



**Safe Staffing Saves Lives**

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### Why Staffing Legislation is Important

Most recent strikes by nurses have been because of staffing.

Surveys about workplace issues list staffing as a primary concern.

Research overwhelmingly shows improvements for patient outcomes and facility bottom line when staffing is regulated.



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### Nursing Practice

According to the NM Board of Nursing the practice of nursing

“means assisting individuals, families or communities in maintaining or attaining optimal health, assessing and implementing a plan of care to accomplish defined goals and evaluating responses to care and treatment. This practice is based on specialized knowledge, judgment and nursing skills acquired through educational preparation in nursing and in the biological, physical, social and behavioral sciences.....”

Nursing Practice Act, Section M, Chapter 61, Article 3 NMSA 1978

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### Ratios

Staffing ratios refers to the number and types of patients assigned to a nurse, patient care tech, or other healthcare provider.

- A Ratio is a maximum number of patients who can safely be assigned to a nurse or other healthcare worker.
- Ratios ensure adequate time for these patient safety requirements.
- Ratios ensure the healthcare workers are assigned only the amount of work they can safely accomplish in a defined period of time. Considerations should include:
  - The nurses' experience and competence levels.
  - The likelihood a patient will improve or get worse.
  - The availability of ancillary staff and other resources.

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### What Other States Have Done

- 1999: California: enacted staffing ratios (Mark, et al., 2013).
- 2014: Massachusetts: enacted a ICU assignment limits (MNA, n.d.). Broader protections pending: S.1361/H.2196
- 2022: Oregon: staffing plans based on specific criteria with penalty for non-compliance (Kayson, 2023).
- 2023: Washington: staffing plans based upon specific criteria with mandated 80% compliance with ratios (Kayson, 2023).

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### What Other States Have Done

- New York and Colorado have legislatively increased nurse staffing oversight (Hollowell, 2023).
- Other states with proposed legislation, including New Jersey and Connecticut.
- 2023 Federal staffing legislation remains a possibility (H.R.2530 and S.1113).

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## Legislation = Positive Results



MORE AFFORDABLE & EFFECTIVE HEALTHCARE.



CLINICAL & ECONOMIC IMPROVEMENTS.



SHORTER HOSPITAL STAYS, FEWER READMISSIONS & DEATHS .

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## Legislation = Positive Results



REDUCTIONS IN: HOSPITAL ACQUIRED INFECTIONS, ICU ADMISSIONS, MEDICATION ERRORS, & DEATHS.



BETTER WORKING CONDITIONS, HAPPIER WORKFORCE, AND BETTER RETENTION RATES.

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## Recommendations

1. Support legislation for Safe Patient Staffing
2. Support efforts to expand access to urgent care where people live utilizing UNMH Outpatient Clinics. UNMH offers limited access to urgent care settings, only between the hours of 7AM-7PM on some days.
3. Support "grow your own" programs that incentivize educational pursuits and advancement in healthcare careers

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