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THE EMPIRICAL OPERATION FOR A NURSES STAFFING SYSTEM BASED ON PATIENT CLASSIFICATION—— A PRACTICAL SYSTEM IN TAIWAN

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Traditional staffing method based on a fixed patient-to-personnel ratio can not effectively reflect the true needs of patients in a hospital. We constructed a patient classification system in which the expected amounts of nursing care consumed were used to categorized patients into three classes: self-care, partial care and total care. A direct care survey was conducted to establish

the actual nursing care time provided to each class of patients. Also, a work sampling study was used to determine the time distributions that nurses devoted to each type of nursing activity. A patient classification system integrating the results of both the direct care survey and the work sampling study can be effectively used to make short term and long term staffing plans.

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