

護病比對勞動權益、 病人安全與護理過失之影響

Effects of Nurse-patient Ratio on Labor Rights,
Patient Safety and Nursing Negligence

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摘要

護病比與勞動權益之保障、病人安全之維護及護理過失之發生，息息相關，特別係於疫情期間，染疫人數遽增，醫療量能緊繃，專責病房護病比之合理維持，乃一大難題，本文茲就護病比對疫情期間護理人員勞動權益之影響進行分析，然而護病比對病人安全與護理過失之影響，因較缺乏與疫情情境相關之研究與判決，本文針對此二面向之分析，乃以一般情境為主，而其分析結果，亦適用於疫情情境，本文於文末則以上開分析為依據，提出相關建言。

The ratio of nurses to patients is closely related to the protection of labor rights, the maintenance of patient safety, and the occurrence of nursing errors. Especially during the epidemic period, the number of people infected with the

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epidemic has increased sharply, and the amount of medical treatment can be strained. The reasonable maintenance of the ratio of nurses to patients in dedicated wards is a big issue. This article analyzes the impact of the nurse-to-patient ratio on the labor rights during the epidemic. However, the impact of the nurse-to-patient ratio on patient safety and nursing negligence is lacking in research and judgments related to the epidemic situation. The analysis regarding the impact of the nurse-to-patient ratio on patient safety and nursing negligence is mainly based on the general situation, and the analysis results are also applicable to the epidemic situation, and finally put forward suggestions at the end of the article.

壹、前言

所謂護病比，即一名護理人員照護病人人數之比例，此可反映護理人員之工作量，於醫療機構，居高不下之護病比，造成護理人員過重之工作負荷量，進而影響護理品質，於護理界多年爭取下，關於護病比之規定終於誕生，衛生福利部（下稱衛福部）於2019年在醫療機構設置標準增訂第12條之1第1項規定，其內容為：「其急性一般病床之全日平均配置比例，按每一護產人員照護之病人人數（即護病比），規定如下：一、醫學中心：9人以下。二、區域醫院及精神科教學醫院：12人以下。三、地區醫院及精神科醫院：15人以下。」衛福部顯未針對白班、小夜班與大夜班分別制定護病比，而僅針對「全日平均護病比」作規定；事實上，白班、小夜班與大夜班病人之照護需求輕重有別，衛福部仍應針對白班、小夜班與大夜班分別制定護病比，以合理分配每一班別護理人員之工作負荷量，非