

護理人力整備計畫 十二項策略之鳥瞰與評析

Overview and Analysis of the Twelve Strategies
of the Nursing Manpower Preparation Plan

邱慧洳 Hui-Ju Chiu*



摘要

為解決護理人力流失之現象，行政院提出「護理人力政策整備十二項策略計畫」，十二項策略依序為：護理人力之培育（策略一）、國考制度之變革，即護理師國考次數由每年兩次增加為三次與應考科目題數由80題調降為50題（策略二）、三班護病比現況資料之蒐集（策略三）、三班護病比標準之訂定與落實（策略四）、智慧科技應用之鼓勵（策略五）、住院整合照護計畫之全面推動（策略六）、護理新手臨床教師制度之建置（策略七）、夜班費之獎勵（策略八）、公職護理師比例之調升（策略九）、三班護病比達標之獎勵（策略十）、護理友善職場典範之獎勵（策略十一）。此外，護理人力之培育（策略一）之

*臺北護理健康大學通識教育中心教授（Professor, General Education Center, Taipei University of Nursing and Health Sciences）

關鍵詞：護理人員（nursing staff）、護理人力（nursing manpower）、護病比（nurse-to-patient ratio）、工作負荷（workload）、薪資待遇（benefits and wages）

DOI：10.53106/241553062024010087011

主責單位為教育部，國考制度之變革（策略二）之主責單位為考選部，策略三至策略十一之主責單位為衛生福利部，故提出護理教考用跨部會整合平臺建立之策略（策略十二）。十二項策略可整合成四主題：一、「護理人力之挹注」、二、「工作負荷之緩解」、三、「薪資待遇之提升」與四、「醫院達標之獎勵」。本文擬說明與評析此十二項策略，並提出建言。

In order to solve the phenomenon of the loss of nursing manpower, the Executive Yuan proposed the “Twelve Strategic Plan for Nursing Manpower Policy Improvement”. The twelve strategies are as follows: the cultivation of nursing manpower (Strategy 1), the reform of the national examination system, that is, the number of exams has been increased from two to three times a year, and the number of test subjects has been reduced from 80 to 50 questions (Strategy 2). Collection of current data on the nurse-patient ratio in the three shift (Strategy 3), and the establishment of standards for the nurse-patient ratio in the three shift. (Strategy 4), encourage the application of smart technology (Strategy 5), comprehensively promote the mixed skill model (Strategy 6), establish a clinical teacher system for nursing novices (Strategy 7), and reward night shift fees (Strategy 8) , increase the proportion of public nurses (Strategy 9), reward for meeting the nurse-patient ratio in three shifts (Strategy 10), and reward for being a model of a nursing-friendly workplace (Strategy 11). In addition, the main responsible unit for the cultivation of nursing manpower (Strategy 1) is the Ministry of Education, the main responsible unit for the reform of the national examination system (Strategy 2) is the Ministry of Examination, and the main responsible unit for Strategies

3 to 11 is the Ministry of Health and Welfare, so a strategy for establishing a cross-department integration platform for nursing teaching and examination is proposed (Strategy 12). The twelve strategies can be integrated into four themes: (1) “Investment of nursing manpower”, (2) “Alleviation of workload”, (3) “Improvement of benefits and salaries” and (4) “Rewards for hospitals meeting standards”. This article intends to explain and analyze these twelve strategies and provide suggestions.

壹、前言

我國護理人力於2030年之需求數約為24至26萬人，護理人員於2023年之執業人數以18.6萬人計算，於2030年前，尚須新增5.5萬至7.4萬之護理人力，始能滿足照護需求¹。衛生福利部（下稱衛福部）之「未來十年護產人力供需評估研究」指出，護理人力於2024年將短缺1.5萬至2.4萬人²，護士荒現象捲土重來，護理崩壞正在上演，搶救護理，刻不容緩。

行政院於2023年9月28日第3873次會議核備「護理人力政策整備十二項策略計畫」，十二項策略依序為：護理人力之培育（策略一）、國考制度之變革，即護理師國考次數由每年兩次增加為三次與應考科目題數由80題調降為50題（策略二）、三班護病比現況資料之蒐集（策略三）、三班護病比標準之訂定與落實（策略四）、智慧科技應用之鼓勵（策略

-
- 1 衛生福利部，政院通過護理人力政策整備計畫，陳揆：改善勞動條件及薪資福利，建構更合理安全的護理執業環境，2023年9月28日，<https://www.mohw.gov.tw/cp-16-76136-1.html>（瀏覽日期：2023年11月22日）。
 - 2 熊召、張媚，衛生福利部104年度委託科技研究計畫——來十年護產人力供需評估研究計畫成果報告。