Position Paper on Mandated Nurse Staffing Ratios

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**Introduction**

 Mandated Nurse Staffing Ratios is one of the most controversial and discussed topics over history. It is highlighted that Mandated Nurse Staffing is defined as the "staffing of more nurses for a better quality of health and to promote reaction in errors, governed and outlined by the National Database of Nursing Quality Indicators.” The legislation was passed in California in 1990, which was implemented in 2004. Under this legislation, it is highlighted that the nurses should be staffed at hospitals in California with an aim to improve lives and enhance overall patient care. There are some significant elements of the policy, ensuring better and quality care, empowering nurses, division of work and stability of teamwork so that there is ample force to handle cases and address situations in the need of the hour. In addition, it is highlighted that although this policy is one of the best approaches that can be used for ensuring better health still, there are very rare evidences that can assert that this policy is economically stable. Mandated nurse staffing ratios are one of those scales of beam balance that can not only ensure the competitive work of the market, but it is also one of the best approaches that can help the nurses to perform in a better way, keeping issues aside.

**Discussion**

According to the study, conducted by Everhart, (2013), adequate staffing is one of the ways that can help to gain better health outcomes, along with better supervision and the timely provision of the healthcare facilities to the patient. It is highlighted that there are a lot of hospitals that are facing financial clashes and it paves the way for cuts in the actual staff of the hospitals who are appointed. In contrast, adequate staffing can bring about a better competitive workplace environment along with a competitive market. Ignorance of Mandated Nursing ratios is more like a financial clash that not only affect the whole setup of healthcare institutions but it also compromises the working potentials of the nursing. According to researcher, if the adequate ratio of nurses is catering to the needs of the patients in an effective way, then it is evident that any reduction in the number of nurses will lead to a lack of healthcare facilities and a gap in the healthcare outcomes. It is highlighted that the registered nurse comprises one of the major sections of healthcare professionals in the United States (Everhart, Neff, Al-Amin, Nogle, & Weech-Maldonado, 2013). This stance of adequate staffing of nurses is linked to a number of measures that are associated with both, nurse satisfaction as well as care quality in terms of patients. It is also important to note that the hospitals that have an adequate level of nurse staffing, can pave the way for more cost savings taking into account a less risk of acquired infections and a shorter length of the detainment in the hospital, where improved productivity is one of the major byproducts (Everhart et al., 2013).

According to a study conducted by Bridges, (2019), it is highlighted that the reduce consideration on nurse staffing can cast an adverse impact on the care quality of the patients. there are a lot of cases that are associated with a reduction in staff such as high mortality rate. Interaction with patients is also one of the major aspects to consider because under- ratio of nurses in hospitals can lead to a lack of interaction between patients and nurses. Ultimately, it can pave the way for a lack of availability of nurses in the required areas and locality (Bridges, Griffiths, Oliver, & Pickering, 2019). As per qualitative studies, it is highlighted that the ratio of nurses actually impacts the stance of quality of interaction with respect to the patient, and it is one of the most unreported aspect (Bridges et al., 2019).

In another research that was mentioned in the fact sheet of 2019, it was highlighted that as a result of the comparison between the results obtained in different hospitals of California, and comparison of its result with that of Pennsylvania and New Jersey, it is asserted that there are far better health outcomes in California. Research concluded that there are low mortality rates, with a reduced rate of inpatients death, which asserts that adequate staffing of nurses can play a central role in improving the quality of care (de Cordova, Rogowski, Riman, & McHugh, 2019). It is also added that adequate availability of nurses is more like a stable framework because it is not justified to cut the availability of nurses or on the other hand, to increase the overall ratio of nurses who are currently serving in hospitals. In the same fact sheet, it is highlighted that mandated nurse staffing can play a central in managing the resources of hospital as well, highlighting where to spend the economic resources and where to save (de Cordova et al., 2019).

In contrast, another research has highlighted that the underlying stance of nurse staffing reflects minimum nurse to patient ratio laws and such laws impose a steeper stance of financial cost on the hospital (Gutsan, Patton, Willis, & PH, 2018). There is a major concern of time, where patients have to wait for a long time because of the low availability of nurses. Although, there are several beds available and there are different nurses available still a patient has to wait for the entry because there is not much activity in the wards. It is also added that adequate availability of nurses is more like the stance of “adjusting to the need” rather than having a backup that can help nurses to address different emergency situations and infer how workforce is adjusted with respect to the need of hour (Gutsan, Patton, Willis, & PH, 2018).

In a nutshell, it is highlighted that mandated nursing staff ratios are one of the major aspects that can add to the stability and the balanced framework of the hospital. It will not only help the patients, get their needs fulfilled but it is also one of the most powerful additions to the overall stance of work because mandated working staff will not only be given the required platform to work but they will also be made to work in a normal environment with a competitive approach to the market. In support of the notion proposed by Bridges ad Everhart, it is asserted that mandated nurse staffing ratios are one of the most effective ways of managing the workforce in hospitals.

**Conclusion**

 Mandated Nurse Staffing Ratios is one of the stances that can play a central role in maintaining a balance in healthcare institutions. It is more added that such a stance will not only add to patient satisfaction but it will also incorporate effective division of labor and, work quality.

 It is highlighted that nurses are the major workplace in the hospital while their number also plays a central role. The action plan incorporates a deeper understanding of the legislation and making its knowledge available to all the hospitals and healthcare centers. I will try to share this feasibility with that of the local, national and other affiliated healthcare institutions. Under the impact of this legislation, several illusions of the workforce hiring and division of labor can be eradicated by ensuring that there is a set number of the nurses that are registered and they should be hired at a particular number with respect to requirement. It will not only help the hospitals to manage resources, but it will also incorporate a better understanding of the division of the economic resources in healthcare realms.

**Resources**

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