



Document detailing the modelling for estimating the number of registered nurses (RNs) needed to meet the target of 24/7 RN coverage in each facility by 01 July 2023

The estimated additional registered nurses (RNs) required for 24/7 RN coverage (869 additional RNs in headcount terms). This estimate is based on the following elements:

1. Current pattern of hours worked measured in terms of workforce headcount.
 - Hours worked is measured in terms of average total nursing hours for RNs (including Nurse Practitioners) employed in the Aged Care sector, as reported by the National Health Workforce Dataset (NHWDS) held in the Department of Health.
2. The assumption that 80% of facilities already have an RN rostered on duty overnight each day in the past fortnight (2020 Aged Care Workforce Census).
 - Department of Health and Aged Care modelling assumes the lowest estimate of 1 RN per facility, applied to the 20% of facilities assumed to have no RN rostered on duty overnight by the time the 24/7 RN coverage policy commences in July 2023.

Using these elements, the additional 869 RNs required to meet the 24/7 RN coverage policy follows:

1. Applying the assumption that 20% of facilities have no RN rostered on overnight to the estimated number of total facilities¹ in Australia we calculate a total of 552 facilities that do not currently have an RN rostered on 24/7.
 - Calculation: $2,762 * 20\% = 552$ (nearest whole number)
2. The number of additional hours required per facility not currently providing 24/7 coverage is 8 hours per day². Multiplied by 7 days in a week this equates to 56 additional hours per facility per week.
 - Calculation: $8 * 7 = 56$ additional hours
3. The average total hours worked for RNs (including dual registrations) employed in aged care is estimated to be 35.6 hours, based on the Department of Health and Ageing National Health Workforce Dataset (NHWDS).
 - Calculation A: $35.6 \text{ hours} = 1 \text{ full time equivalent (FTE) RN}$
 - Calculation B: $56 \text{ additional hours per week divided by } 1 \text{ FTE} = 1.6 \text{ FTE RN required per facility per week (nearest 1 decimal place).}$
4. Multiplying the number of facilities requiring overnight coverage by the required additional FTE per week yields approximately 869 additional RNs required to meet the policy target.
 - Calculation: $552 * 1.6 = 869$

Note that figures may not equate perfectly due to rounding. Calculations to determine the 869 additional RNs were undertaken using higher precision data.

¹ The estimated number of aged care facilities based on historic trends, calculated as the average annual growth in the number of aged care services from 2017 to 2020. Underlying data can be found [here](#).

² Overnight hours, i.e. the additional hours required to move from 16/7 to 24/7 hours of RN coverage, noting this is based on the assumption that facilities are providing 16/7 hours of RN time.