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**The Implementation of Assistant in Nursing Workforce in Haemodialysis Units**

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**Problem:** As a strategy to counter the current and future crisis in staff recruitment and retention in dialysis nursing, a new model of care was designed to introduce Assistant in Nursing (AIN) in the haemodialysis units. The aim of this project was to evaluate the introduction of AIN (who were completing their second and third year university undergraduate degree) in the haemodialysis units at a major tertiary Area Health Service in Sydney, Australia.

**Approach:** All nursing staff from the participating dialysis units were asked to complete baseline and follow-up survey to determine changes to their attitudes to the new skill mix model and their satisfaction with the new organisation of care delivery in their haemodialysis units.

**Results:** Thirty-three of the 52 (63%) nurses completed the follow-up survey six months after the AIN were first introduced in their haemodialysis units. Comparison of opinions about the introduction of AIN between the baseline and follow-up surveys in the paired data were favorable with nurses acknowledging that they would cope well with the introduction of AIN ( $p=0.007$ ), and they were more likely to disagree with the statement that their workload would increase after the introduction of AIN in the follow-up survey ( $p=0.003$ ).

**Conclusion:** There was little difference in (i) the workload of the haemodialysis units before and during the intervention; and (ii) the incidence of patient and nurse related adverse outcome events.

**Implication:** This initiative and actions were in response to the shortfall of specialised registered nursing workforce. The outcome of the project will be applicable and transferable to other facilities.

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