

Calculation tool

Minimum nurse workforce requirements in public Residential Aged Care Facilities

Table of minimum nurse workforce requirements

The below table outlines the minimum requirements over a 24-hour period for a prescribed public RACF to meet:

- *the minimum nurse and support worker skill mix ratios* – where registered nurses and enrolled nurses must comprise a minimum 50 per cent of the nurse¹ workforce, with a minimum of 30 per cent required to be registered nurses; and
- *the minimum average Daily Resident Care Hours (DRCH)* – where the total hours provided in a 24-hour period must meet a minimum average of 3.65 hours per resident..

The table provides the hours required based on the numbers of residents in intervals of one from 8 residents to 20 residents, and then in intervals of 10 from 20 residents to 120 residents.

Number of Residents	Hours required per 24-hours			
	To meet minimum average DRCH	To meet minimum nurse and support worker skill mix ratios		
	Hours within a 24-hour period	Minimum Registered Nurse hours	Minimum Enrolled Nurse hours	Maximum Support Worker hours
8	29.2	8.8	5.8	14.6
9	32.9	9.9	6.6	16.4
10	36.5	11.0	7.3	18.3
11	40.2	12.0	8.0	20.1
12	43.8	13.1	8.8	21.9
13	47.5	14.2	9.5	23.7
14	51.1	15.3	10.2	25.6
15	54.8	16.4	11.0	27.4
16	58.4	17.5	11.7	29.2
17	62.1	18.6	12.4	31.0
18	65.7	19.7	13.1	32.9
19	69.4	20.8	13.9	34.7
20	73.0	21.9	14.6	36.5
30	109.5	32.9	21.9	54.8
40	146.0	43.8	29.2	73.0
50	182.5	54.8	36.5	91.3
60	219.0	65.7	43.8	109.5
70	255.5	76.7	51.1	127.8
80	292.0	87.6	58.4	146.0
90	328.5	98.6	65.7	164.3
100	365.0	109.5	73.0	182.5
110	401.5	120.5	80.3	200.8
120	438.0	131.5	87.6	219.1

¹ Under section 138G of the Act, a nurse means a registered nurse or an enrolled nurse. Under the same section, a registered nurse means a person registered under the Health Practitioner Regulation National Law—
 (a) to practise in the nursing profession, other than as a student; and
 (b) in the registered nurses division of that profession.

Using the table to calculate your requirements

To determine the minimum baseline staffing required for compliance with the legislation, first determine the total number of residents. This can be measured at either the facility or unit/ward level, depending on the BPF Service Profile.

Once the number of residents is known, the minimum nurse workforce requirements per 24-hour period can be calculated from the table using the following steps:

1. Identify the number of residents
2. Check whether this number is listed in the table
3. Apply the minimum requirements
 - a. If the number is listed in the table, the calculations for average DRCH and nurse and support worker skill mix ratios are the minimum requirements to be applied.
 - b. If the number is not listed in the table, the minimum requirements must be calculated based on the following examples.

Calculation examples

Example 1: Number of residents is 28

To determine the minimum nurse workforce requirements per 24-hour period for 28 residents, *add together* the separate workforce requirements for 20 residents and 8 residents ($20 + 8 = 28$) as these are listed in the table. See the following example formulas.

To calculate DRCH hours needed

Minimum average DRCH for 20 residents is 73.0 hours	+	=	For 28 residents a minimum of 102.2 hours are required
Minimum average DRCH for 8 residents is 29.2 hours			

To calculate support worker hours needed

Maximum support worker hours for 20 residents is 36.5 hours	+	=	For 28 residents a maximum of 51.1 support worker hours are required
Maximum support worker hours for 8 residents is 14.6 hours			

Example 2: Number of residents is 85

To determine the minimum nurse workforce requirements for 85 residents, *add together* the separate workforce requirements for 70 residents and 15 residents ($70 + 15 = 85$) as these are listed in the table. See the following example formulas.

To calculate DRCH hours needed

Minimum average DRCH for 15 residents is 54.8 hours	+	=	For 85 residents a minimum of 310.3 hours are required
Minimum average DRCH for 70 residents is 255.5 hours			

To calculate registered nurse hours needed

Minimum registered nurse hours for 15 residents is 16.4 hours	+	=	For 85 residents a minimum 93.1 registered nurse hours are required
Minimum registered nurse hours for 70 residents is 76.7 hours			

Example 3: Number of residents is 25

To determine the minimum nurse workforce requirements for 25 residents, *add together* the separate workforce requirements for 10 residents and 15 residents (10 + 15 = 25) as these are listed in the table. See the following example formulas:

To calculate enrolled nurse hours needed

Minimum enrolled nurse hours for 10 residents is 7.3 hours		
+		
Minimum enrolled nurse hours for 15 residents is 11.0 hours	=	For 25 residents a minimum of 18.3 enrolled nurse hours are required

To calculate DRCH hours needed

Minimum average DRCH for 10 residents is 36.5 hours		
+		
Minimum average DRCH for 15 residents is 54.8 hours	=	For 25 residents a minimum of 91.3 hours are required