



anf policy

australian nursing federation

costing and staffing of nursing and midwifery services

It is the policy of the Australian Nursing Federation that:

1. There are validated relationships between nursing and midwifery staffing levels and skills mix and the adequacy, safety and quality of patient care.
2. There is a causal link between appropriate staffing levels and skills mix and quality health outcomes for patients and the occupational health and safety of nurses and midwives.¹
3. Excessive staff turnover and absenteeism, which may occur with inappropriate staffing levels and skills mix, can adversely effect staff morale and contribute to financial inefficiencies.
4. The staffing methodologies used by health and aged care facilities must provide a reliable mechanism to determine the relationship between factors such as inadequate or inappropriate staffing and/or increased workload and staff turnover, absenteeism and attrition, and their detrimental effects on patient care outcomes.
5. Nurses and midwives must have decision-making power in relation to the development, implementation and evaluation of systems designed to determine the staffing and skills mix of nursing and midwifery services.
6. Nurses and midwives should be involved in the establishment of any nursing and midwifery service delivery costs, in order to ensure accurate, reliable, valid and timely methodology design, data input and interpretation.
7. Staffing methodologies used to determine nursing and midwifery staffing levels and skills mix and data pertinent to budget planning, control and justification must be easily available to the nursing and midwifery staff using those systems.
8. The system of accounting for nursing and midwifery care costs, to either individuals or groups, should accurately reflect nursing and midwifery costs and should be separated from costs generated by other departments and services. Nursing and midwifery involvement in work unrelated to nursing and midwifery care should be costed separately.
9. Any staffing methodology used to determine nurse and midwife staffing levels and skills mix must enable the provision of nursing and midwifery care in accordance with the professional practice framework of the Nursing and Midwifery Board of Australia.

endorsed september 1990

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references

1. Aiken LH (2002) Hospital nurse staffing and patient mortality, nurse burnout and job dissatisfaction *Journal of the American Medical Association* October 23-30 Vol.288 No.16 pp.1987-1993; Needleman J (2002) Nurse staffing levels and the quality of care in hospitals *New England Journal of Medicine* Vol.346 No.22 pp.1715-1722.