Workshop
Nursing Activities Score: share our experiences

Introductory note
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WHY measure nursing workload?

Because:

1. The number of FTE’s (available/required) is related to
   - Effective planning of staffing
   - Costing/Budgeting the ICU (cost nursing staff = 30% total ICU costs)

2. It helps to stratify patient populations

3. It defines Levels of Care based on P/N ratios
Of all instruments for measuring nursing workload in the ICU, **NAS** is the best performer.

**Because:**

- The items cover almost all nursing activities
- The description of the items will easily accommodate new activities
- It explains 81% of Total Nursing Time
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THE USE OF NEMS

<table>
<thead>
<tr>
<th>Criteria</th>
<th>ICU</th>
<th>HOSP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Severity</td>
<td>13.0</td>
<td>20.4</td>
</tr>
<tr>
<td>High Care</td>
<td>14.9</td>
<td>18.8</td>
</tr>
<tr>
<td>Both</td>
<td>34.6</td>
<td>44.2</td>
</tr>
</tbody>
</table>

Iapichino et al, 2005
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2. **It helps to stratify patient populations**

3. **It defines Levels of Care based on P/N ratios**

*Modern Nursing Care shall focus on **Capacity, not Competence***
Matching Resources

N/P ratios
required

N/P ratios
available

Ward
Rec-Room
Em. Depart
Medium Care
ICU

0.1
0.5
1.0
Understanding the use of NAS

- Concerns the activities of care performed
- Does not cover any Patient/Nurse interaction

Therefore…

NAS is a tool for strictly planning/auditing nursing capacity in the ICU
Future studies

• “Precise” the Manual of Use

• The applicability across the Hospital
Nursing use in the ward versus the ICU

1. General care
2. Psycho-social care
3. Specific care
Only 30% of the nursing time is used in direct relation to the High Technology in the Unit.