

Organizational Policies and Practices to Support Healthcare Issues

Student's Name

Institutional Affiliation

2-1 Discussion: Organizational Policies and Practices to Support Healthcare Issues

The widespread shortage of nursing staff in the USA is a critical national healthcare issue. This shortage significantly impacts healthcare delivery, particularly in patient care, staff morale, financial performance, and operational efficiency.

The nursing shortage is driven by an aging population, increased prevalence of chronic diseases, and a significant number of nurses nearing retirement. The American Nurses Association (ANA) reports that over 100,000 new RN positions are created annually (ANA, 2024). The U.S. Bureau of Labor Statistics projects that 1.1 million additional nurses are needed to prevent further shortages (Rasmussen University, n.d.). The COVID-19 pandemic has exacerbated this situation, causing increased burnout and early retirements among nurses.

In our organization, the nursing shortage significantly impacts healthcare delivery. Patient care suffers as nurse-to-patient ratios increase, leading to wait times longer, reduced patient satisfaction, and higher rates of medical errors. For instance, during peak periods, our emergency department has seen a 20% increase in patient wait times, directly correlating with the nursing staff shortage.

Staff morale is also affected, with many nurses experiencing burnout and job dissatisfaction. This environment leads to higher turnover rates, which increases recruitment and training costs. Financially, the organization faces increased expenses due to overtime pay and hiring temporary staff to fill gaps. Operational efficiency is compromised, as the constant need to recruit and train new staff disrupts workflow and continuity of care. Organizational data shows a 15% increase in nursing turnover and a 25% rise in temporary staffing costs over the past year.

The primary needs of our healthcare organization include financial sustainability, operational efficiency, and regulatory compliance. These needs often conflict with patient care

priorities. For example, while hiring temporary staff helps maintain operational efficiency, it can strain financial resources and impact the quality of care due to unfamiliarity with specific protocols.

Essential needs related to patient care include safety, quality of care, and patient satisfaction. These needs are critical for positive health outcomes and the overall success of the healthcare system. Ensuring safe nurse-to-patient ratios and providing comprehensive training are necessary to maintain high standards of care. Balancing these competing needs requires strategic leadership and innovative solutions to ensure organizational sustainability and optimal patient outcomes.

Peer Responses

Respond to at least two of your colleagues on two different days by providing additional thoughts about competing needs that may impact your colleagues' selected issues or additional ideas for applying policy to address the impacts described.

Response 01

Hey Alex, great post! Your discussion on the nursing shortage highlights critical competing needs, such as financial sustainability and patient care quality. One additional thought is the need for adequate staff scheduling to balance workload and reduce burnout. Implementing policies that promote flexible scheduling and support work-life balance could help retain staff and improve morale. Additionally, providing continuous education and career advancement incentives can address organizational efficiency and patient care quality, ensuring a more sustainable and effective workforce.

Response 02

Responding to peers is one vital part of the NURS 6053 discussion posts. We need to provide at least two peer responses. I will provide one example post. You can write your peer responses keeping the above points in mind.

References

ANA. (2024). *The State of the Nursing Workforce* | ANA.

<https://www.nursingworld.org/practice-policy/workforce/>

Rasmussen University. (n.d.). *The Nursing Shortage: Understanding the Implications for Your Organization*. Retrieved May 30, 2024, from

<http://corporate.rasmussen.edu/workforce-solutions/blog/articles/the-nursing-shortage-understanding-the-implications-for-your-organization/>