

# The Quest for Safe and Adequate Staffing

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

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*A Union of Professionals*

AFT Nurses and  
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# U.S. Healthcare System

- 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*

