing to patient acuity</p> <p>Geographical structure of unit limits total acuity</p>		
<p>Clause 7.2.2.3</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"> ▪ Constant monitoring of the process occurs 		
<p>Clause 7.2.2.4</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"> ▪ At this time the plan is continue to utilise flexible staffing to patient acuity 		

Hospital: Armadale Hospital		Target NHpPD: 7.5	
Ward: Leschen Adult Mental Health		Reported NHpPD: 5.81	Variance: --1.69
		% Variance -22.50	
<p>Clause 7.2.2.2</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>	<p>This is as a direct result of the RoStar not identifying the profession of nursing accurately. Amended as of 18 August 2015.</p> <p>Staffing numbers have not amended from June to July 2015</p>		
<p>Clause 7.2.2.3</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"> ▪ 		
<p>Clause 7.2.2.4</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"> ▪ Monitor reports 		

Hospital: Royal Perth Hospital	Target NHpPD: 7.5		
Ward: 5H	Reported NHpPD: 6.58	Variance: -0.92	-12.27%
<p>Clause 7.2.2.2</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"> ▪ With the reconfiguration of Royal Perth Hospital, changes to the neurosurgical patient services have undergone review and the plan to manage this patient group keeps changing with the commissioning of Fiona Stanley Hospital. This has required a constant adjustment to the planned activity and resulting nurse profiles. ▪ The ward maintained occupancy of 91% to 95% through the year. 		
<p>Clause 7.2.2.3</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"> ▪ Staffing profile was adjusted to meet activity requirements based on patient activity and acuity. On occasions the ward was staffed to a reduced bed capacity due to lack of demand for this specialty beds. ▪ There have been occasional shifts where replacements have been unavailable to deploy. In these instances, Staff Development resource and CNS were used in the ward profile – but due to the data rules, were not recorded in the nursing hours total. 		
<p>Clause 7.2.2.4</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"> ▪ The staffing profile will continue to be monitored to ensure safe levels of staffing. ▪ Ongoing monitoring of staffing skill mix and profile will continue, with every effort to replace nursing shortfall with appropriately skilled staff. ▪ Recruitment for the area is currently in progress. 		

Hospital: Fremantle Hospital	Target NHpPD: 5.75		
Ward: Restorative Unit	Reported NHpPD: 5.17	Variance:-0.58	% Variance -10.16
<p>Clause 7.2.2.2</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"> • This is due we combined V5 and GEM into one single ward in WebPAS from 18th March 2014 but still keeping two separate roster AE04041 (V5) and AE04101 (SCU) • The NHpPD figures in the system is only taking nursing hours from AE04041 (V5) into account, hence it is below benchmark. If we include nursing hours from AE04101 (SCU) into the calculation, then it should reflect the “truth”. 		
<p>Clause 7.2.2.3</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"> ▪ 		
<p>Clause 7.2.2.4</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"> ▪ 		



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