Competing needs such as the needs of the workforce, resources, and patients may impact the development of policy. These needs should go hand in hand with the policy. There is an increasing body of evidence that shows appropriate **nurse staffing**contributes to improved patient outcomes and greater satisfaction for both patients and staff. The policy that addresses adequate staffing should be able to meet the needs of the patient while decreasing the financial cost. There must be a fair distribution of Nurses in every unit that will result in equal distribution of workload that is manageable by the nursing staff.

There are times when the census on my unit is less than normal, and we don’t need all that many nurses during this time. If we are scheduled more staff during these times, it will result in financial loss with the misallocation of resources under the guise of adequate staffing. There must be a good balance between the number of staff and the patient size. For instance, In my organization we have a policy, if the census is low on one unit and they don’t need all the scheduled Nurses on that Particular day/night then they will get floated to another unit depending upon the need If there is no need in the entire hospital then either their time will be adjusted or they will be called at home few hours before the shift starts to be off that day/night. Staff who were scheduled to work overtime or critical staffing will be called first. Doing so will prevent additional costs for overstaffing a unit and prevents a decrease in staff engagement by understaffing a unit.

The national healthcare issue of interest for me is the Nursing shortage. ANA believes that every single person that includes nurses, should have access to the highest quality and safest care. The need remains for appropriate staffing in all healthcare settings. Safe nurse staffing is essential to both the nursing profession and the overall healthcare system. Staffing affects the ability of all nurses to deliver safe, quality care in all practice settings. By eliminating unsafe nurse staffing practices and policies, we can provide better health care for all.

Nurses might not like to float to another unit more frequently, therefore policies should include opening critical staffing or overtime only on that unit where there are not enough nurses to run that shift. unlike my organization, there should be a policy to adjust the time from 12 to 7 instead of 7 to 7 (regular working hours) or call the staff at home a few hours prior to shift if there is no need on the unit and hospital and staff them in days when there are few nurses.

Nurses are always challenged to provide quality nursing care, without resources,

Increasing awareness about what is happening within healthcare organizations might help RNs understand how they may be subconsciously contributing to the subordination of their knowledge. (Kelly & Porr.,2018). I completely agree with Cecelia K Wooden from the Walden video that if the leader can explain why the circumstance exists, that can often help someone willing to stretch themselves a little longer, hold a little bit longer, and deliver their best a little bit longer. Leaders and the management team can buy some time to come up with alternatives such as hiring more nurses, expanding the in-house contract, hiring travel nurses, and providing bonuses without losing current Nurses.

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RESPONSE1:

Hello Cedrine,

I completely agree with you that Mental health professional shortage as being a barrier to effective care. The state of mental health care in the United States is troubling currently because mental health organizations are understaffed, and mental health cases are rising mainly after the pandemic. Mental health counselors are overwhelmed by too many cases due to which many are leaving the field in search of better pay and work-life balance. In 2022, 47% of the U.S. population was living in a mental health workforce shortage area, with some states requiring up to 700 more practitioners to remove this designation. The reasons underlying this shortage are complex, causing many mental health professionals to feel there may be more challenges than solutions to this growing problem. (Phillips, 2023)

The shortage is a challenge the United States is facing currently, therefore federal policymakers should take steps to foster a behavioral health workforce that extends beyond licensed professionals by nurturing a greater role for behavioral health support specialists (BHSSs), peer specialists, community health workers, and paraprofessional in delivering critical non-clinical behavioral health services and freeing up the licensed behavioral health workforce for more important tasks. Online options such as self-paced modules for cognitive behavioral therapy (CBT), an approach backed by a growing body of research not only increase access for patients but also open provider timeslots. The patient might do their CBT training and then meet with the provider for 20 minutes instead of 50, so the therapist sees two patients in the time they could just see one. (Weiner, 2022)

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RESPONSE2:

Hello Angela,

Nicely done, I completely agree with you and would like to add some of my thoughts here. Nurses have a responsibility to themselves, their patient, and their profession to maintain the highest ethical principles. Many organizations have ethics boards in place to review ethical concerns. Nurses should be involved in ethics reviews at all levels of practice in their targeted specialty area and it is important to advocate for patient care, patient rights, and ethical consideration of practice. (Haddad & Geiger, 2022)

I also feel that current healthcare pushes toward a business model approach to healthcare because it's not about patient experience but about how to make more money by using limited resources (Nurses). Many RNs experience chafing and displaced aggression that is harmful to themselves and the nursing profession, and they suffer in silence. When it comes to the point that they can't take it anymore they just leave the profession, therefore I agree with Kelly and Porr, that It's time for members of the profession to speak up, support, and mentor those who speak out against the dominant culture and organizational discourse. It is necessary to expose the realities of the working lives of RNs for them to make a significant contribution to the health and well-being of patients.

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