**Payroll Based Journal**

**INSIGHTS AND RECOMMENDATION**

**These visualizations collectively provide a comprehensive overview of nurse staffing patterns, highlighting variations by city and state, as well as the distribution of nursing hours.**

**RECOMMENDATIONS**

**1. Cities and states with lower nurse hours per resident day (HPRD) should consider increasing staffing levels to ensure adequate care. For example, cities with lower total nurse hours compared to others like San Antonio and Los Angeles.**

**2. If Registered Nurses are working significantly more hours, consider redistributing tasks to Licensed Practical Nurses and Nursing Assistants.**

**3. Break down the data further by including more specific categories, such as shifts (day, evening, night) or specific departments (ICU, general ward). This can help identify specific areas needing attention.**

**4. Allocate resources based on the data. For instance, if certain cities or states have lower staffing levels, consider reallocating resources or hiring additional staff in those areas.**

**5. Integrate staffing data with other relevant datasets, such as patient outcomes and satisfaction scores. This can provide a more comprehensive view of how staffing impacts overall care quality.**

**6. Use the data to identify areas where staff may be overworked and implement measures to promote their well-being. This can include adjusting shifts, providing additional support, and ensuring adequate rest periods.**