

1 A MEMORIAL

2 REQUESTING THE NEW MEXICO HEALTH POLICY COMMISSION TO STUDY
3 AND MAKE POLICY RECOMMENDATIONS TO INCREASE NURSE RECRUITMENT
4 AND RETENTION IN NEW MEXICO HOSPITALS.

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6 WHEREAS, research and concern are increasing regarding
7 the nursing work force and projected short- and long-term
8 shortages of nurses; and

9 WHEREAS, New Mexico hospitals and other health care
10 providers are facing serious shortages of professional
11 nurses; and

12 WHEREAS, physicians and nurses agree that hospital
13 staffing levels of nurses are often inadequate to ensure safe
14 and effective care of patients, diminishing inpatient
15 capacity, which leads to emergency department overcrowding;
16 and

17 WHEREAS, a 2001 national study identified a clear link
18 between nurse staffing levels, job dissatisfaction and nurse
19 retention; and

20 WHEREAS, the need to attract and retain greater numbers
21 of nurses within New Mexico will continue for the foreseeable
22 future; and

23 WHEREAS, a well-qualified, satisfied, stable and
24 adequate supply of nurses is a shared concern for employers,
25 employees, consumers, families and private and public payers

1 of hospital services; and

2 WHEREAS, increased nurse recruitment and retention could
3 result in reduced errors, increased patient safety and
4 outcomes and improved job satisfaction for nurses; and

5 WHEREAS, there currently is no hospital in New Mexico
6 that has obtained "magnet recognition status" by the American
7 nurses credentialing center;

8 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE
9 STATE OF NEW MEXICO that the New Mexico health policy
10 commission be requested to study the impact of nurse staffing
11 and retention issues, to research and publish a study of the
12 hospital environments that attract nurses, provide them with
13 job satisfaction, encourage them to give high-quality care
14 and make them want to remain within the nursing profession
15 and to research what other states are doing or considering to
16 make hospital nursing more attractive. The study should
17 analyze and make recommendations to the legislature about
18 turnover rates, vacancy rates, patient outcomes data,
19 nursing-sensitive quality indicators and organizational
20 factors that lead to the development of best practices in
21 hospital nursing; and

22 BE IT FURTHER RESOLVED that in conducting the study, the
23 New Mexico health policy commission confer with others with
24 knowledge and interest in nursing, to include the board of
25 nursing, statewide associations representing hospitals and

1 health systems, physicians, nurses, nurse executives, labor
2 organizations representing nursing and a statewide
3 organization dedicated to excellence in nursing; and

4 BE IT FURTHER RESOLVED that the New Mexico health policy
5 commission report its findings and recommendations to the
6 legislative health and human services committee at its
7 October 2007 meeting; and

8 BE IT FURTHER RESOLVED that copies of this memorial be
9 transmitted to the director of the New Mexico health policy
10 commission, the executive director of the New Mexico hospital
11 and health systems association and the New Mexico chapter of
12 the American college of emergency physicians. _____

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