

# Innovative Strategies for Improving Nurse Staffing & Resource Adequacy

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## Purpose

- To describe the strategies used to improve the nursing practice environment by engaging bedside nurses, union nurse leaders and hospital executives in the identification and implementation of policies and infrastructures that support improved staffing and resource adequacy.

## Significance

- Staffing and resource adequacy rated as top practice environment concern.
- Lower patient to nurse ratios are associated with improved patient, nurse and financial outcomes.
- Resource adequacy is essential to quality of care.
- IOM Report (2010) recommends nurses' participation in identifying & implementing strategies for improving operational efficiencies

## Nurse Staffing Ratio Testimonials



## Implementation Strategies to Improve Staffing

- Nurse Staffing literature review
- Staff Nurse Ratio Testimonials/Hearings
- Development of Nurse Staffing Ratio Policy

## Evaluation

- 2009 Practice Environment mean scores for the quality indicators of staffing and resource adequacy will be compared to 2010 scores
- Anecdotal reports indicate the literature review, nurses' testimonials and formation of the operational task force were regarded as valuable professional activities.
- Resistance to implementing staffing ratios exist despite high levels of evidence
- Nurses identified efficiencies that resulted in significant resource savings & improved resource adequacy

## Implementation Strategies to Improve Resource Adequacy

- Online efficiency survey conducted
- Town Hall Brainstorming on efficiencies held
- Joint Labor- Management Operational Efficiency Task Force formed
- Negotiated paid time for staff nurses to participate in implementation efficiency project workgroups
  - Held "Efficiency Education Fairs" to promote awareness of projects & cost awareness.

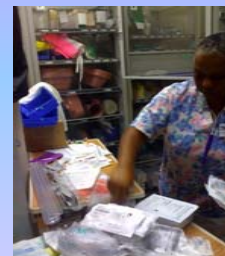
## Efficiency Education Fair



## Cost Awareness Education



## OmniceII Reorganization



## Practice Implications

- Researchers need to target barriers related to identification and implementation of ratios
- Staff nurses are important stakeholders in identification of operational efficiencies and resource adequacy
- Effective leadership practices are needed to initiate and sustain these innovations.
- Cost Awareness education is essential for nurses