Interprofessional organizational and System leadership

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Professor: Jane E O’Rourke

Walden university

Ritu Adhikari

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**Nursing Shortage**

The health care issue my organization as well as the entire nation is facing is the Nursing shortage. My organization is facing a strong impact on work quality, nursing care, and patient safety due to staffing shortages. Nurses must work long hours to complete the task and because of nurses running late due to working long hours the previous day/night. Burnout, delaying treatment, back injuries because of no NAs while turning and repositioning patients every 2 hours, and a high chance of making errors due to nurses trying to do multiple tasks at one time are seen due to the shortage. With the high volume of patients seeking care, there is an increasing patient load that has led to no quality health care. Nurses are understaffed and overworked, unhappy, and uncomfortable and their license is at risk.

I am currently employed at UNC-Chapel Hill and Eric Wolak, chief operating officer at UNC Chatham mentioned the challenges that they were facing due to the Nursing shortage. One of them was they had to close beds due to not enough Nurses which led to the Emergency department admitting fewer patients, they also had to move the less sick patient to another hospital so that they can give beds for the sicker patient in our hospital. Because the Nursing shortage is everywhere, Wolak also mentioned how it took a long time to get beds for stable patients in another hospital. Cathy Madigan from UNC said that how elective surgeries are delayed, and the ED waiting time was long due to Nursing Shortage. (Lynn, 2022) The Nursing shortage has brought a lot of challenges that have affected patients, Nurses, organizations, and the entire nation and we can imagine how it’s going to be when the projected shortage of Nurses by 2033 will be almost 2,000 that is 31% of Workforce at UNC health care system. (Lynn, 2022)

**Summary of the articles (One)**

Haddad, L. M., Annamaraju, P., J, T., & Butler, T. (2023, February 13). *Nursing shortage - statpearls - NCBI bookshelf*. Nursing Shortage.

<https://www.ncbi.nlm.nih.gov/books/NBK493175/>

The article talks about the current Nursing shortage and the estimation of additional Nurses needed in the future. The reason behind the shortage is a lack of Nurse educators, high turnover, and not equal workforce distribution. There will be more shortages in the future with the baby boomers entering the age of Americans that need health services. In 2029, the last baby boomer generation will go into retirement which will result in a 73% increase in older than or equal to 65 years of age. Nurses included in the baby boomer generation will enter retirement age leading to high turnover rates. Articles also describe how the nursing workforce being mainly female has led to more shortage as female nurses entering their Childbearing years will either cut back or leave the profession. The introduction of electronic health records has added to the shortage because some seasoned hospital Nurses remove themselves from the Nursing profession as they don’t want to struggle with Technology. I don’t blame the seasoned nurse for leaving because little attention has been paid to training workers to adapt to new systems and deliver patient care in ever more coordinated systems, (Rickestts&Fraher.,2013)

Together with the issue and challenge the articles talks about the ways any organization can follow to retain and motivate nurse in this situation. An environment that will empower and motivate Nurses will play an important role in rejuvenating and sustaining the Nursing workforce.

**Summary of article (Two)**

Bourgault, A. M. (2022, April). The Nursing Shortage and Work Expectations Are in Critical Condition: Is Anyone Listening?EBSCO Information Services, Inc. [www.ebsco.com.https:.www.ebsco.com/products/ebscohost-research-platform](http://www.ebsco.com.https:.www.ebsco.com/products/ebscohost-research-platform)

Annette brings the sad reality of Nurses and other healthcare workers during and after the pandemic. She talks about unsafe working conditions due to the Nursing shortage that continues to remain post-pandemic. There is a big question mark on how much a Nurse can handle. Nurses are already exhausted. The nursing shortage has led to Nurses being asked to care for three and more patients in a critical care unit where they were asked to care for only 2 critical care patients before. Nurses cannot provide optimal patient care in a high Nurse to patient ratio, Patients are not receiving all the needed elements of evidence-based care, and do not see this as a Nurse failure but “It is a System failure”. (Bourgault, 2022).

The articles mentioned that even before the pandemic, staffing shortages came with poor patient outcomes. There was a study conducted on 422730 surgical patients in nine European countries that showed how an increase in nurse workload by 1 patient can affect mortality, “patient was more likely to die within 30 days of admission when Nurses workload was increased by one patient” (Bourgault, 2022). Hospitals are now not hiring enough Nurses to save money because, by 2026, Global health care staffing cost is projected to reach $47.8 billion. One of the top researchers of the Nursing workforce, Dr Linda Aiken blames the lack of government legislation for inadequate staffing. She believes that mandating staffing ratios will help with this national issue. President of the American Organization for Nursing Leadership, Doctor Mary Ann Fuchs believes that decisions around staffing should be Nurses driven not legislators. A system where Nurses want to work and feel proud of the amazing care they provide has to be created,

The author of the article also requests other Nurses, if they are asked by their administrator what they want for Nurses Week, ask them to shadow a critical care Nurse for a day as a Nurses Week gift, so that they can have a better and greater understanding of Nurses role and the demands that are being placed on Nurses.

The article also talks about the Nursing shortage mainly during and post-pandemic and what Nurses and patients must go through because of this, how the organization is only focusing on saving money, not quality care, and staff satisfaction. Her big question was is anyone listening and towards the end of this article she gave the answer to the question and that is “Yes”. She feels hopeful that substantial and meaningful changes will be made to safe staffing and a healthy working environment and present us with the strategy to overcome this issue.

**Strategy (First Article)**

The strategy or the recommendation for the first article was Nurses deciding on a nurse-patient ratio rather than managers. The positive impact is it will lead to Nurses' satisfaction leading to higher retention, increased patient satisfaction, and less desire to leave the profession. and the negative impact can be organizations might have to increase the expenses on labor and they might not have enough resources to do so.

The second strategy from the article was to start passing legislation on the nurse-patient ratio. The Positive outcome for the organization can be less burnout as they are already aware of the number of patients they will be assigned to, and they don’t have to worry about getting a high number of patients walking to the unit. and nurses do not have to take additional patients leading to quality care. Along with this Nurses can choose states whether they want to work based on this. The negative impact is there is no flexibility in determining appropriate staffing for patient needs and it is more like a reactive approach, not a proactive approach.

**Strategy (Second Article)**

Involvement of Several organizations such as AACN, ANA, the Health Care Financial Management Association, the American Organization for Nursing Leadership, and the Institution of health care improvements in dealing with this national issue of nursing Shortage. The positive impact can be they can build strategies for creating a positive change in the healthcare environment and some examples were already in effect during the pandemic which includes the advancement of advanced practice Nurses' scope and enhancing interdisciplinary teamwork. Along with this Organizations can contact the hospital administrations to post policy solutions to address the staffing issues. The negative impact can be some hospitals may not function the way Nursing organizations think they function, therefore the strategies they provide may not be applicable in certain hospitals.

Nurses contribute a lot more than anyone to quality care and safety. Their concerns need to be heard and the working environment must be safe and joyful. As a Nurse, I strongly believe that bringing joy to the workplace optimizes performance and decreases turnover improving the quality of care (Jacobs et al., 2018), and Joy is achieved when we walk into a unit fully staffed.

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