The Quest for
Safe and Adequate Staffing

Reclaiming the Promise of Healthcare in the U.S.A.

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• Increased corporatization, profiteering

• Aging Workforce, nursing shortage inevitable

• PPACA changes, including reformed payment systems
In Montana...

• There is not currently a generalized nursing shortage in the US or in Montana – there are “spot” shortages

• There is a significant projected shortage for nursing clinicians, educators, researchers, and administrators by 2022

• A number of strategies and resources need to be deployed to enhance academic and professional development of the nursing workforce
Staffing in Montana

- Hospital facilities not experiencing staffing shortages or hiring issues.
- Montana’s critical access hospitals are experiencing hiring issues that lead to staffing shortages due to rural locations.
- Staffing issues extend beyond hospitals.
- Staffing issues extend beyond RNs only.
MNA Member Feedback

• Many RNs are getting their MBAs or even law degrees therefore leaving nursing not just academically, but completely

• Along lines of education, how many nursing scholarships versus number of athletic scholarships are given?

• Cost of education for graduate credits and available funding (ex Masters in nursing level = at least $535 per credit and for Doctorate in nursing level = at least $700 per credit)

• Child care issues...shifts start 0600-0700 and last 8-12 hours or longer, what is cost?
MSU- Educator Feedback

• Statistics from MT Dept. of Labor and Industry project growth rate of 20.4% for RNs and 16.9% for LPNs by 2022.

• To meet this goal, Montana needs to have 349 RN graduates and 113 LPN graduates every year between 2015 and 2022.

• Significant numbers of potential nursing students are turned away each year because there aren’t enough faculty/facilities.

• Simulation labs are costly: ex. 3 Alaris IV pumps with setups to cover 100 students over 2 semesters - $60,000 range.

• One SimMan costs over $65,000 just by itself!!
What is a good work environment?

*(Practice Environment Scale, Nursing Work Index)*

- Enough nurses to provide care of reasonable quality
- Participation by nurses in hospital governance and decision-making
- Responsiveness of management in resolving problems in patient care
What is a good work environment?

(Practice Environment Scale, Nursing Work Index)

• Excellent communication and collaboration between doctors and nurses

• Investment in highly qualified nurse workforce

• Institutional commitment to quality and safety
Staffing - Varied Paradigms

• Mandated process for determining staffing levels

• Public reporting

• Nurse to Patient Ratios

• Prohibitions on mandatory overtime
Pending On the Federal Level

• Registered Nurse Safe Staffing Act

• Nurse Staffing Standards for Patient Safety and Quality Care Act of 2015
AFT NHP Members Advocate
For patients, each other, their professions