



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

Nursing Hours per Patient Day Annual Report

July 2013 – June 2014

Content

1. Introduction	2
- Abbreviations used in document	3
2. Executive Summary	4
3. Results	
- Metropolitan data	5
- Regional data	12
- Small County Hospital (SCH)	15
4. Emergency Department	
- Metropolitan Emergency Departments	20
- Regional Emergency Department	22
- Small Country Hospitals Emergency Departments	23
5. Current and Future Workload Developments	25
6. Appendices	
- Metropolitan ward NHpPD inpatient data	29
- Regional ward NHpPD inpatient data	37
- Small Country Hospitals inpatient NHpPD data	39
- NHpPD variance reports from health sites	42

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 and midwives. 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 DoH 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 'Registered Nurses, Midwives and Enrolled Mental Health Nurses, Australian Nursing Federation, WA Department of Health Industrial Agreement 2010 at clause 9 and Schedules A and B the WA Health LHMU Enrolled Nurses, Assistants in Nursing, Aboriginal and Ethic Health Workers Industrial Agreement 2011 at Clause 12 and Schedules A and B.

The data provided in the 27th report is for the period 1st July 2013 to the 30 June 2014 (unless otherwise stated). The report represents NHpPD data from the following clinical areas:

- Metropolitan Inpatient Areas
- 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.

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
DoH	Department of Health
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
RoStar	Staff Rostering System
SOSU	State-wide Obstetric Support Unit
SCGH	Sir Charles Gairdner Hospital
SKHS	Swan Kalamunda Health Service
Topas	Patient Management System
YTD	Year to Date
WebPas	Patient Management System
WNHN	Women and Newborn Health Network

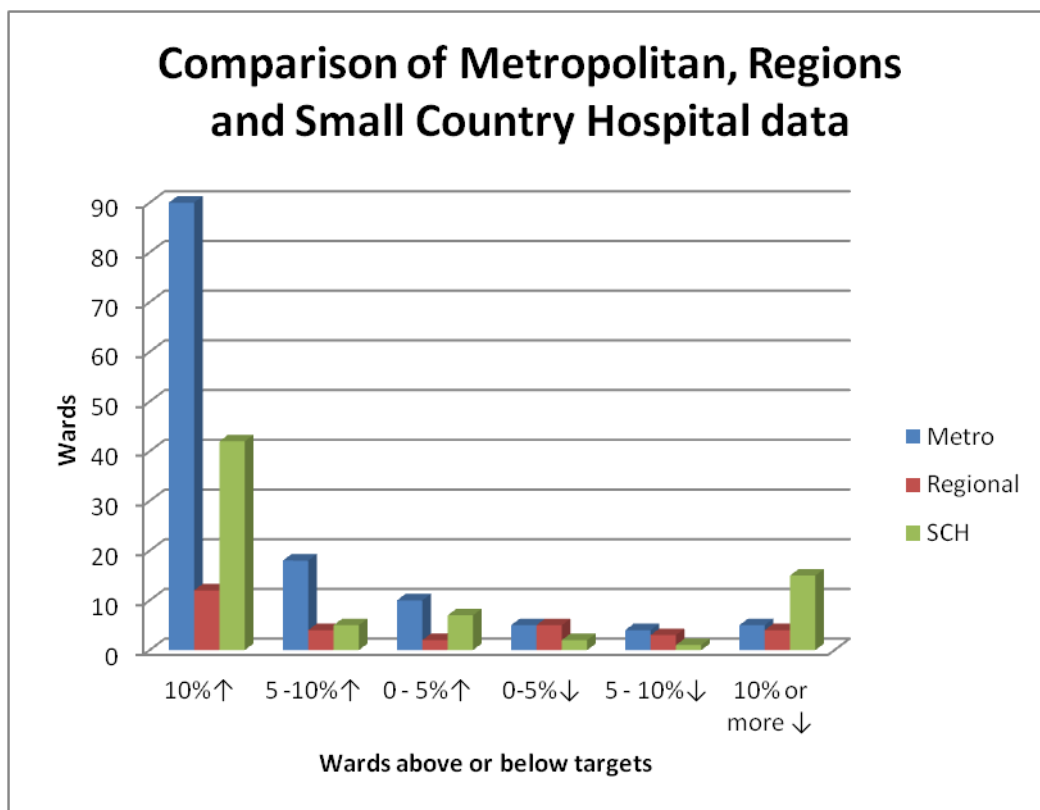
Executive Summary

Eighty six (86) Hospitals and health care facilities with 231 clinical areas across the state of Western Australia (WA) have provided NHpPD data for the period 1 July – 30 June 2014. For this period, data was collected from Topas/ 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 231 reported clinical areas, 210 (90%) were “on or above target NHpPD”

Table 1. Comparison of the NHpPD Data. 2013 - 2014

	Metropolitan	Regional	Small Country Hospitals
Number of Wards	129	30	72
Above 10%	90	12	42
Above 5-10%	18	4	5
Above 0-5%	10	2	7
Below 0-5%	5	5	2
Below 5-10%	4	3	1
Below 10% or more	2	4	15
Above or on target	118	18	54
Below Target	11	12	18
On, Above or Less than 10% Below	127	26	57



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.

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

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Royal Perth Hospital	BMTU	A (7.5)	7.50	7.51	0.01	0.11
Fremantle Hospital and Health Service	Ward B8S	B (6.0)	6.00	6.03	0.03	0.45
Sir Charles Gairdner Hospital	Intensive Care Unit (Medical)	ICU	31.60	31.83	0.23	0.73

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Fremantle Hospital and Health Service	Restorative Unit	C (5.75)	5.75	5.80	0.05	0.89
Fremantle Hospital and Health Service	Kaleeya Amity Ward	C (5.75)	5.75	5.82	0.07	1.28
Royal Perth Hospital	Intensive Care Unit	ICU	31.60	32.23	0.63	2.00
Sir Charles Gairdner Hospital	Ward G61 (Medical)	A (7.5)	7.50	7.71	0.21	2.74
Rockingham General Hospital	Intensive Care Unit	ICU (level 1)	23.70	24.52	0.82	3.48
Royal Perth Hospital	Ward 10 SPC	C (5.75)	5.75	5.96	0.21	3.73
Royal Perth Hospital	Ward 5A	B (6.0)	6.00	6.25	0.25	4.09

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

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Sir Charles Gairdner Hospital	Ward G52 (Surgical)	B+HDU (SCGH G52)	9.51	10.00	0.49	5.14
Princess Margaret Hospital	7Teen	B+(PMH)	7.00	7.37	0.37	5.27
Royal Perth Hospital	Ward 11 SPC	A (7.5)	7.50	7.90	0.40	5.27
Armadale Kelmscott Hospital	Benson Medical	B (6.0)	6.00	6.34	0.34	5.68
Fremantle Hospital and Health Service	Ward B9N	B (6.0)	6.00	6.35	0.35	5.77
Osborne Park Hospital	Ward 4 Aged Care & Rehab	D (5.0)	5.00	5.29	0.29	5.85
Fremantle Hospital and Health Service	Ward B7S	B (6.0)	6.00	6.35	0.35	5.86
Osborne Park Hospital	Ward 3 Aged Care & Rehab	D (5.0)	5.00	5.30	0.30	5.93
Fremantle Hospital and Health Service	Ward 5.1 (MH)	B (6.0)	6.00	6.37	0.37	6.11
Rockingham General Hospital	Medical	C (5.75)	5.75	6.15	0.40	6.94
Fremantle Hospital and Health Service	Ward 4.2 (MH)	B (6.0)	6.00	6.42	0.42	7.02
Royal Perth Hospital	Ward 5B	B (6.0)	6.00	6.46	0.46	7.59
Royal Perth Hospital	Ward 6H	B (6.0)	6.00	6.47	0.47	7.86
Royal Perth Hospital	Ward 3K (GEM Unit)	D (5.0)	5.00	5.42	0.42	8.31

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Fremantle Hospital and Health Service	Ward B7N	B (6.0)	6.00	6.51	0.51	8.52
Fremantle Hospital and Health Service	Ward 4.1 (MH)	A+ (FHHS)	11.20	12.17	0.97	8.62
Fremantle Hospital and Health Service	Ward B9S	B (6.0)	6.00	6.52	0.52	8.70
Princess Margaret Hospital	General Medical 5A	A	7.50	8.20	0.70	9.28

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

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Armadale Kelmscott Hospital	Canning Ward	C (5.75)	5.75	6.33	0.58	10.17
Royal Perth Hospital	Ward 2 SPC	C (5.75)	5.75	6.37	0.62	10.77
Royal Perth Hospital	Ward 1 SPC	B (6.0)	6.00	6.71	0.71	11.82
Princess Margaret Hospital	3B HDU	HDU	12.00	13.46	1.46	12.19
Rockingham General Hospital	Multi Stay Surgical Unit	C (5.75)	5.75	6.47	0.72	12.46
Graylands	Ellis	A (7.5)	7.50	8.44	0.94	12.48
Sir Charles Gairdner Hospital	Ward C 16 (Medical)	B (6.0)	6.00	6.75	0.75	12.52
Sir Charles Gairdner Hospital	Ward G71 (Med Specs)	B+ (6.5)	6.50	7.32	0.82	12.60
Sir Charles Gairdner Hospital	Ward G54 (Med Specs)	A (7.5)	7.50	8.45	0.95	12.69
Sir Charles Gairdner Hospital	Ward G53 (Surgical)	B+ (6.5)	6.50	7.34	0.84	12.99
Sir Charles Gairdner Hospital	C17 Gem (medical)	C (5.75)	5.75	6.55	0.80	13.94
Sir Charles Gairdner Hospital	Ward G66 (Surgical)	B (6.0)	7.50	8.55	1.05	14.05
Swan Kalamunda Health Service	Anderton (Med/Surg/Palliative Care)	D (5.0)	5.00	5.77	0.77	15.33
Royal Perth Hospital	Ward 8A	B (6.0)	6.00	6.92	0.92	15.38
Graylands	Smith	A+ (GSL Smith)	8.66	10.02	1.36	15.75
Armadale Kelmscott Hospital	Carl Streich - Rehab & Aged Care	D (5.0)	5.00	5.80	0.80	16.00
Sir Charles Gairdner Hospital	Ward G73 (Med Specs)	B (6.0)	6.00	6.96	0.96	16.08

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Royal Perth Hospital	Ward 6A	B (6.0)	6.00	7.01	1.01	16.77
Graylands	Montgomery	A+ (GSL Montgomery)	8.66	10.15	1.49	17.22
Sir Charles Gairdner Hospital	Ward G62 (Surgical)	A (7.5)	7.50	8.79	1.29	17.26
Sir Charles Gairdner Hospital	Ward G51 (Surgical)	B+(6.5)	6.00	7.04	1.04	17.41
Royal Perth Hospital	Ward 6G	A (7.5)	7.50	8.83	1.33	17.70
Royal Perth Hospital	Ward 10AB	B (6.0)	6.00	7.09	1.09	18.21
Royal Perth Hospital	Ward 9C	B (6.0)	6.00	7.11	1.11	18.42
Osborne Park Hospital	Maternity	D+Del (Osborne Park)	8.97	10.78	1.81	20.13
Sir Charles Gairdner Hospital	Ward G63 (Med Specs)	B (6.0)	6.00	7.23	1.23	20.55
Princess Margaret Hospital	Infants 8A	B+HDU	9.00	10.91	1.91	21.26
Royal Perth Hospital	Ward 2K	B (6.0)	6.00	7.31	1.31	21.79
Royal Perth Hospital	Ward 9B	B (6.0)	6.00	7.31	1.31	21.88
Royal Perth Hospital	Ward 9A	B (6.0)	6.00	7.32	1.32	22.00
Sir Charles Gairdner Hospital	Gairdner Rehabilitation Unit (Medical)	D (5.0)	5.00	6.10	1.10	22.01
KEMH Inpatient Services	Obstetrics Ward 3	B (6.0)	6.00	7.34	1.34	22.30
Rockingham General Hospital	Older Adult MH (open)	B (6.0)	6.00	7.44	1.44	23.95
KEMH Inpatient Services	Obstetrics Ward 5	B (6.0)	6.00	7.44	1.44	24.02
Graylands	Frankland - Acacia	A	11.81	14.66	2.85	24.12
Sir Charles Gairdner Hospital	Ward G64 (Surgical)	A (7.5)	7.50	9.33	1.83	24.36
Royal Perth Hospital	Ward 8 SPC	C (5.75)	5.75	7.19	1.44	24.96
Armada Kelmscott Hospital	Colyer Surgical	C (5.75)	5.75	7.28	1.53	26.59
Royal Perth Hospital	Ward 5E	B (6.0)	6.00	7.60	1.60	26.68
Sir Charles Gairdner Hospital	Ward G74 (Medical)	B (6.0)	6.00	7.67	1.67	27.85
Sir Charles Gairdner Hospital	Coronary Care Unit (Med Specs)	CCU	14.16	18.17	4.01	28.29

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Fremantle Hospital and Health Service	Kaleeya Endeavour Ward	B (6.0)	6.00	7.72	1.72	28.65
Sir Charles Gairdner Hospital	Ward G41 (Med Specs)	B+ (6.5)	6.50	8.41	1.91	29.34
Princess Margaret Hospital	Surgical 6A	A (7.5)	7.50	9.74	2.24	29.88
Graylands	Dorrington	A+ (GSL Dorrington)	7.50	9.98	2.48	33.01
Fremantle Hospital and Health Service	MAU	B (6.0)	6.00	7.99	1.99	33.11
Royal Perth Hospital	Ward 7A	B (6.0)	6.00	8.03	2.03	33.77
Armadale Kelmscott Hospital	Bickley Maternity Ward	D+Del(Armadale)	7.02	9.39	2.37	33.77
Princess Margaret Hospital	Surgical 5C	A (7.5)	7.50	10.05	2.55	33.98
Bentley Hospital	Adolescent Unit	A+Misc (Bentley - AD)	12.05	16.16	4.11	34.15
Sir Charles Gairdner Hospital	Ward G45 HDU (Medical)	HDU	12.00	16.10	4.10	34.15
Sir Charles Gairdner Hospital	Ward G72 (MAU)	B+ (SCGH G72)	6.80	9.20	2.40	35.33
Princess Margaret Hospital	PICU	ICU	31.60	42.95	11.35	35.91
Royal Perth Hospital	Ward 4A (SSSU)	C (5.75)	5.75	7.91	2.16	37.53
Princess Margaret Hospital	General Medical 9A	A (7.5)	7.50	10.37	2.87	38.25
KEMH Inpatient Services	Gynaecology Ward 6	B (6.0)	6.00	8.30	2.30	38.41
Fremantle Hospital and Health Service	Ward 4.3 (MH)	B (6.0)	6.00	8.31	2.31	38.53
Royal Perth Hospital	Coronary Care Unit	CCU	14.16	19.74	5.58	39.37
Armadale Kelmscott Hospital	Leschen_Adult Mental Health Inpatients	A (7.5)	7.50	10.60	3.10	41.36
Royal Perth Hospital	Ward 9 SPC	B (6.0)	6.00	8.51	2.51	41.91
Osborne Park Hospital	Ward 6 Surgical	C (5.75)	5.75	8.20	2.45	42.66
Swan Kalamunda Health Service	Restorative/Stroke Unit	C/D+(Swan)	6.15	8.78	2.63	42.79

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Graylands	Medical Co morbidity (Selby Red)	A	7.13	10.36	3.23	45.28
Bentley Hospital	Older Adult Mental Health	D (5.0)	5.00	7.34	2.34	46.73
Bentley Hospital	Ward 3 Medical/ Surgical	D (5.0)	5.00	7.36	2.36	47.29
Graylands	Plaistowe	D (GSL Plaistowe)	4.50	6.64	2.14	47.54
Armadale Kelmscott Hospital	Banksia_MHS for Older People Inpatients	B (6.0)	6.00	9.05	3.05	50.86
Swan Kalamunda Health Service	Swan Valley Centre (Acute/Secure)	A+D (Swan Valley Centre)	6.87	10.83	3.96	57.66
Royal Perth Hospital	Ward 4A (SSSU)	C (5.75)	5.75	9.10	3.35	58.28
Swan Kalamunda Health Service	East Wing (Surgical)	C (5.75)	5.75	9.27	3.52	61.25
Princess Margaret Hospital	Ward 5B - Burns	A	7.50	12.15	4.65	61.98
Armadale Kelmscott Hospital	Karri Ward (MH)	B (6.0)	6.00	9.84	3.84	64.03
Graylands	Murchison	E (Murch)	4.74	7.86	3.12	65.86
Rockingham General Hospital	Obstetric Unit	D+Del (Rockingham)	7.61	12.73	5.12	67.28
Graylands	Hutchison	E(Hutch)	4.56	7.80	3.24	71.13
Armadale Kelmscott Hospital	Maude Bellas Maternity	D+Del(Armadale)	7.02	12.60	5.58	79.50
Swan Kalamunda Health Service	West Wing (Medical)	B (6.0)	6.00	10.95	4.95	82.50
Graylands	Selby Lodge	B+ (GSL Selby A)	6.41	12.13	5.72	89.19
Graylands	Yvonne PINCH	A+ (GSL Pinch)	14.72	28.11	13.39	90.96
Fremantle Hospital and Health Service	Ward D4	B (6.0)	6.00	12.47	6.47	107.76
Armadale Kelmscott Hospital	Campbell Paediatrics	B (6.0)	6.00	12.96	6.96	116.03
Rockingham General Hospital	Paediatrics Ward	B (6.0)	6.00	13.25	7.25	120.83

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Fremantle Hospital and Health Service	Nurse Specials Unit	A	9.00	20.42	11.42	126.90
Bentley Hospital	Ward 2 Maternity	D+Del (Bentley)	6.86	15.61	8.75	127.54
Bentley Hospital	Ward 4 Rehab	D (5.0)	5.00	11.90	6.90	137.91
Rockingham General Hospital	Mental Health Adult (open)	B (6.0)	6.00	14.75	8.75	145.82
Armadale Kelmscott Hospital	Leschen HDU	HDU	12.00	30.73	18.73	156.09
Princess Margaret Hospital	4H	B (6.0)	6.00	19.38	13.38	222.95
Swan Kalamunda Health Service	Maternity, Nursery & Birthing Suite	B (6.0)	6.00	20.00	14.00	233.30
Graylands	Plaistowe Forensic	D (GSL Plaistowe)	4.50	17.25	12.75	283.33

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

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Fremantle Hospital and Health Service	Coronary Care Unit	CCU	14.16	13.59	-0.57	-4.06
Royal Perth Hospital	Ward 5H	A (7.5)	7.50	7.21	-0.29	-3.88
Royal Perth Hospital	Acute Admissions Unit (AAU)	C (5.75)	5.75	5.66	-0.09	-1.52
Fremantle Hospital and Health Service	Cardiothoracic Ward	A (7.5)	7.50	7.44	-0.06	-0.82
Royal Perth Hospital	Ward 5G	B (6.0)	6.00	5.98	-0.02	-0.41

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

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
Fremantle Hospital and Health Service	Intensive Care Unit	ICU	31.60	29.39	-2.21	-6.98
Osborne Park Hospital	Ward 5	C (OPH5)	5.60	5.22	-0.38	-6.77
Rockingham General Hospital	Aged Care Rehab Unit	C (5.75)	5.75	5.38	-0.37	-6.39

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

Site/Ward	Site/Ward	Category	Target	YTD	Variance	% Variance
KEMH Inpatient Services	Obstetrics Ward 4	B (6.0)	6.00	4.37	-1.63	-27.15
Royal Perth Hospital	Ward 4F	B (6.0)	6.00	5.39	-0.61	-10.24

*Data from Bentley Hospital wards 6, 7 & 8 have not been reported on due to data inaccuracies, this is currently being investigated. King Edward Memorial Hospital have failed to provide a variance report for Ward 4

Regional Data

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

Albany regional hospital has been unable to provide reliable data due to technical issues related to the move from the old hospital site to the new site. HIN and WACHS are currently investigating the issues causing this problem.

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

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Bunbury Regional Hospital	Surgical	C	5.75	5.78	0.03	0.49
Bunbury Regional Hospital	Paediatrics	B	6	6.05	0.05	0.81

Table 9 Wards that are 5 – 10% above set NHpPD targets

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Albany Regional Hospital	Ward A Surgical	C	5.75	6.06	0.31	5.34

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Geraldton Regional Hospital	Dialysis Unit	Satellite Dialysis	2.18	2.30	0.12	5.50
Geraldton Regional Hospital	Hospital Ward	C	5.75	6.14	0.39	6.71
Broome Regional Hospital	General / Maternity	B+Del (Brm)	6.33	6.95	0.62	9.76

Table 10 Wards that are 10% or more above set NHpPD targets

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Geraldton Regional Hospital	Maternity	D+Del (Geraldton)	8.55	9.75	1.20	14.04
Bunbury Regional Hospital	PICU (Psychiatric Intensive Care Unit)	A+ (PICU Bunbury)	12	14.23	2.23	18.58
Albany Regional Hospital	High Dependency Unit	HDU	12	14.23	2.23	18.62
Albany Regional Hospital	Ward G Mental Health	A&C (Albany)	6.28	7.50	1.22	19.47
Bunbury Regional Hospital	Mental Health	C+ (BMH)	6.16	7.46	1.30	21.07
Kalgoorlie Regional Hospital	Ward C Maternity	D+Del (Kalgoorlie)	8.07	10.20	2.13	26.38
Kalgoorlie Regional Hospital	Mental Health	A,B,C (Kalgoorlie)	7.71	9.98	2.27	29.49
Bunbury Regional Hospital	High Dependency Unit	HDU	12	16.98	4.98	41.51
Kalgoorlie Regional Hospital	Dialysis Unit	Satellite Dialysis	2.18	3.17	0.99	45.61
Kalgoorlie Regional Hospital	Paediatrics	D	5	7.52	2.52	50.47
Port Hedland Regional Hospital	Maternity / SCN	D+Del (Hedland)	6.43	11.77	5.34	83.08
Port Hedland Regional Hospital	Paediatric	D	5	14.37	9.37	187.46

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

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Albany Regional Hospital	Ward B Maternity	D+Deliv (Albany)	9.95	9.57	-0.38	-3.78
Port Hedland Regional Hospital	Dialysis unit	Satellite Dialysis	2.18	2.12	-0.06	-2.62
Port Hedland Regional Hospital	Med/Surg/ HDU (Vickers)	B+(Pibara)	6.37	6.24	-0.13	-2.01
Kalgoorlie Regional Hospital	Ward B Medical	C	5.75	5.70	-0.05	-0.87
Albany Regional Hospital	Ward C Paediatric /Medical /Surgical	C&D (Albany)	5.5	5.47	-0.03	-0.54

Table 12 Wards that are 5 – 10% below set NHpPD targets

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Bunbury Regional Hospital	Maternity	D+Del (Bunbury)	8.3	7.66	-0.64	-7.76
Busselton District Hospital	General / Maternity	D+Del (Busselton)	5.26	4.90	-0.36	-6.81
Bunbury Regional Hospital	Medical	C	5.75	5.37	-0.39	-6.70

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

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Geraldton Regional Hospital	High Dependency Unit	HDU	12	8.75	-3.25	-27.10
Albany Regional Hospital	Ward E Medical / General	D	5	4.03	-0.97	-19.34
Albany Regional Hospital	satellite dialysis		2.18	1.83	-0.35	-16.15
Kalgoorlie Regional Hospital	High Dependency Unit	HDU	12	10.32	-1.68	-14.02

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 SCH that are on or 0 – 5% above set NHpPD targets.

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Wagin District Hospital	General/ Aged Care	E+F (Wagin)	4.18	4.24	0.06	1.44
Augusta District Hospital	General / Aged Care	E+F (Augusta)	4.39	4.49	0.10	2.28
Gnowangerup District Hospital	General / Aged Care	E	4.5	4.65	0.15	3.33
Bruce Rock District Hospital	General / Aged Care	E+F (Bruce Rock)	4.13	4.27	0.14	3.39
Moora District Hospital	General / Aged Care	E+F (Moora)	4.3	4.45	0.15	3.49
Dumbleyung District Hospital	General / Aged Care	E+F (Dumbleyung)	4.04	4.20	0.16	3.96
Collie District Hospital	General / Maternity	E+Del (Collie)	4.72	4.92	0.20	4.24

Table 15 SCH that are on or 5 –10% above set NHpPD targets.

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Northam Hospital	General / Maternity	E+Del (Northam)	4.73	4.97	0.24	5.07
Bridgetown District Hospital	General/ Aged Care / Maternity	E+F+Del (Bridgetown)	4.65	5.07	0.42	9.03

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Boddington District Hospital	General / Aged Care	E+F (Boddington)	4.14	4.54	0.40	9.66
Broome Regional Hospital	General / Maternity	B+Del (Brm)	6.33	6.95	0.62	9.76

Table 16 SCH that are on or 10% or more above set NHpPD targets.

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Kununoppin District Hospital	General / Aged Care	E+F (Kununoppin)	4.21	4.81	0.60	14.25
Wyalkatchem District Hospital	General / Aged Care	E+F (Wyalkatchem)	4.25	4.88	0.63	14.82
Exmouth District Hospital	General / Aged Care	E (Exmouth)	4.5	5.19	0.69	15.38
Nannup District Hospital	General / Aged Care	E+F (Nannup)	4.01	4.64	0.63	15.71
Kondinin District Hospital	General / Aged Care	E+F (Kondinin)	4.19	4.95	0.76	18.14
Boyup Brook Hospital Upper Blackwood	General / Aged Care	E+F (Boyup Brook)	4.37	5.36	0.99	22.76
Nickol Bay District Hospital	General / Maternity	D+Del (Nickol Bay)	5.8	7.13	1.33	22.93
Denmark District Hospital	General / Maternity	E+Del (Denmark)	4.56	5.66	1.10	24.12
Dalwallinu District Hospital	General / Aged Care	E+F (Dalwallinu)	4.13	5.25	1.12	27.12
Plantagenet District Hospital Mt Barker	General / Maternity	E+Del (Plantagenet)	4.68	5.98	1.30	27.78
Northampton District Hospital	General / Aged Care	E+F (Northampton)	4.17	5.58	1.41	33.81
Kojonup District Hospital	General	D	5	6.76	1.76	35.20
Warren District Hospital	General/Aged Care/Maternity	E+Del (Warren)	4.71	6.37	1.66	35.24
Cunderdin District Hospital	General / Aged Care	E+F (Cunderdin)	4.07	5.56	1.49	36.61
Margaret River District Hospital	General / Maternity	E+Del (Margaret River)	4.72	6.52	1.80	38.14
Norseman District Hospital	General / Aged Care	E+F (Norseman)	4.28	5.95	1.67	39.02

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Pemberton District Hospital	General /Aged Care	E+F (Pemberton)	4.46	6.23	1.77	39.69
Merredin District Hospital	General	E+F (Merredin)	4.23	6.01	1.78	42.08
Ravensthorpe District Hospital	General / Aged Care	E+F (Ravensthorpe)	4.23	6.07	1.84	43.50
Katanning District Hospital	Combined General & Maternity	E+Del (Katanning)	4.94	7.22	2.28	46.15
Quairading District Hospital	General / Aged Care	E+F (Quairading)	4.14	6.51	2.37	57.23
Narembeen District Hospital	General / Aged Care	E+F (Narembeen)	4.11	6.59	2.48	60.34
Goomalling District Hospital	General / Aged Care	E+F (Goomaling)	4.1	7.04	2.94	71.71
Lake Grace District Hospital	General / Aged Care	E+F (Lake Grace)	4.16	7.32	3.16	75.96
York District Hospital	General / Aged Care	E+F (York)	4.18	7.38	3.20	76.56
Kellerberrin District Hospital	General / Aged Care	E+F (Kellerberrin)	4.3	8.43	4.13	96.05
Leonora District Hospital	General / Aged Care	E+F (Leonora)	4.33	9.22	4.89	112.93
Newman District Hospital	General	D	5	13.31	8.31	166.20
Tom Price District Hospital	General / Extended Care	E	4.5	12.21	7.71	171.33
Corrigin District Hospital	General / Aged Care	E+F (Corrigin)	4.11	11.54	7.43	180.78
Wyndham	General	E	4.5	13.69	9.19	204.22
Onslow District Hospital	General / Aged Care	E	4.5	18.12	13.62	302.67
Beverley District Hospital	General / Aged Care	E + F (Beverley)	4.19	20.06	15.87	378.76
Southern Cross District Hospital	General / Aged Care	E+F (Southern Cross)	4.19	20.08	15.89	379.24
Laverton District Hospital	General / Aged Care	E+F (Laverton)	4.47	27.62	23.15	517.90
Kalbarri District Hospital	General / Aged Care	E	4.5	34.24	29.74	660.89
Wongan Hills District Hospital	General / Aged Care	E+F (Wongan Hills)	4.17	31.91	27.74	665.23
Roebourne District Hospital	General	E	4.5	37.12	32.62	724.89
Parburdoo Hospital	General	E	4.5	138.14	133.64	2980.89

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Pingelly District Hospital	General / Aged Care	E+F (Pingelly)	4.14	355.33	351.19	8482.85

Table 17 SCH that are 0 – 5% below set NHpPD targets.

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Harvey District Hospital	General / Aged Care	E+F (Harvey)	4.54	4.33	-0.21	-4.63
Narrogin Regional Hospital	Combined Ward: Gen/ Mat/ Paed/ Surg	D+Del(Narrogin)	5.16	5.11	-0.05	-0.97

Table 18 SCH that are 5 –10% below set NHpPD targets.

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Donnybrook District Hospital	General / Aged Care	E+F (Donnybrook)	4.54	4.25	-0.29	-6.39

Table 19 SCH that 10%or more below set NHpPD targets.

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
Plantagenet District Hospital Mt Barker	Lodge	F	4	0.95	-3.05	-76.25
Carnarvon Hospital	Permanent Care Unit	F	4	1.07	-2.93	-73.25
Merredin District Hospital	Aged Care	F	4	1.27	-2.73	-68.25
Katanning District Hospital	Kerry Lodge	F	4	1.49	-2.51	-62.75
Meekatharra District Hospital	General / Aged Care	E+F (Meekatharra)	4.43	2.73	-1.70	-38.39
Fitzroy Crossing District Hospital	General	D (Fitzroy Crossing)	5.27	3.37	-1.90	-36.05
Dongara District Hospital	General / Aged Care	E	4.5	3.17	-1.33	-29.60
Morawa District Hospital	General / Aged Care	E+F (Morawa)	4.34	3.15	-1.19	-27.42

Hospital	Site/Ward	Category	Target	YTD	Variance	% Variance
North Midlands (Three Springs) Hospital	General / Aged Care	E+F (Nth Midlands)	4.23	3.14	-1.09	-25.88
Kununurra District Hospital	General	D+Del(Kununurra)	5.32	4.18	-1.14	-21.43
Halls Creek District Hospital	General	D (Halls Creek)	5.24	4.35	-0.89	-17.03
Carnarvon Hospital	Combined Acute Wards	E+D+Del (Carnarvon)	5.2	4.45	-0.75	-14.42
Derby Regional Hospital	General/Maternity/Paeds	D+Del (Derby)	5.34	4.58	-0.76	-14.23
Mullewa District Hospital	General / Aged Care	E	4.5	3.93	-0.57	-12.66
Esperance District Hospital	General / Maternity	E+Del (Esperance)	4.88	4.37	-0.51	-10.45

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 2013 – 30th December 2013. 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.

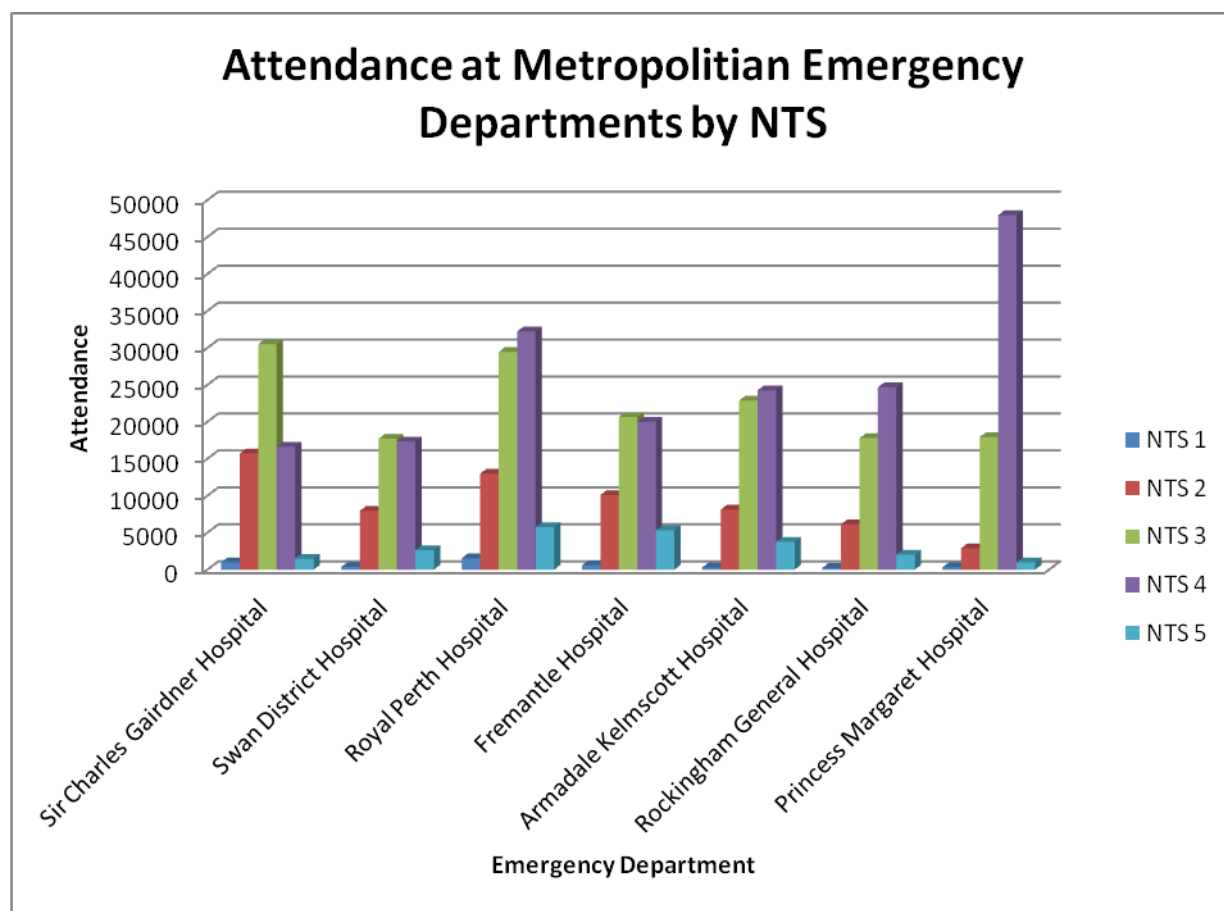


Table 20: Metropolitan Emergency Department Activity

50.0% (n=3) sites reported they were between 0-5% above set NHpPD target

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

16.6% (n=1) 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	<i>Sir Charles Gairdner Hospital</i>	<i>Swan District Hospital</i>	<i>Royal Perth Hospital</i>	<i>Fremantle Hospital</i>	<i>Armadale Kelmscott Hospital</i>	<i>Rockingham General Hospital</i>	<i>Princess Margaret Hospital</i>
NTS 1	1007	386	1555	579	299	251	329
NTS 2	15708	7959	12997	10104	8122	6128	2890
NTS 3	30492	17702	29456	20685	22878	17792	17938
NTS 4	16628	17349	32241	20006	24278	24681	47962
NTS 5	1478	2639	5753	5338	3755	2023	975
total	65313	46035	82002	56712	59332	50875	70094
Average occupancy	12.34	1.36	13.97	12.57	1.62	0.95	2.78
<i>Obs ward NHpPD</i>	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Nsg FTE for Obs ward	13.64	1.50	15.45	13.90	1.79	1.05	3.07
Nsg FTE for ED	68.49	43.49	77.44	55.31	53.42	41.94	48.14
Additional shift coordinator FTE	4.57	4.57	4.57	4.57	4.57	4.57	4.57
Sum FTE for cover	86.70	49.56	97.45	73.78	59.78	47.56	55.78
<i>Leave FTE (based on 22.35% factor)</i>	19.38	11.08	21.78	16.49	13.36	10.63	12.47
Sum FTE required for establishment	106.08	60.63	119.23	90.27	73.15	58.19	68.25
Actual FTE	119.57	66	121	83.17	68.89	60.9	Did not report
Variance FTE %	11.28	4.49	1.77	-7.1	-4.6	2.71	

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 Hospital	Bunbury Hospital	Hedland Health Campus	Geraldton Hospital	Kalgoorlie Hospital	Broome Hospital
Total Triage	2478	38309	21538	26367	19886	21784
OBD	11	966	629	not reported	200	not reported
Total Target hours	33034	58626	27603	39383	25948	25401
Actual NH	32590	56766	29657	33710	34976	30510
Actual FTE	16	29	15	17	18	15
Target FTE	16	30	14	20	13	13
Variance	0	-1	1	-3	5	3

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.

Site	L1	L2	L3	L4	L5	Total
Augusta District Hospital	3	65	239	512	166	985
Beverley District Hospital	5	67	237	231	70	610
Boddington District Hospital	2	146	451	568	310	1477
Boyup Brook Hospital Upper Blackwood	2	36	99	168	250	555
Bridgetown District Hospital	11	152	832	2328	490	3813
Bruce Rock District Hospital	2	22	110	206	73	413
Busselton District Hospital	74	1517	5388	9752	2549	19280
Carnarvon Hospital	37	484	1892	4235	2666	9314
Collie District Hospital	28	312	1481	3158	1231	6210
Corrigin District Hospital	2	33	224	293	134	686
Cunderdin District Hospital	1	22	109	197	212	541
Dalwallinu District Hospital	3	52	206	656	259	1176
Denmark District Hospital	10	232	767	1411	600	3020
Derby Regional Hospital	34	632	2147	5776	2460	11049
Dongara District Hospital	7	163	411	759	114	1454
Donnybrook District Hospital	16	326	510	747	362	1961
Dumblyung Hospital	0	6	57	125	64	252
Esperance District Hospital	38	963	3673	8552	1563	14789
Exmouth District Hospital	2	88	267	880	1472	2709
Fitzroy Crossing District Hospital	15	200	992	1648	1181	4036
Gnowangerup District Hospital	9	119	173	230	198	729
Goomalling District Hospital	6	39	190	606	117	958
Halls Creek District Hospital	8	243	1487	3032	2306	7076
Harvey District Hospital	17	304	1107	832	114	2374
Kalbarri District Hospital	0	48	200	317	169	734
Katanning District Hospital	14	337	1174	1796	1448	4769
Kellerberrin District Hospital	4	40	177	424	268	913
Kojonup District Hospital	4	113	216	241	228	802
Kondinin District Hospital	0	40	177	353	143	713
Kununoppin District Hospital	0	25	104	189	126	444
Kununurra District Hospital	31	457	1967	6240	4556	13251

Site	L1	L2	L3	L4	L5	Total
Lake Grace District Hospital	2	27	162	356	165	712
Laverton District Hospital	1	30	165	472	1266	1934
Leonora District Hospital	1	55	395	1379	1174	3004
Margaret River District Hospital	9	275	1881	3266	359	5790
Meekatharra District Hospital	2	100	305	523	204	1134
Merredin District Hospital	3	165	952	1536	723	3379
Moora District Hospital	15	143	561	1267	351	2337
Morawa District Hospital	0	46	88	79	29	242
Mullewa District Hospital	2	26	75	170	68	341
Nannup District Hospital	2	42	171	428	160	803
Narembeen District Hospital	0	33	132	239	41	445
Narrogin Regional Hospital	25	555	1870	4400	2117	8967
Newman District Hospital	11	454	1802	3510	962	6739
Nickol Bay District Hospital	32	1072	3919	10112	4376	19511
Norseman District Hospital	5	81	256	550	360	1252
North Midlands (Three Springs) Hospital	0	20	76	72	12	180
Northam Hospital	31	1197	3242	6265	1290	12025
Northampton District Hospital	0	21	77	119	12	229
Onslow District Hospital	4	129	396	1281	372	2182
Pemberton District Hospital	3	61	310	576	270	1220
Pingelly District Hospital	4	90	280	333	162	869
Plantagenet District Hospital Mt Barker	8	341	941	1531	513	3334
Quairading District Hospital	6	110	302	451	162	1031
Ravensthorpe District Hospital	1	59	233	413	361	1067
Roebourne District Hospital	9	178	434	870	919	2410
Southern Cross District Hospital	1	51	290	260	124	726
Tom Price District Hospital	7	131	413	1116	249	1916
Wagin District Hospital	7	46	294	529	211	1087
Warren District Hospital	9	182	1263	2884	1999	6337
Wongan Hills District Hospital	3	57	178	429	100	767
Wyalkatchem District Hospital	2	43	187	384	57	673
Wyndham	5	91	510	2060	1875	4541
York District Hospital	8	136	527	600	191	1462
Total Presentations 2013/14	603	13330	49751	104922	47133	215739
Total presentations 2012/13						220752

Current and Future Workload Developments

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

Feed back 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

Graduate Connect (GC) is the centralised recruiting process for graduate nurses and midwives wishing to apply for a position in either a public or participating private hospital in WA. Graduate Connect is now a biannual recruitment process, as it was identified that annual recruitment could disadvantage enrolled nurse applicants who may have not commenced any clinical placements prior to applying for graduate positions.

For 2015 WA Health and participating private hospitals have offered, **676** RN positions, **45** MW positions and **138** EN positions.

WA Health will continue to provide support to public hospitals via the Liberal National Government commitment to provide financial support in the transition of graduate nurses/midwives into the work force.

B. 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 and in December 2013 seventy six participants graduated from the qualification

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 2014 with seventy seven participants enrolled. These nursing/midwifery frontline leaders are from across the state and are from varied and diverse positions. Applications for the 2015 intake will open on 2 June 2014 and so far expressions of interest in the program continue to exceed expectations.

C. Marketing

Due to the tight employment market, support to apply for a formal marketing campaign could not be justified during this reporting period.

Below the line activity continued in order to preserve the ‘Nursing and midwifery...can take you anywhere’ brand and to maintain presence with our target audience – predominately high school students choosing careers.

The additional target group of males has been identified as an area of focus. The NMO has set the target to increase the proportion of males in nursing from 8.8% to 20% by 2020. As such, messages and images used in promotional material are being specifically tailored for this market group.

General promotion otherwise continues, and includes printed and electronic information brochures and postcards, mail outs, direct marketing at expos and career fairs/events, university visits, publicity opportunities, conference presentations and via the Nursing and Midwifery in WA website continues.

A dedicated “Nursing and Midwifery in Western Australia” Facebook page was commenced in October 2012. This provides an additional communication channel to disseminate and receive information with our target audience.

D. Scholarships

The WA DoH recognises the importance of ongoing professional development to maintain and improve care as well as retain 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 the selection criteria. Areas of specialisation for which scholarships have been given are as follows:

Top 10 Areas of Specialisation

Emergency	Intensive Care
Child & Adolescent Health	General
Education	Coronary Care
Mental Health	Critical Care
Neonatal	Oncology
Paediatrics	

The following amounts of money have been allocated for the period of 2014

Postgraduate Clinical Specialisation	249	\$837,018.21
Postgraduate Midwifery	64	\$112,500.00
Master of Nursing (Nurse Practitioner)	31	\$61,847.61
EN-RN / Undergraduate (final year support)	205	\$454,550.00
TOTAL	549	\$1,465,915.82

E. Refresher and Renewal of Registration Programs

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 new refresher pathway is designed to enhance clinical skills and knowledge for Western Australian nurses and midwives, who are currently registered with the Nursing and Midwifery Board of Australia but have not practiced clinically within the last 5 years. This pathway offers more flexible options for refresher nurses or midwives to complete online learning modules and to choose full-time or part-time employment opportunities to undertake the assessment of clinical competencies.

Applications are currently open for the August 2014 Refresher Pathway Connect, and health services have identified they will be able to place 39 participants across the metropolitan and rural areas.

F. Nurse Practitioner (NP)

As of June 2014, 1087 Registered Nurses with Nurse Practitioner endorsement are registered with the Nursing and Midwifery Board of Australia. Of these 177 identified Western Australia as their place of residency.

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

Appendices

Metropolitan Data

Health Service	Ward	Cat	Target	YTD	Variance	% variance
Armadale Kelmscott Hospital	Benson Medical	B (6.0)	6.00	6.34	0.34	5.68
Armadale Kelmscott Hospital	Canning Ward	C (5.75)	5.75	6.33	0.58	10.17
Armadale Kelmscott Hospital	Carl Streich - Rehab & Aged Care	D (5.0)	5.00	5.80	0.80	16.00
Armadale Kelmscott Hospital	Colyer Surgical	C (5.75)	5.75	7.28	1.53	26.59
Armadale Kelmscott Hospital	Bickley Maternity Ward	D+Del(Armadale)	7.02	9.39	2.37	33.77
Armadale Kelmscott Hospital	Leschen_Adult Mental Health Inpatients	A (7.5)	7.50	10.60	3.10	41.36
Armadale Kelmscott Hospital	Banksia_MHS for Older People Inpatients	B (6.0)	6.00	9.05	3.05	50.86
Armadale Kelmscott Hospital	Karri Ward (MH)	B (6.0)	6.00	9.84	3.84	64.03
Armadale Kelmscott Hospital	Maude Bellas Maternity	D+Del(Armadale)	7.02	12.60	5.58	79.50
Armadale Kelmscott Hospital	Campbell Paediatrics	B (6.0)	6.00	12.96	6.96	116.03
Armadale Kelmscott Hospital	Leschen HDU	HDU	12.00	30.73	18.73	156.09
Bentley Hospital	Adolescent Unit	A+Misc (Bentley - AD)	12.05	16.16	4.11	34.15
Bentley Hospital	Older Adult Mental Health	D (5.0)	5.00	7.34	2.34	46.73
Bentley Hospital	Ward 3 Medical/ Surgical	D (5.0)	5.00	7.36	2.36	47.29
Bentley Hospital	Ward 2 Maternity	D+Del (Bentley)	6.86	15.61	8.75	127.54
Bentley Hospital	Ward 4 Rehab	D (5.0)	5.00	11.90	6.90	137.91
Fremantle Hospital and Health Service	Intensive Care Unit	ICU	31.60	29.39	-2.21	-6.98
Fremantle Hospital and Health Service	Coronary Care Unit	CCU	14.16	13.59	-0.57	-4.06

Health Service	Ward	Cat	Target	YTD	Variance	% variance
Fremantle Hospital and Health Service	Cardiothoracic Ward	A (7.5)	7.50	7.44	-0.06	-0.82
Fremantle Hospital and Health Service	Ward B8S	B (6.0)	6.00	6.03	0.03	0.45
Fremantle Hospital and Health Service	Restorative Unit	C (5.75)	5.75	5.80	0.05	0.89
Fremantle Hospital and Health Service	Kaleeya Amity Ward	C (5.75)	5.75	5.82	0.07	1.28
Fremantle Hospital and Health Service	Ward B9N	B (6.0)	6.00	6.35	0.35	5.77
Fremantle Hospital and Health Service	Ward B7S	B (6.0)	6.00	6.35	0.35	5.86
Fremantle Hospital and Health Service	Ward 5.1 (MH)	B (6.0)	6.00	6.37	0.37	6.11
Fremantle Hospital and Health Service	Ward 4.2 (MH)	B (6.0)	6.00	6.42	0.42	7.02
Fremantle Hospital and Health Service	Ward B7N	B (6.0)	6.00	6.51	0.51	8.52
Fremantle Hospital and Health Service	Ward 4.1 (MH)	A+ (FHHS)	11.20	12.17	0.97	8.62
Fremantle Hospital and Health Service	Ward B9S	B (6.0)	6.00	6.52	0.52	8.70
Fremantle Hospital and Health Service	Ward V6	B (6.0)	6.00	6.57	0.57	9.50
Fremantle Hospital and Health Service	Kaleeya Endeavour Ward	B (6.0)	6.00	7.72	1.72	28.65
Fremantle Hospital and Health Service	MAU	B (6.0)	6.00	7.99	1.99	33.11

Health Service	Ward	Cat	Target	YTD	Variance	% variance
Fremantle Hospital and Health Service	Ward 4.3 (MH)	B (6.0)	6.00	8.31	2.31	38.53
Fremantle Hospital and Health Service	Kaleeya Maternity Unit	D+Del (FHHS)	8.35	13.32	4.97	59.56
Fremantle Hospital and Health Service	Ward D4	B (6.0)	6.00	12.47	6.47	107.76
Fremantle Hospital and Health Service	Nurse Specials Unit	A	9.00	20.42	11.42	126.90
Graylands	Osborne Park (older adult MH)	C (5.75)	5.75	0.43	-5.32	-92.46
Graylands	Susan Casson	A+ (Casson)	8.51	3.12	-5.39	-63.28
Graylands	SCGH D20	C (5.75)	5.75	4.46	-1.29	-22.50
Graylands	Ellis	A (7.5)	7.50	8.44	0.94	12.48
Graylands	Smith	A+ (GSL Smith)	8.66	10.02	1.36	15.75
Graylands	Montgomery	A+ (GSL Montgomery)	8.66	10.15	1.49	17.22
Graylands	Frankland - Acacia	A	11.81	14.66	2.85	24.12
Graylands	Dorrington	A+ (GSL Dorrington)	7.50	9.98	2.48	33.01
Graylands	Medical Co morbidity (Selby Red)	A	7.13	10.36	3.23	45.28
Graylands	Plaistowe	D (GSL Plaistowe)	4.50	6.64	2.14	47.54
Graylands	Murchison	E (Murch)	4.74	7.86	3.12	65.86
Graylands	Hutchison	E(Hutch)	4.56	7.80	3.24	71.13
Graylands	Selby Lodge	B+ (GSL Selby A)	6.41	12.13	5.72	89.19
Graylands	Yvonne PINCH	A+ (GSL Pinch)	14.72	28.11	13.39	90.96
Graylands	Plaistowe Forensic	D (GSL Plaistowe)	4.50	17.25	12.75	283.33
KEMH	Obstetrics Ward 3	B (6.0)	6.00	7.34	1.34	22.30

Health Service	Ward	Cat	Target	YTD	Variance	% variance
KEMH	Obstetrics Ward 5	B (6.0)	6.00	7.44	1.44	24.02
KEMH	Gynaecology Ward 6	B (6.0)	6.00	8.30	2.30	38.41
Murray District Hospital	General	E+Del (Murray)	4.69	0.56	-4.13	-88.14
Osborne Park Hospital	Ward 5	C (OPH5)	5.60	5.22	-0.38	-6.77
Osborne Park Hospital	Ward 4 Aged Care & Rehab	D (5.0)	5.00	5.29	0.29	5.85
Osborne Park Hospital	Ward 3 Aged Care & Rehab	D (5.0)	5.00	5.30	0.30	5.93
Osborne Park Hospital	Maternity	D+Del (Osborne Park)	8.97	10.78	1.81	20.13
Osborne Park Hospital	Ward 6 Surgical	C (5.75)	5.75	8.20	2.45	42.66
Princess Margaret Hospital	7Teen	B+(PMH)	7.00	7.37	0.37	5.27
Princess Margaret Hospital	General Medical 5A	A	7.50	8.20	0.70	9.28
Princess Margaret Hospital	3B HDU	HDU	12.00	13.46	1.46	12.19
Princess Margaret Hospital	Infants 8A	B+HDU	9.00	10.91	1.91	21.26
Princess Margaret Hospital	Surgical 6A	A (7.5)	7.50	9.74	2.24	29.88
Princess Margaret Hospital	Surgical 5C	A (7.5)	7.50	10.05	2.55	33.98
Princess Margaret Hospital	PICU	ICU	31.60	42.95	11.35	35.91
Princess Margaret Hospital	General Medical 9A	A (7.5)	7.50	10.37	2.87	38.25
Princess Margaret Hospital	Ward 5B - Burns	A	7.50	12.15	4.65	61.98
Princess Margaret Hospital	4H	B (6.0)	6.00	19.38	13.38	222.95
Rockingham General Hospital	Aged Care Rehab Unit	C (5.75)	5.75	5.38	-0.37	-6.39
Rockingham General Hospital	Intensive Care Unit	ICU (level 1)	23.70	24.52	0.82	3.48

Health Service	Ward	Cat	Target	YTD	Variance	% variance
Rockingham General Hospital	Medical	C (5.75)	5.75	6.15	0.40	6.94
Rockingham General Hospital	Multi Stay Surgical Unit	C (5.75)	5.75	6.47	0.72	12.46
Rockingham General Hospital	Older Adult MH (open)	B (6.0)	6.00	7.44	1.44	23.95
Rockingham General Hospital	Obstetric Unit	D+Del (Rockingham)	7.61	12.73	5.12	67.28
Rockingham General Hospital	Paediatrics Ward	B (6.0)	6.00	13.25	7.25	120.83
Rockingham General Hospital	Mental Health Adult (open)	B (6.0)	6.00	14.75	8.75	145.82
Royal Perth Hospital	Ward 4F	B (6.0)	6.00	5.39	-0.61	-10.24
Royal Perth Hospital	Ward 5H	A (7.5)	7.50	7.21	-0.29	-3.88
Royal Perth Hospital	Acute Admissions Unit (AAU)	C (5.75)	5.75	5.66	-0.09	-1.52
Royal Perth Hospital	Ward 5G	B (6.0)	6.00	5.98	-0.02	-0.41
Royal Perth Hospital	BMTU	A (7.5)	7.50	7.51	0.01	0.11
Royal Perth Hospital	Intensive Care Unit	ICU	31.60	32.23	0.63	2.00
Royal Perth Hospital	Ward 10 SPC	C (5.75)	5.75	5.96	0.21	3.73
Royal Perth Hospital	Ward 5A	B (6.0)	6.00	6.25	0.25	4.09
Royal Perth Hospital	Ward 11 SPC	A (7.5)	7.50	7.90	0.40	5.27
Royal Perth Hospital	Ward 5B	B (6.0)	6.00	6.46	0.46	7.59
Royal Perth Hospital	Ward 6H	B (6.0)	6.00	6.47	0.47	7.86
Royal Perth Hospital	Ward 3K (GEM Unit)	D (5.0)	5.00	5.42	0.42	8.31
Royal Perth Hospital	Ward 2 SPC	C (5.75)	5.75	6.37	0.62	10.77
Royal Perth Hospital	Ward 1 SPC	B (6.0)	6.00	6.71	0.71	11.82
Royal Perth Hospital	Ward 8A	B (6.0)	6.00	6.92	0.92	15.38
Royal Perth Hospital	Ward 6A	B (6.0)	6.00	7.01	1.01	16.77

Health Service	Ward	Cat	Target	YTD	Variance	% variance
Royal Perth Hospital	Ward 6G	A (7.5)	7.50	8.83	1.33	17.70
Royal Perth Hospital	Ward 10AB	B (6.0)	6.00	7.09	1.09	18.21
Royal Perth Hospital	Ward 9C	B (6.0)	6.00	7.11	1.11	18.42
Royal Perth Hospital	Ward 2K	B (6.0)	6.00	7.31	1.31	21.79
Royal Perth Hospital	Ward 9B	B (6.0)	6.00	7.31	1.31	21.88
Royal Perth Hospital	Ward 9A	B (6.0)	6.00	7.32	1.32	22.00
Royal Perth Hospital	Ward 8 SPC	C (5.75)	5.75	7.19	1.44	24.96
Royal Perth Hospital	Ward 5E	B (6.0)	6.00	7.60	1.60	26.68
Royal Perth Hospital	Ward 7A	B (6.0)	6.00	8.03	2.03	33.77
Royal Perth Hospital	Coronary Care Unit	CCU	14.16	19.74	5.58	39.37
Royal Perth Hospital	Ward 9 SPC	B (6.0)	6.00	8.51	2.51	41.91
Royal Perth Hospital	Ward 4A (SSSU)	C (5.75)	5.75	7.91	2.16	37.53
Sir Charles Gairdner Hospital	Intensive Care Unit (Medical)	ICU	31.60	31.83	0.23	0.73
Sir Charles Gairdner Hospital	Ward G61 (Medical)	A (7.5)	7.50	7.71	0.21	2.74
Sir Charles Gairdner Hospital	Ward G52 (Surgical)	B+HDU (SCGH G52)	9.51	10.00	0.49	5.14
Sir Charles Gairdner Hospital	Ward C 16 (Medical)	B (6.0)	6.00	6.75	0.75	12.52
Sir Charles Gairdner Hospital	Ward G71 (Med Specs)	B+ (6.5)	6.50	7.32	0.82	12.60
Sir Charles Gairdner Hospital	Ward G54 (Med Specs)	A (7.5)	7.50	8.45	0.95	12.69
Sir Charles Gairdner Hospital	Ward G53 (Surgical)	B+ (6.5)	6.50	7.34	0.84	12.99
Sir Charles Gairdner Hospital	C17 Gem (medical)	C (5.75)	5.75	6.55	0.80	13.94
Sir Charles Gairdner Hospital	Ward G66 (Surgical)	B (6.0)	7.50	8.55	1.05	14.05

Health Service	Ward	Cat	Target	YTD	Variance	% variance
Sir Charles Gairdner Hospital	Ward G73 (Med Specs)	B (6.0)	6.00	6.96	0.96	16.08
Sir Charles Gairdner Hospital	Ward G62 (Surgical)	A (7.5)	7.50	8.79	1.29	17.26
Sir Charles Gairdner Hospital	Ward G51 (Surgical)	B+(6.5)	6.00	7.04	1.04	17.41
Sir Charles Gairdner Hospital	Ward G63 (Med Specs)	B (6.0)	6.00	7.23	1.23	20.55
Sir Charles Gairdner Hospital	Gairdner Rehabilitation Unit (Medical)	D (5.0)	5.00	6.10	1.10	22.01
Sir Charles Gairdner Hospital	Ward G64 (Surgical)	A (7.5)	7.50	9.33	1.83	24.36
Sir Charles Gairdner Hospital	Ward G74 (Medical)	B (6.0)	6.00	7.67	1.67	27.85
Sir Charles Gairdner Hospital	Coronary Care Unit (Med Specs)	CCU	14.16	18.17	4.01	28.29
Sir Charles Gairdner Hospital	Ward G41 (Med Specs)	B+ (6.5)	6.50	8.41	1.91	29.34
Sir Charles Gairdner Hospital	Ward G45 HDU (Medical)	HDU	12.00	16.10	4.10	34.15
Sir Charles Gairdner Hospital	Ward G72 (MAU)	B+ (SCGH G72)	6.80	9.20	2.40	35.33
Swan Kalamunda Health Service	Anderton (Med/Surg/Palliative Care)	D (5.0)	5.00	5.77	0.77	15.33
Swan Kalamunda Health Service	Restorative/Stroke Unit	C/D+(Swan)	6.15	8.78	2.63	42.79
Swan Kalamunda Health	Swan Valley Centre (Acute/Secure)	A+D (Swan Valley Centre)	6.87	10.83	3.96	57.66
Swan Kalamunda Health Service	East Wing (Surgical)	C (5.75)	5.75	9.27	3.52	61.25
Swan Kalamunda Health Service	West Wing (Medical)	B (6.0)	6.00	10.95	4.95	82.50
Swan Kalamunda Health Service	Maternity, Nursery & Birthing Suite	B (6.0)	6.00	20.00	14.00	233.30

WACHS data by Region

Great Southern

Health Service	Site/Ward	Category	Target	YTD	Variance	% Variance
Albany Regional Hospital	Ward A Surgical	C	5.75	6.06	0.31	5.34
Albany Regional Hospital	Ward B Maternity	D+Deliv (Albany)	9.95	9.57	-0.38	-3.78
Albany Regional Hospital	Ward C Paediatric /Medical /Surgical	C&D (Albany)	5.5	5.47	-0.03	-0.54
Albany Regional Hospital	Ward E Medical / General	D	5	4.03	-0.97	-19.34
Albany Regional Hospital	Ward G Mental Health	A&C (Albany)	6.28	6.88	0.60	9.52
Albany Regional Hospital	High Dependency Unit	HDU	12	14.23	2.23	18.62
Albany Regional Hospital	satellite dialysis		2.18	1.83	-0.35	-16.15
Denmark District Hospital	General / Maternity	E+Del (Denmark)	4.56	5.66	1.10	24.12
Gnowangerup District Hospital	General / Aged Care	E	4.5	4.65	0.15	3.33
Katanning District Hospital	Combined General & Maternity	E+Del (Katanning)	4.94	7.22	2.28	46.15
Katanning District Hospital	Kerry Lodge	F	4	1.49	-2.51	-62.75
Kojonup District Hospital	General	D	5	6.76	1.76	35.20
Plantagenet District Hospital Mt Barker	General / Maternity	E+Del (Plantagenet)	4.68	5.98	1.30	27.78
Plantagenet District Hospital Mt Barker	Lodge	F	4	0.95	-3.05	-76.25
Ravensthorpe District Hospital	General / Aged Care	E+F (Ravensthorpe)	4.23	6.07	1.84	43.50

Goldfields

Health Service	Site/Ward	Category	Target	YTD	Variance	% Variance
Esperance District Hospital	General / Maternity	E+Del (Esperance)	4.88	4.37	-0.51	-10.45
Kalgoorlie Regional Hospital	Ward D Surgical	C	5.75	5.85	0.10	1.82
Kalgoorlie Regional Hospital	Ward B Medical	C	5.75	5.70	-0.05	-0.87
Kalgoorlie Regional Hospital	Paediatrics	D	5	7.52	2.52	50.47
Kalgoorlie Regional Hospital	Ward C Maternity	D+Del (Kalgoorlie)	8.07	10.20	2.13	26.38
Kalgoorlie Regional Hospital	High Dependency Unit	HDU	12	10.32	-1.68	-14.02
Kalgoorlie Regional Hospital	Mental Health	A,B,C (Kalgoorlie)	7.71	9.98	2.27	29.49
Kalgoorlie Regional Hospital	Dialysis Unit	Satellite Dialysis	2.18	3.17	0.99	45.61
Laverton District Hospital	General / Aged Care	E+F (Laverton)	4.47	27.62	23.15	517.90
Leonora District Hospital	General / Aged Care	E+F (Leonora)	4.33	9.22	4.89	112.93
Norseman District Hospital	General / Aged Care	E+F (Norseman)	4.28	5.95	1.67	39.02

Kimberley

Health Service	Site/Ward	Category	Target	YTD	Variance	% Variance
Broome Regional Hospital	General / Maternity	B+Del (Brm)	6.33	6.95	0.62	9.76
Derby Regional Hospital	General/Maternity/Paeds	D+Del (Derby)	5.34	4.58	-0.76	-14.23
Fitzroy Crossing District Hospital	General	D (Fitzroy Crossing)	5.27	3.37	-1.90	-36.05
Halls Creek District Hospital	General	D (Halls Creek)	5.24	3.94	-1.30	-24.79
Kununurra District Hospital	General	D+Del(Kununurra)	5.32	4.18	-1.14	-21.43
Wyndham	General	E	4.5	13.69	9.19	204.22

Midwest

Health Service	Site/Ward	Category	Target	YTD	Variance	% Variance
Carnarvon Hospital	Combined Acute Wards	E+D+Del (Carnarvon)	5.2	4.45	-0.75	-14.42
Carnarvon Hospital	Permanent Care Unit	F	4	1.07	-2.93	-73.25
Dongara District Hospital	General / Aged Care	E	4.5	2.86	-1.64	-36.36
Exmouth District Hospital	General / Aged Care	E (Exmouth)	4.5	5.19	0.69	15.38
Geraldton Regional Hospital	Maternity	D+Del (Geraldton)	8.55	9.75	1.20	14.04
Geraldton Regional Hospital	High Dependency Unit	HDU	12	8.75	-3.25	-27.10
Geraldton Regional Hospital	Hospital Ward	C	5.75	6.14	0.39	6.71
Geraldton Regional Hospital	Dialysis Unit	Satellite Dialysis	2.18	2.30	0.12	5.50
Kalbarri District Hospital	General / Aged Care	E	4.5	34.24	29.74	660.89
Meekatharra District Hospital	General / Aged Care	E+F (Meekatharra)	4.43	2.73	-1.70	-38.39
Morawa District Hospital	General / Aged Care	E+F (Morawa)	4.34	3.15	-1.19	-27.42
Mullewa District Hospital	General / Aged Care	E	4.5	3.44	-1.06	-23.64
North Midlands (Three Springs) Hospital	General / Aged Care	E+F (Nth Midlands)	4.23	3.14	-1.09	-25.88
Northampton District Hospital	General / Aged Care	E+F (Northampton)	4.17	5.58	1.41	33.81

Pilbara

Health Service	Site/Ward	Category	Target	YTD	Variance	% Variance
Newman District Hospital	General	D	5	13.31	8.31	166.20
Nickol Bay District Hospital	General / Maternity	D+Del (Nickol Bay)	5.8	7.13	1.33	22.93
Onslow District Hospital	General / Aged Care	E	4.5	18.12	13.62	302.67
Parburdoo	General	E	4.5	138.64	134.14	2980.89
Port Hedland Regional Hospital	Med/Surg/ HDU (Vickers)	B+(Pilbara)	6.37	6.24	-0.13	-2.01
Port Hedland Regional Hospital	Maternity / SCN	D+Del (Hedland)	6.43	11.77	5.34	83.08
Port Hedland Regional Hospital	Paediatric	D	5	14.37	9.37	187.46
Port Hedland Regional Hospital	Dialysis unit	Satellite Dialysis	2.18	2.12	-0.06	-2.62
Roebourne District Hospital	General	E	4.5	37.12	32.62	724.89
Tom Price District Hospital	General / Extended Care	E	4.5	12.21	7.71	171.33

Southwest

Health Service	Site/Ward	Category	Target	YTD	Variance	% Variance
Augusta District Hospital	General / Aged Care	E+F (Augusta)	4.39	4.49	0.10	2.28
Boyup Brook Hospital Upper Blackwood	General / Aged Care	E+F (Boyup Brook)	4.37	5.36	0.99	22.76
Bridgetown District Hospital	General/ Aged Care / Maternity	E+F+Del (Bridgetown)	4.65	5.07	0.42	9.03
Bunbury Regional Hospital	Surgical	C	5.75	5.78	0.03	0.49
Bunbury Regional Hospital	Medical	C	5.75	5.37	-0.39	-6.70
Bunbury Regional Hospital	Paediatrics	B	6	6.05	0.05	0.81
Bunbury Regional Hospital	Mental health	C+(BMH)	6.16	7.46	1.30	21.07
Bunbury Regional Hospital	Maternity	D+Del (Bunbury)	8.3	7.66	-0.64	-7.76
Bunbury Regional Hospital	High Dependency Unit	HDU	12	16.98	4.98	41.51
Busselton District Hospital	General / Maternity	D+Del (Busselton)	5.26	4.90	-0.36	-6.84
Collie District Hospital	General / Maternity	E+Del (Collie)	4.72	4.92	0.20	4.24
Donnybrook District Hospital	General / Aged Care	E+F (Donnybrook)	4.54	4.25	-0.29	-6.39
Harvey District Hospital	General / Aged Care	E+F (Harvey)	4.54	4.33	-0.21	-4.63
Margaret River District Hospital	General / Maternity	E+Del (Margaret River)	4.72	6.52	1.80	38.14
Nannup District Hospital	General / Aged Care	E+F (Nannup)	4.01	4.64	0.63	15.71
Pemberton District Hospital	General /Aged Care	E+F (Pemberton)	4.46	6.23	1.77	39.69
Warren District Hospital	General/Aged Care/Maternity	E+Del (Warren)	4.71	6.37	1.66	35.24

Wheatbelt

Health Service	Site/Ward	Category	Target	YTD	Variance	% Variance
Beverley District Hospital	General / Aged Care	E+F (Beverley)	4.19	20.06	15.87	378.76
Boddington District Hospital	General / Aged Care	E+F (Boddington)	4.14	4.54	0.40	9.66
Bruce Rock District Hospital	General / Aged Care	E+F (Bruce Rock)	4.13	4.27	0.14	3.39
Corrigin District Hospital	General / Aged Care	E+F (Corrigin)	4.11	11.54	7.43	180.78
Cunderdin District Hospital	General / Aged Care	E+F (Cunderdin)	4.07	5.56	1.49	36.61
Dalwallinu District Hospital	General / Aged Care	E+F (Dalwallinu)	4.13	5.25	1.12	27.12
Dumbleyung District Hospital	General / Aged Care	E+F (Dumbleyung)	4.04	3.83	-0.21	-5.17
Goomalling District Hospital	General / Aged Care	E+F (Goomaling)	4.1	7.04	2.94	71.71
Kellerberrin District Hospital	General / Aged Care	E+F (Kellerberrin)	4.3	8.43	4.13	96.05
Kondinin District Hospital	General / Aged Care	E+F (Kondinin)	4.19	4.95	0.76	18.14
Kununoppin District Hospital	General / Aged Care	E+F (Kununoppin)	4.21	4.81	0.60	14.25
Lake Grace District Hospital	General / Aged Care	E+F (Lake Grace)	4.16	7.32	3.16	75.96
Merredin District Hospital	General	E+F (Merredin)	4.23	6.01	1.78	42.08
Merredin District Hospital	Aged Care	F	4	1.27	-2.73	-68.25
Moora District Hospital	General / Aged Care	E+F (Moora)	4.3	4.45	0.15	3.49
Narembeen District Hospital	General / Aged Care	E+F (Narembeen)	4.11	6.59	2.48	60.34
Narrogin Hospital	Combined Ward: Gen/ Mat/ Paed/ Surg	D+Del(Narrogin)	5.16	5.11	-0.05	-0.97
Northam Hospital	General / Maternity	E+Del (Northam)	4.73	4.97	0.24	5.07
Pingelly District Hospital	General / Aged Care	E+F (Pingelly)	4.14	355.33	351.19	8482.85

Health Service	Site/Ward	Category	Target	YTD	Variance	% Variance
Quairading District Hospital	General / Aged Care	E+F (Quairading)	4.14	6.51	2.37	57.25
Southern Cross District Hospital	General / Aged Care	E+F (Southern Cross)	4.19	20.08	15.89	379.24
Wagin District Hospital	General/ Aged Care	E+F (Wagin)	4.18	4.24	0.06	1.44
Wongan Hills District Hospital	General / Aged Care	E+F (Wongan Hills)	4.17	31.91	27.74	665.23
Wyalkatchem District Hospital	General / Aged Care	E+F (Wyalkatchem)	4.25	4.88	0.63	14.82
Wyndham	General	E	4.5	13.69	9.19	204.22
York District Hospital	General / Aged Care	E+F (York)	4.18	7.38	3.20	76.56

Variance Reports

Hospital: Royal Perth Hospital	Target NHpPD: 6.0		
Ward: Ward 4F	Reported NHpPD: 5.39	Variance: -0.61	-10.24%
<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"> ▪ There have been a number of different Area Managers rotating through the management office resulting in a failure to follow the agreed process to capture rostering data for this area. ▪ This ward area does not have an exclusive roster – rather it requires a manual process to adjust productive hours on a shift by shift basis. This process ensures nursing hours are captured in the ward area that the nurse actually delivers patient care. ▪ This process for manually costing the Nursing staff correctly on a shift by shift basis has not been adhered to with productive hours being reflected in CCU rather than Ward 4F. 		
<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"> ▪ The staffing profile on a shift by shift basis for the ward has not been compromised, rather has not been accurately been reported / reflected in rostering systems. ▪ Process errors highlighted, and systems put in place to ensure accurate data is entered on a daily basis. ▪ Rostering data for August has been rechecked for accuracy. 		
<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 access and utilise the NHpPD tool to retrospectively monitor data entry to maintain quality. ▪ Ensure existing processes are adhered to and continue to monitor for data accuracy. 		

Hospital: Albany Regional Hospital	Target NHpPD: 5		
Ward: Ward E medical/general	Reported NHpPD: 4.03	Variance: -0.97	-19.34%
<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"> • Average NHpPD is 4.45 • Nurses are supported by non-regulated workers on morning shifts, when the workload is heaviest in this Sub-Acute ward 		
<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"> • Clinical Nurse Manager monitors patient loads and degree of dependence and acuity and calls in extra nurses or non-regulated workers as required. 		
<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"> • Plans to assess viability of rostering a non-regulated worker as part of baseline roster. 		

Hospital: Albany Regional Hospital	Target NHpPD: 2.18		
Ward: Dialysis Unit	Reported NHpPD: 1.83	Variance: -0.13	-16.5%
<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"> Actual Hours directly related to on Chair Occupancy. 		
<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"> Assistance given as required by Clinical Nurse from rostered Management hours. 		
<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 data and workload. 		

Hospital: Plantagenet District Hospital	Target NHpPD: 4.0		
Ward: Lodge	Reported NHpPD: 0.95	Variance: -3.05	-76.31. %
<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"> Residential Care facility with Non-Regulated workers performing a high percent of the care. 		
<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"> Non-Regulated Worker employed for every shift. Plantagenet Hospital NHpPD >10% above Target 		
<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 Classification of Plantagenet Hospital in progress to combine General and Aged Care. 		

Hospital: Katanning District Hospital	Target NHpPD: 4		
Ward: Kerry Lodge	Reported NHpPD: 1.49	Variance: -2.51	-62.69%
<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"> Residential Care facility with Non- Regulated workers performing a high percent of the care. Increase in rostered nursing hours while continuing to roster non-regulated workers 		
<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"> Non-regulated worker support employed for every shift 		
<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 		

Hospital: Kalgoorlie Regional Hospital	Target NHpPD: 12		
Ward: HDU	Reported NHpPD: 10.32	Variance: -1.68	-14.02%
<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"> • Unit is staffed 2/2/2 roster. • The staff levels are increased if indicated by patient acuity and numbers • Patients admitted do not always meet HDU criteria • Unit closed and staff redeployed to other areas • Relocation of HDU to the new building next to Emergency Department 		
<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"> • Nurses are rostered in both HDU and Emergency to ensure best staff mixes. This is more achievable now that they are located next to each other 		
<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"> • None 		

Hospital: Esperance District Hospital	Target NHpPD: 4.88		
Ward: General/maternity	Reported NHpPD: 4.37	Variance: -0.51	-10.47%
<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>	<ul style="list-style-type: none"> • Unit is staffed 6/5/4 roster. • The staff levels are increased if indicated by patient acuity and numbers • If required, an extra PCA is employed in the morning to assist with ADL for Nursing Home Type and Care Awaiting Placement patients. (Currently have 4 Nursing Home Type Patients). • Reviewing flow of Same Day Surgical patients. 		
<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"> • Utilising casual nursing staff when acquired. • Active discharge planning to arrangement placement for Care Awaiting Placement 		
<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"> • Organisational wide review of models of service delivery and associated staffing being undertaken to support the hospital redevelopment 		

Hospital: Geraldton Regional Hospital	Target NHpPD: 12		
Ward: HDU	Reported NHpPD: 8.75	Variance: -3.25	-27.10%
<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"> • Acuity levels of patients to go to the HDU are assessed prior to placement in the HDU, if further staffing is required then staffing is increased from base load staffing. • Data for HDU bed days questionable given the current recording method • Staffing skill mix goals are established and capacity building has been attended. 		
<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"> • NHpPD data indicates NHpPD is relatively constant and over time the level of staffing versus the level of acuity appears to address clinical risk for this area and the type of patients. 		
<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"> • If the HDU area or the medical model change and produce a different level of acuity the staffing will be reviewed again. 		

Hospital: Meekatharra District Hospital	Target NHpPD: 4.43		
Ward: General/aged care	Reported NHpPD: 2.73	Variance: -1.70	-38.39%
<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 process undertaken to employ RN's and CN's, • FTC nurses to backfill during recruitment, also agency staff utilised • NM position advertised – closing 4.00 pm 01/09/2014 		
<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"> • Two RN's recruited – awaiting 457 Visa, one of these RN's is currently working with WACHS Midwest as a casual RN. • Two CN's recruited, unfortunately one had emergency surgery and not available as yet. 		
<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"> • Continuous recruitment, Program nurses such as Ocean to Outback, Country to Coast, etc. • A difficult site to recruit to due to isolation, remoteness and lack of incentive, e.g. minimal district allowance for the region / area. • Annual bonus system was effective in the Kimberley Region 		

Hospital: Dongara District Hospital	Target NHpPD: 4.5		
Ward: General/aged care	Reported NHpPD: 3.17	Variance: -1.33	-29.60%
<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"> • High frequency activity periods (For example: Easter weekend) – increased nursing model to 2:2:1 • Recruited more casual support services staff to release enrolled nurses to work in ED and reduce the workload in Blake House • Recruitment of permanent registered and clinical nurses to provide more stability, clinical support and relieve workloads 		
<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"> • The 2:2:1 ratio during high activity periods – reduced service pressure, staff workloads and improved staff morale • Increasing support services staff casual pool – has reduced the pressure on permanent staff to work over their contracted hours & provided more flexibility in use of EN's in the ED • New permanent nurses have taken on more portfolio's & reduced workload on existing 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"> • Emergency Department Nursing Model: Increase to 2:2:1 ratio • Re-establishment of Community/Palliative Nurse Position • Increase FTE to attract further nursing staff, including additional clinical nurse positions • Increase FTE for aged care nursing due to high client resident needs (No longer – low care residents) 		

Hospital: Morawa District Hospital	Target NHpPD: 4.34		
Ward: General/aged care	Reported NHpPD: 3.15	Variance: -1.19	-27.47%
<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>	<ul style="list-style-type: none"> • Set roster pattern 2:2:2 • Ongoing recruitment through HDWA pools, employment agencies and internationally • Staffing model utilises patient care assistants to assist nursing staff with routine and residential patient care 		
<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"> • Successful recruitment to vacancies • Recruitment of overseas nurses via working Visas 		
<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 small hospital NHpPD formula to include the complexities of small sites • Reviewing the model of care • Increasing the RN coverage to build critical mass • Continued review of activity through the Emergency Department to monitor workload against acuity 		

Hospital: North Midlands (Three Springs) Hospital	Target NHpPD: 4.23		
Ward: General/aged care	Reported NHpPD: 3.14	Variance: -1.09	-25.88%
<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"> • Set roster pattern 2:2:2 • Ongoing recruitment through HDWA pools, employment agencies and internationally • Staffing model utilises patient care assistants to assist nursing staff with routine and residential patient care 		
<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"> • Successful recruitment to vacancies • Recruitment of overseas nurses via working Visas 		
<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 small hospital NHpPD formula to include the complexities of small sites • Reviewing the model of care • Increasing the RN coverage to build critical mass • Continued review of activity through the Emergency Department to monitor workload against acuity 		

Hospital: Carnarvon Hospital	Target NHpPD: 5.2		
Ward: Combined acute ward	Reported NHpPD: 4.45	Variance: -0.75	-14.45%
<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"> • Staffing models utilise PCA's and AIN's to support care in the residential care environment in the Aged Care service site. • Midwifery care supported by on call staff that respond to variable workload demands. • After hours nurse manager assists in patient care dependent on workload • CNM picks up clinical load during periods of sick leave and during periods of unfilled vacancies. • Active recruitment 		
<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"> • Adequate recruitment to reflect appropriate skill mix and quality of care. • Flexible staffing and orientation to ensure staff can work multi-modality • Ongoing recruitment and agency nurse utilisation. • Actively participating in the WACHS travelling nurse programs 		
<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 staff skill mix to ensure recruitment needs matches clinical needs. • Review of staffing models. • Ongoing recruitment • Education on going to cover a variety of CET and skill requirements • Model of care re design of facility as transition from hospital acute care service to MPS model. • Midwest planning for service provision 		

Hospital: Mullewa District Hospital	Target NHpPD: 4.5		
Ward: General/aged care	Reported NHpPD: 3.93	Variance: -0.57	-12.66%
<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"> • Set roster pattern 2:2:2 • Ongoing recruitment through HDWA pools, employment agencies and internationally • Staffing model utilises patient care assistants to assist nursing staff with routine and residential patient care 		
<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"> • Successful recruitment to vacancies • Recruitment of overseas nurses via working Visas 		
<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 small hospital NHpPD formula to include the complexities of small sites • Reviewing the model of care • Increasing the RN coverage to build critical mass • Continued review of activity through the Emergency Department to monitor workload against acuity 		

Hospital: Merredin District Hospital	Target NHpPD: 4.0		
Ward: Aged Care	Reported NHpPD: 1.27	Variance: -2.73	-68.18%
<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"> • Establishment & FTE review is in progress to ensure safe minimum staffing levels • FTE review will propose additional FTE for ED to ensure the department is staffed 24/7 • An ED Nurse Practitioner has been employed (SIHI funded) • Demand management strategies are in place for times of increased acuity to provide additional FTE over an agreed period time • Determined effort to recruit to vacant positions. • Utilisation of casual and agency staff to cover leave relief • Review of rostering practices in progress to ensure safe rostering as per award conditions 		
<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"> • In Progress • In progress • Completed • Completed and Ongoing • Completed – finalisation of final vacancies in progress • Ongoing • In progress – guidelines document is in draft – industrial process required 		
<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"> • Establishment & FTE review is in progress to ensure safe minimum staffing levels • FTE review will propose additional FTE for ED to ensure the department is staffed 24/7 • An ED Nurse Practitioner has been employed (SIHI funded) • Additional RN FTE has been allocated to the RAC high care facility 		

Hospital: Carnarvon Hospital	Target NHpPD: 4		
Ward: Permanent Care Unit	Reported NHpPD: 1.07	Variance: -2.93	-73.14%
<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"> • Ongoing recruitment • Staffing model utilises patient care assistants to assist nursing staff with routine and residential patient care 		
<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"> • Successful recruitment to vacancies • Recruitment of overseas nurses via working Visas 		
<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 small hospital NHpPD formula to include the complexities of small sites • Reviewing the model of care • Increasing the RN coverage to build critical mass 		

Hospital: Halls Creek District Hospital	Target NHpPD: 5.24		
Ward: General	Reported NHpPD: 4.35	Variance: -0.89	-17.03%
<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"> -Formalising the establishment of the Clinical Nurse Manager Role. Currently funding is until June 2015.This will provide consistent clinical leadership. 		
<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"> Recruitment drive underway to fill vacant permanent roles. In the interim use of fixed term agency staff for a minimum of 3 months at a time .This allows better continuity of care for patients. Strong orientation for new 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"> Looking at ways to streamline recruitment processes Plan to establish a staff-pool for Halls Creek 		

Hospital: Kununurra District Hospital	Target NHpPD: 5.32		
Ward: General	Reported NHpPD: 4.18	Variance: -1.14	-21.36%
<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"> • Work load has been relieved by increasing the CNM support for the general ward to assist in workload planning and organisation • Increased number of Clinical nurses has improved the skill ratio and leadership • Use of casual nurses during peak periods of activity 		
<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"> • In smaller hospitals the work load can vary dramatically from day to day and a minimum safe staffing is provided • Variance has decreased from other periods 		
<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"> • Awaiting the outcome of the research into the NHPPD • Looking at improved recruitment processes to avoid delays in recruitment • Greater use of recruitment agencies when other recruitment processes fail <p>Business case to increase staffing levels</p>		

Hospital: Fitzroy Crossing Hospital	Target NHpPD: 5.27		
Ward: General	Reported NHpPD: 337	Variance: -1.90	-36.04%
<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"> Aug 13 a meeting was held with the Nursing Staff to review and update the nursing roster. This meeting was led by the Operations Manager. Activity levels were analysed and changes were made to shift starting and finishing times accordingly. At the same time it was agreed to put in an extra shift, from Monday to Friday, from 0930 to 6 pm to cover admissions and discharges, and to ensure staff were able to take meal breaks. 		
<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"> The new shift times have commenced from Aug 25. Staff are being sought from Nurse West ASAP, so that the additional day shift can be commenced. 		
<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"> Once the new day shift is implemented an updated review of nursing hours will be undertaken. 		

Hospital: Derby Regional Hospital	Target NHpPD: 5.34		
Ward: General/maternity/paeds	Reported NHpPD: 4.58	Variance: -0.76	-14.28%
<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>	<ul style="list-style-type: none"> • CEC submission (2014) to rectify the Midwifery FTE error that has been a barrier to advertising and appointing permanent registered midwives. • Contacting midwives that have worked here in the past to see if they will return for short term contracts. • Shortfalls lodged with Nursewest to fill positions temporarily for both Registered Nurses and registered Midwives. • Advertised and recruited suitable applicants to the position of Registered Nurse within the department. • Contacted recruitment agencies to seek long term appointments. • Escalated workload issues to Operations Manager, Regional Nurse Director and hospital executive. • Call in Managers to backfill when activity peaks beyond normal level. • Re-organise shift start times to manage service activity and staff availability. • Recruitment and advertising is ongoing – requires approval and support through the ATF process. • Move staff from Quality, Staff Development and Infection Control to backfill staff on the ward areas - temporarily. • Move staff internally to departments where activity is high provided they have the right skills. • Increased casual pool of staff to fill shortfalls where possible. 		
<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"> • Awaiting response through CEC process to rectify the FTE error for registered midwives. • Some progress attracting midwives that have been working here previously – some completing short term contracts through Nursewest. • Recruitment of Registered Nurses and Clinical Nurses is ongoing. • Casual pool of staff has increased availability of Registered Nurses. • Recruitment agencies have not been very successful as some of the shortfalls are not for extended periods of time. • Escalation of workload issues to the Operations Manager, Regional Nurse Director and 		

	<p>the hospital executive has seen support from various sites and nurses coming to Derby short term.</p> <ul style="list-style-type: none"> • Managers have been called in to support staff when the hospital is experiencing peak activity. • Quality coordinators, Staff Development and Infection Control have been able to assist as required for peak activity however this is only a short term measure. • Staff start times were changed to address peak activity, and reverted to usual start times when this activity has returned to normal.
<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"> • To implement the outcome of the CEC process (when completed) so we are able to adequately recruit Registered Midwives. • To recruit to the vacancies of the Registered Nurse and Clinical Nurse positions through the ATF process. • Continue to monitor the situation on a daily basis and staff for predictable high activity – eg Theatre days. • To address issues as they arise and continue to escalate to Operations Manager, Regional Nurse Director and hospital executive when peak activity can't be met by current staff levels, and ask for assistance as required. • Manage holiday leave within government policy so excess leave does not impact on service provision. • To build resilience and flexibility within the service by encouraging skill development within the service so staff are able to move from department to department as provide assistance and relief in times of peak activity. • To continue to move staff from areas of non-patient care to patient care on a needs basis to provide support to nurses who have increased workload.

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