



Nursing capstone paper sample

Safety and Satisfaction among Patients In Connection with Staffing
James Myers
ABC University

Abstract

Background

Recent surveys in different hospitals have shown that the lack of nurse staff results to a decrease in the satisfaction and safety among patients during their stay in the hospital. It is also found to further increase the risks involved in patient injuries. This capstone paper discusses the several reasons for this shortage in nursing staff, as well as the different ways in which patient satisfaction and safety can be improved.

Objective

To achieve a better understanding of the negative implications of inadequate staffing or nurses in a facility, the development of a successful plan which promotes satisfaction and safety among patients, and the creation of a successful plan when it comes to improving staffing among hospitals.

Methodology

Methods used in this study includes evidence-based practice, literature reviews, as well as clinical experience. The latter also included interviews with patients, nurses, as well as nurse managers about their views on satisfaction and safety in connection with staffing.

Conclusions

Mandated ratio between nurse and patient and staffing according to patient acuity levels have both enhanced patient care. The implementation of a staffing program that is based on the levels of patient acuity would serve as a more viable solution compared to mandated ratio between nurses and patients. With the shortage of nurses entering the picture, hospitals need to find a way to maintain staffing in order to improve care among patients.





Introduction

As of the moment, staffing is considered as a hot issue among nurses in different hospitals. These facilities are being frequently understaffed. It is very important to fix this problem because of its huge impact on the satisfaction levels among patients, as well as their safety. Needless to say, a hospital cannot operate when the patients no longer want to go there because they do not receive the level of care that they expect and deserve. It is also highly dangerous to put the lives of patients at risk (Department of Labor in the US, 2014). The aim of this paper is to research the reasons related to understaffing in hospitals, and their impact on patient care. Solutions will also be presented in order to help in fixing the problem, with implementations that will be done on the unit. This paper will also look at the current views of employees regarding patient care, and its relation to staffing. The primary hospital involved in this study is the Ohio Hospital.

Reasons to Understaffing

One of the reasons of understaffing among hospitals is nursing shortage. However, it has been discovered that there are more registered nurses compared to nursing jobs in the USA. How has this resulted to an understaffing? In the year 2007 alone, about 49% of hospital facilities have reported that they are having difficulties when it comes to recruiting new registered nurses compared to their recruitment processes in 2006 (Malone & Hughes, 2011, p. 340). At the same time, there are high turnover rates on medical-surgical units. A different reason is that several of these registered nurses are not hired only for inpatient units among hospitals. As such, faster growth is also expected even in non-hospital facilities, including physician's home health care, offices, as well as outpatient units. This is because of the way in which the healthcare industry is evolving. Processes that used to be completed in hospitals are now done in physician offices and outpatient units. At the same time, elderly population are now gearing towards receiving care in their homes. This can further result to a decrease in the availability of registered nurses who are searching for work in a hospital setting.





Another reason is has something to do with finances. Most hospital organizations are following a strict budget. The increase in federal and budget deficits in the state have further resulted to an increase in the pressure for all organizations in the health care industry to reduce cost. (Thompson, 2011). For this reason, different hospitals also need to implement cost cutting measures. Cutting a small percentage on personnel budget can already result to huge savings on the part of the facility. This, however, has negative impacts on patient care.

References

Malone, N., & Hughes, H. (2011). Missed opportunities in nursing care and staffing. *Nursing Quality and Care Journal*, 28(2), 240-243.

Thompson, B. (2011). *Management functions and leadership roles in nursing*. Philadelphia, PA: Williams Inc., Press.

Department of Labor in the US. Occupational management handbook. Registered nurses. New York: 2014. Web. <http://www.dl.gov/art/Healthcare/RegisteredNurses.htm>

