

ABSTRACT

Background : Meuraxa Hospital of Banda Aceh Municipality had begun operating inpatient service since early January 2003. It formerly only provided outpatient service from 2001. The number of beds are as many as 86 beds with bed occupancy rate 45% in 2003 and 34 nurses providing nursing care either directly or indirectly. Based on the decree of the Ministry of Health 1979 the number of nurses currently available is inadequate compared to the number of beds. Therefore there are lots of non professional work nurses have to panning policy of needs for staff does not consider workload. Besides, nurses competence has not fulfilled the expected standard in providing nursing care.

Objective : To identify the number of nurses needed in accordance with the workload and competence of nurses at Meuraxa Hospital

Method : The study was descriptive survey with cross sectional design. The analysis unit were inpatient (internal medicine, sugary and pediatrics), outpatient (internal, surgery and pediatric polyclinic) and emergency installation. Samples were all nurses providing nursing service either directly or indirectly. Daily log technique was used to find out workload of nurses and a from of the Ministry of Health 2002 was used to identify the number of nursing staff need. Assessment of competence standard used standard of international council of nurses adopted by the organization nurse national Indonesia.

Result : Average number of patients hospitalized per day was as many as 27,57 patients with minimum nursing dependence level as much as 2,24%. Medium nursing was as much as 12,79%, intensive was 12,4% and maximum nursing was 1,75%. Ideal need for nursing staff of Meuraxa Hospital was as many as 76 people comprising 47 professional nurses and 29 paraprofessional nurses. Competence level to nurses at Meuraxa Hospital belonged to medium category (19 people), low category (12 people) and none belonged to good category.

Conclusion : The number of nurses at Meuraxa Hospital of Banda Aceh Municipality was irrelevant with the workload. Competence level of nurses in average belonged to medium category

Keyword : dependence level of patients, workload, competence of nurses, need for nurses