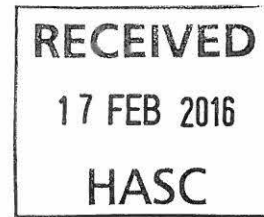


Secretariat
Health and Ambulance Service Committee
Parliament House
Brisbane Queensland 4000



Dear Sir/Madam

I write concerning your request for public submissions into the Hospital and Health Boards (Safe Nurse to Patient and Midwife to Patient Ratios) Amendments Bill.

I, along with colleagues at the University of Sydney, have studied the origins, implementation and impact of nurse to patient ratios at various times since the late 1990s.

Attached are some of the key publications that have arisen from this research. The references included are:

- G Considine and J Buchanan, *The hidden costs of understaffing: An analysis of contemporary nurses' working conditions in Victoria*, ACIRRT, University of Sydney, 1999
- John Buchanan, Tanya Bretherton, Sue Bearfield and Stephen Jackson, *Stable, but critical. The working conditions of Victorian Public Sector nurses in 2003*, ACIRRT, University of Sydney, 2004
- Suzanne Gordon, John Buchanan and Tanya Bretherton, *Safety in Numbers. Nurse-to-patient ratios and the future of health care*, Cornell University Press, Ithaca, 2008.

This research examines what working conditions were like for nurses pre and post the introduction of staffing ratios in Victorian public hospitals. The book also has important information on the situation in California as well Victoria.

The research shows ratios have a major and positive impact on improving nurses working conditions and the through that, the quality of care they provide to patients.

I am happy to answer question you may have about this matter.

Good luck in your deliberations.

Professor John Buchanan

A handwritten signature in black ink, appearing to read "John Buchanan".

Chair of Discipline
Business Analytics
University of Sydney Business School