

ANA STAFFING GUIDELINES

PROPOSED BALLOT INITIATIVE

NURSE DRIVEN STAFFING	GOVERNMENT MANDATED STAFFING
UTILIZES EVIDENCE BASED STAFFING METHODOLOGY PROCESS	MANDATES FIXED RATIOS AT ALL TIMES
ACCOUNT FOR MANY FACTORS IN NURSE STAFFING: PATIENT ACUITY AND COMPLEXITY	REMOVES ABILITY TO VARY STAFFING BASED ON MULTIPLE FACTORS: LIMITS NURSE ABILITY TO SHIFT ASSIGNMENTS BASED ON ACUITY
NUMBER OF ADMISSIONS, DISCHARGES & TRANSFERS	LACK OF FLEXIBILITY – RATIOS REMAIN THE SAME DESPITE RAPID SHIFTS IN PATIENT NUMBERS
EXPERIENCE LEVEL OF NURSES	SKILL MIX NOT CONSIDERED
PHYSICAL SPACE	NOT CONSIDERED
LAYOUT OF NURSING UNITS	NOT CONSIDERED
AVAILABILITY OF OTHER RESOURCES (EG: NURSING SUPPORT STAFF/TECHNOLOGY)	DOES NOT ACCOUNT FOR CONTRIBUTIONS OF NURSING SUPPORT STAFF AND THE INTERDISCIPLINARY TEAM