**Post** a description of the national healthcare issue/stressor you selected for analysis, and explain how the healthcare issue/stressor may impact your work setting. Which social determinant(s) most affects this health issue? Then, describe how your health system work setting has responded to the healthcare issue/stressor, including a description of what changes may have been implemented. Be specific and provide examples.

Nurses make up the largest section of the health care profession and are a critical part of health care. The US Bureau of Labor Statistics projects that more than 275,000 additional nurses are needed from 2020 to 2030. (Haddad et al., 2023). The nursing shortage is already an issue in the United States and the issue is only getting worse due to high turnover, lack of educators, inequitable workforce distributions, and many more. Currently, the United States has the highest number of Americans over the age of 65 than at any other time in history that also includes the Nursing workforce.

There are currently approximately one million registered nurses older than 50 years, which means one-third of the workforce could be at retirement age in the next 10 to 15 years. (Haddad et al., 2023). Some nurses won't like the profession after they start working and leave whereas others may work for a little bit and leave because of the burnout. Healthcare violence in addition to an already stressful environment is also another cause of the Nursing shortage.

In my workplace from January to April, 14 Nurses left the unit to move to a different healthcare organization or went back to school again for CRNA or NPs. when talking to those Nurses the reason behind their leaving was staffing issues, they were burnt out, and physically and mentally stressed. Past few months the patients that needed to be singled are paired with another patient, Charge Nurse has a full assignment and no Nursing assistant on the unit which has led to a lot of staff leaving the organization in search of a better place.

**Impact on work setting**

We are facing a strong impact on our work quality, nursing care, and patient safety due to staffing shortages. We had to work long hours because of nurses running late due to working long hours the previous day/night. Treatment is delayed, burnout, and back injuries because of no NAs while turning and repositioning patients every 2 hours, and a high chance of making errors as Nurses are trying to do multiple tasks at one time.

**Social Determinants of Health**

Quality health care is greatly affected by the Nursing shortage. With staffing shortage, and an increase in the volume of patients seeking care, increasing patient loads is making it difficult for already short-staffed staff to manage patient care needs effectively and efficiently. Nurses are overworked and understaffed, not happy, and comfortable at the workplace, and not being appreciated has led to a significant impact on the delivery of care.

My organization has implemented various ways to retain Nurses such as offering critical staffing pay, they are providing extra 1500 dollars if Nurses work four days a week for 1 month. They are hiring new Nurses, wages are increased, and hiring more travel nurses. Tuition assistance is provided for nurses who want to advance their degrees. Continuous improvement is needed in health care to enhance the quality of care and outcomes for patients but according to Ricketts and Fraher, little attention has been paid to training workers to adapt to new systems and deliver patient care in ever more coordinated systems, such as integrated health care networks that harmonize primary care with acute inpatient and post-acute long-term care leading to staff dissatisfaction and unsafe environment at the workplace that will lead to Nurses leaving the workplace resulting in staff shortage. My organization is doing an awesome job in providing education and training to its staff.

Adequate staffing will benefit Nurses, Patients, healthcare organizations, and the entire Nation. Bringing joy back to the workplace, optimizing performance, and decreasing turnover improve the quality of care (Jacobs et al., 2018), and Joy is achieved when we are fully staffed. Bedside nurses, deciding acceptable nurse-patient ratios instead of managers, will lead to better job satisfaction, higher retention rates, and less desire to leave their chosen profession. Appropriate staffing levels will decrease errors, increase patient satisfaction, and improve nurse retention rates.

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