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SENATE MEMORIAL 18

48TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2007

INTRODUCED BY

John T. L. Grubestic

A MEMORIAL

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

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

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

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

WHEREAS, a 2001 national study identified a clear link

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1 between nurse staffing levels, job dissatisfaction and nurse
2 retention; and

3 WHEREAS, the need to attract and retain greater numbers of
4 nurses within New Mexico will continue for the foreseeable
5 future; and

6 WHEREAS, a well-qualified, satisfied, stable and adequate
7 supply of nurses is a shared concern for employers, employees,
8 consumers, families and private and public payers of hospital
9 services; and

10 WHEREAS, increased nurse recruitment and retention could
11 result in reduced errors, increased patient safety and outcomes
12 and improved job satisfaction for nurses; and

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

16 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE STATE
17 OF NEW MEXICO that the New Mexico health policy commission be
18 requested to study the impact of nurse staffing and retention
19 issues, to research and publish a study of the hospital
20 environments that attract nurses, provide them with job
21 satisfaction, encourage them to give high-quality care and make
22 them want to remain within the nursing profession and to
23 research what other states are doing or considering to make
24 hospital nursing more attractive. The study should analyze and
25 make recommendations to the legislature about turnover rates,

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1 vacancy rates, patient outcomes data, nursing-sensitive quality
2 indicators and organizational factors that lead to the
3 development of best practices in hospital nursing; and

4 BE IT FURTHER RESOLVED that in conducting the study, the
5 New Mexico health policy commission confer with others with
6 knowledge and interest in nursing, to include the board of
7 nursing, statewide associations representing hospitals and
8 health systems, physicians, nurses, nurse executives, labor
9 organizations representing nursing and a statewide organization
10 dedicated to excellence in nursing; and

11 BE IT FURTHER RESOLVED that the New Mexico health policy
12 commission report its findings and recommendations to the
13 legislative health and human services committee at its October
14 2007 meeting; and

15 BE IT FURTHER RESOLVED that copies of this memorial be
16 transmitted to the director of the New Mexico health policy
17 commission, the executive director of the New Mexico hospital
18 and health systems association and the New Mexico chapter of
19 the American college of emergency physicians.

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