How staffing in your aged care facility should look* after 1 October 2024

The aged care sector continues to benefit from significant reform. Through strong advocacy, NSWNMA members secured Federal Government commitments for mandated minimum staffing levels in aged care.

From October 2024, all aged care facilities will have a **minimum 215 care minutes per resident per day** with **44 minutes provided by Registered Nurses** (10% of which could be delivered by Enrolled Nurses).

RESIDENTIAL AGED CARE FACILITY WITH 30 RESIDENTS (3 RNs & 11 AINs)

Example 1

SHIFT LENGTHS 8 hour shifts of which 30 minutes is an unpaid break	AIN/CARERS Approximate ratio of AIN/EN/PCA to residents	REGISTERED NURSES with up to 10% of care minutes by an Enrolled Nurse
AM Shift	5	1
	1 AIN/EN/PCA : 6 Residents	1 RN : 30 Residents
PM Shift	4	1
	1 AIN/EN/PCA : 7 Residents	1 RN : 30 Residents
Night Shift	2	1
	1 AIN/EN/PCA : 15 Residents	1 RN : 30 Residents

Example 2

SHIFT LENGTHS 8 hour shifts of which 30 minutes is an unpaid break	AIN/CARERS Approximate ratio of AIN/EN/PCA to residents	REGISTERED NURSES with up to 10% of care minutes by an Enrolled Nurse
AM Shift	6	1
	1 AIN/EN/PCA : 5 Residents	1 RN : 30 Residents
PM Shift	3	1
	1 AIN/EN/PCA : 10 Residents	1 RN : 30 Residents
Night Shift	2	1
	1 AIN/EN/PCA : 15 Residents	1 RN : 30 Residents

*Each facility will determine how to roster the 215 minutes of care per resident. This is an example of what the staffing arrangements could look like in your workplace.
Authorised by S.Candish, General Secretary, NSWNMA and Branch Secretary, ANMF NSW Branch

What should I do if my facility is understaffed?

Speak to your co-workers and raise it with management together. You can also report to the Aged Care Quality and Safety Commission.

If your facility is still understaffed, report it anonymously on the Aged Care Watch website: www.agedcarewatch.org.au

Aged Care Watch

SCAN QR TO REPORT

JOIN THE NSWNMA

The care minutes reform was only won by the advocacy of NSWNMA members, and it will only work if NSWNMA members hold aged care providers accountable. NSWNMA members work together to enforce your rights at work and ensure minimum staffing levels are maintained.

If you are not yet a member, we invite you to join today.

SCAN TO JOIN

NSW NURSES & MIDWIVES' ASSOCIATION

AUSTRALIAN NURSING & MIDWIFERY FEDERATION
NSW BRANCH