



TERMS OF REFERENCE

REVIEW OF NURSING HOURS PER PATIENT DAY WORKLOAD MANAGEMENT MODEL

Prelude

The Department of Health (**Department**) has engaged Professor Phillip Della AM to undertake an independent review of Nursing Hours per Patient Day (**NHPPD**) in use by the WA health system.

Purpose

1. Pursuant to the:
 - a) commitment made by the Minister for Health to the Australian Nursing Federation, Industrial Union of Workers Perth (**ANF**) on 17 December 2020 and 15 January 2021; and
 - b) recommendations made in the Western Australian Nursing and Midwifery Workload Models Project Final Report;

Professor Della will undertake a review of the nursing workload model in use by the WA health system.

Scope

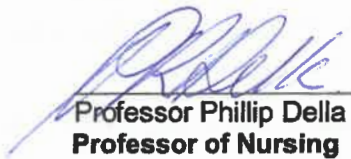
2. The Review will:
 - a) Consider conversion of the current NHPPD classifications to a transparent minimum number of nurses/midwives when patient acuity and/or complexity remain unchanged.
 - b) Identify how the current NHPPD model can be contemporised to reflect the WA health system's current operations including how workload management can influence safe, high quality and sustainable patient outcomes.
 - c) Consider how the NHPPD governance process can be updated to enable transparent reporting, monitoring and reclassification processes.
 - d) Consider the most appropriate composite of nurses and/or midwives, which take into consideration the expertise, education and skill mix of the workforce.
 - e) Consider the unique needs of WA Country Health Service, to best support the provision of safe, high quality and sustainable health care within rural and remote services.
 - f) Consider what workload methodology best supports the delivery of contemporary and evidence based maternity services.
3. In conducting the Review, the independent reviewer will consult with stakeholders including, but not limited, to the ANF, United Workers Union (WA), and the Department, including the Chief Nursing and Midwifery Office, and Health Service Providers.



Outcomes

4. The independent reviewer will provide a report to the Department with recommendations addressing the findings made in relation to the matters listed at paragraphs two. This will consist of:
- a) An interim report within six months of appointment to inform the progression of recommendations from the Western Australian Nursing and Midwifery Workload Models Project Final Report.
 - b) A final report within twelve months of appointment.

Endorsed by:


Professor Phillip Della AM
Professor of Nursing

Date: 11/11/2021

Endorsed by:


Dr Robina Redknapp
Chief Nursing and Midwifery Officer

Date: 10/11/2021

Endorsed by:


Mark Olson
State Secretary ANF

Date: 10/11/21