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Abstract
Workload Action Measures Method (WAMM) is an innovative model of care workload for individual patients.

Background
Workload measures have used a variety of approaches to measure nursing care including patient acuity, patient classifications for staffing, and calculations of nursing intensity and/or nurse resources for patient care. The Workload Action Measures Method (WAMM) measures, and/or predicts nursing workload based on a model of individualized care needs.

Method

<table>
<thead>
<tr>
<th>Antecedents</th>
<th>Attributes</th>
<th>Consequences</th>
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<tbody>
<tr>
<td>Patient with health care demand</td>
<td>Patient's chief complaint, past medical history, functional status, and cultural needs</td>
<td>Patient satisfaction, patient length of stay, and patient mortality</td>
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<tr>
<td>Knowledge and skills, knowledge, &amp; behaviors</td>
<td>Knowledge of disease processes, pharmacology, and patient education</td>
<td>Nurse satisfaction, nurse retention, and nurse turnover</td>
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<tr>
<td>Healthcare institution where the nursing care is provided</td>
<td>Infrastructure and resources, including staffing ratios and nurse-patient ratios</td>
<td>Cost mechanisms, resource management, and financial outcomes</td>
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WAMM classifies documentation content with quantitative analysis of the medical, nursing orders, and services coded in the Electronic Health Record (EHR) system. WAMM also uses a frequency distribution of the Clinical Care Classification Action encounters for each day of an episode of care and applies a RVU formula to all the Nursing Service Action encounters coupled with the levels of care Base Values for CCC Nursing Diagnoses' Healthcare Patterns.

It's Time To

Code Patient Care Data

Individualized Nursing Workload Measurements & Predictions from the integration of coded standardized nursing Plans of Care.

Results
Coded nursing documentation of the full range of care, using Clinical Care Classification System – 4 Actions: Assess, Perform, Teach, & Manage that provides a cohesive & objective picture of patient's health status for each day of a 3-day episode of illness.

Discussion
WAMM is universally-applicable and appropriate for any patient of any age, any diagnosis, at any point on the healthcare continuum, in any setting, and for any nursing specialty.

WAMM identified 102 Nursing Actions in 4 Healthcare Patterns or 4.6 workload values (hrs/1 day) and 13.9 hours (total) for an inpatient illness episode (3 days) of pneumonia care.

WAMM also demonstrated a nursing focus concerned with Physiological, Psychological as well as Functional, and Health Behavior needs of the patient. Highlights a nursing practice focus of holistic patient care services.

Requirements
Requires use of an Electronic Health Record (EHR)

WAMM provides reliable workload calculation for disease conditions and combined with Nursing Interventions Actions provides evidence of protocols adherence and new patterns of care.

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References
https://www.researchgate.net/publication/289839598_Nursing_workload_a_concept_analysis