INDIANA
STATE NURSES ASSOCIATION

Safe Staffing from the Perspective of Indiana Nurses

BACKGROUND/PURPOSE

Best practices in nurse staffing need to be identified because current staffing models have failed to retain nurses at the bedside as well as other areas of healthcare. As nurses leave their work settings, organizations, and the profession, those left behind become further exhausted from the physical and emotional burden of care. Experiencing workload fatigue and exhaustion results in nurse burnout and a vicious cycle of chronic, unmanaged workplace stress. The continued deficit of nurses and the related mental health effects of the work environment call for system level solutions to mitigate nurse exodus. (1) (2) (3)

Studies have investigated staffing safety, shift length, patient acuity, nurse to patient ratios, and patient and nurse outcomes. Not clearly defined in the literature is how best to utilize nurse staffing resources.

Recent studies call for a broader understanding of staffing that integrates a more holistic view of the nurse as a person, the nursing work environment, and nursing work. (4) The American Nurses Association defines appropriate nurse staffing as a match of registered nurse expertise with the needs of the recipient of nursing care services in the context of the practice setting and situation. (5) The overarching definition scratches the surface of the intricacies of nursing work. Individual factors determine how a nurse responds to current staffing conditions within their nursing work environment. Imbalance of individual and organizational work life factors influence nurse work life quality. Minimal literature exists around nurses' views of appropriate staffing. Identifying appropriate staffing by asking for the voice of the nurse is important in identifying solutions for Indiana nurse staffing best practices. The purpose of this presentation is to describe a study querying Indiana nurses' perception of staffing.

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LAUNCHING SOON

OUTCOME

To understand the work life and work environments within the context of the nursing role.

OBJECTIVES

The study will help identify current healthcare gaps that impact Indiana nurse staffing.

METHODS

This is an online, mixed methods descriptive study that includes the Quality of Nursing Worklife Survey from Beth Brooks and open-ended questions developed by the authors to ascertain nurse perceptions regarding staffing. Indiana nurses working within the last two years will be recruited to participate.

IMPLICATIONS/CONCLUSION

The results of this study could create a data resource for organizational and healthcare policy interventions.

At the end of this presentation the learner will be able to:

- Identify the state of nurse staffing in Indiana
- Describe investigation into the effect of quality of nurse work life on staffing perceptions

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