



Minimum Nurse/Midwife to Patient Ratios (NMTPR) Information Sheet

A minimum NMTPR is the minimum number of nurses/midwives working on a particular ward or unit, in relation to the number of patients in the area. The minimum NMTPR methodology ensures a consistent level of care across public inpatient services in WA.

From 7 October 2024, NMTPR will be trialled in select medical and surgical areas at North Metropolitan Health Service (NMHS) only. As NMTPR are implemented across the wider WA health system, additional information and support will be provided specific to each relevant area.

MINIMUM NMTPR RATIOS AT NMHS

The NMTPR for NMHS medical and surgical areas are:

Morning | 1 : 4 + 1 shift coordinator

Afternoon | 1 : 4 + 1 shift coordinator

Night | 1 : 7*



NMTPR excludes all supernumerary roles and applies only to nurses/midwives providing direct care to patients. Assistants in nursing are excluded from ratios.

*Night shifts may staff a shift co-ordinator if required but it is not required for NMTPR compliance.

DAY TO DAY OPERATIONS

The way patients are cared for will remain unchanged with patient care and staff wellbeing remaining the priority. In areas where the Nursing Hours per Patient Day classification level is higher than the minimum NMTPR, the higher staffing level will be retained.

The number of patients assigned to each nurse/midwife can differ depending on clinical need, as long as the overall minimum NMTPR for that ward/unit is met.

Patient allocations will continue to be based on acuity and remain responsive to the activity of the ward/unit/department and patient demands.

EVIDENCE FOR THE INTRODUCTION OF NMTPR

Positive patient impact

Research has shown that the ratio of nurses/midwives relative to the number of patients is an important factor when considering patient experience and patient outcomes such as length of stay and reduced patient morbidity and mortality.



Job satisfaction

Evidence indicates that appropriate staffing numbers benefits the nursing/midwifery workforce by reducing work-related injuries, absenteeism, and turnover, and by increasing job satisfaction.



As NMTPR is implemented in your clinical area there will be opportunities to engage with education resources.

You will have the opportunity to take part in information and education sessions about the minimum NMTPR before NMTPR are implemented in your area. At these sessions you will hear about how the methodology will be implemented. You will also have the opportunity to ask questions about what this will mean for you and your local area.