

STAFFING PLAN FOR HEART FAILURE CLINIC RESOURCING

Name

Institution affiliation

Professor

Date

[www.nursingtermpapers.com](http://www.nursingtermpapers.com)

Application of evidence-based management strategies in staffing.

Standardization of knowledge and practice in health care has become a vital concern in enhancing organizational efficiency and improved decision making. Nursing leaders and other medical practitioners have emphasized the use of evidence-based management strategies and best practices for resourcing health care services. Evidence-based management strategies refer to the systematic application of best available evidence of managerial game plans for improving decision making and the performance of healthcare organizations (Hoffmann & Glasziou, 2016). Patients expect the nurses to do the best on their behalf and as part of professional accountability enhancement, nurses should in collaboration with the management come up with the best way to deliver quality health care.

Evidence-based management strategies are associated with higher quality care and higher patient outcome, reduced practice variations, consistency of care and quality patient safety measures. Systematic reviews, research studies, abstraction journals, and empirical studies provide adequate evidence for management to make informed decisions in resourcing health care services.

Discipline and skill mix for appropriate staffing

The concept of gathering together individuals from different professions and specialties helps in offering a well- rounded care for patients. Studies suggest that a physician-nurse collaboration reduces mortality rates, patient complications and increases patient satisfaction in adult intensive care units (ICUs). Research in America, Europe, and other

countries suggests that a low nurse staffing and higher nurse workloads result in adverse patient outcomes such as high mortality, infections and delayed care. Keeping staff skill mix at optimum is necessary for maintaining quality healthcare and keeping costs at the bare minimum. An optimal skill mix to be considered shall consist of the high ratio of senior staff, increased number of personnel, higher ratios of qualified workers and multidisciplinary teams.

Staffing to meet corporate diversity goals.

The use of staffing ratios can become a useful tool in directing service planning and delivery. The staffing requirement should be guided by the number of patients, and the nurse-patient quotient should be kept at optimum to align costs with budget constraints while safeguarding patient safety and care.

Diversity is a concept that cannot be ignored in the modern globalized world. Embracing diversity in health care among patients and the workforce is vital in achieving set goals. A case study for America where different cultures, ethnicities, and lifestyles are evident, nurturing a workforce that reflects such diversity is unavoidable (Kivisto, 2014). Some of the strategies to embrace workforce diversity include: conducting recruitment of nurses across cultures, formulation of attractive employment terms that can keep staff engaged and motivated, offering equal hiring chances to all qualified candidates without discrimination on whatsoever basis and prioritizing the minority groups and cultures in the hiring process. Also, reflecting workforce diversity in the top management will concurrently result in different corporate decisions that accommodate every party in the healthcare system.

The effect of delegation, negotiation, and collaboration on staffing.

Delegation is an essential skill in nursing today due to the shortage of nursing practitioners who can be hired and sustained in a health center subject to available budget (In Cherry & In Jacob, 2017). As a cost-saving mechanism, the delegation of particular tasks to assistant caregivers, saves professional nurses time to manage patients in more critical conditions. However, one should be aware that there are legal limits to the delegation and that responsibility of care outcomes lies on the one delegating tasks. Deputization reduces the burden of professional staffing in a health care. The collaboration of different medical practitioners creates the multidisciplinary team of professionals who then share the patient burden as well as offering healthcare solutions that could not be provided by a single individual. When nurses and other medical practitioners work together in harmony, staffing costs of hiring intensive supervision and monitoring are evaded, hence a relief on the staffing expenditure

The effect of a union contract on staffing plan

A union contract exists among the nurses and a legally recognized body that fights for the rights of the members who are the nurses about the employer (clinic/health center owner). The union officials may visit the nurses in the working hours to access if the working conditions are within the confines of the law. A staffing plan should, therefore, be adjusted with the existing legal prescriptions of working conditions especially those relating to workload, working environment, safety, and salary among others. Failure to adhere to the legal order attracts an industrial action that can paralyze health care in the health center and result in adverse patient outcomes.

The nursing practice act is the regulatory framework by the state to regulate all nursing activities. Most importantly, the nursing practice act prescribes the minimum standards

for certifying a healthcare Centre, staffing requirements, quality assurance policies and defines the professional mix that can be hired(Fredman, 2014). The Nursing Act law must be complied with, in the staffing schedule failure to which the prescribed penalties shall take effect.

Accountability in a staffing schedule promotes fairness among the nurses thus keeping them motivated for the task and service delivery to the patient. An accountable staffing schedule must factor in payment by work, done, well-known details of all staff members, fairness as per the typical expectations of workforce well-kept workforce diaries and orientation on teamwork.

Conclusively, strict adherence to legal requirements, optimal staff mix, accountable management, corporate multiplicity and optimal patient –nurse ratio, subject to the budget constraint will reduce costs and unnecessary spending.

www.nursingtempapers.com

## References

- Fredman, G. F. (2014). Implications of the Affordable Care Act on Nursing Regulation and Practice. *Journal of Nursing Regulation*, 5(1), 26-34. doi:10.1016/s2155-8256(15)30096-x
- Hoffmann, T., & Glasziou, P. (2016). Bringing shared decision making and evidence-based practice together. *Shared Decision Making in Health Care*, 254-260. doi:10.1093/acprof:oso/9780198723448.003.0039
- In Cherry, B., & In Jacob, S. R. (2017). *Contemporary nursing: Issues, trends, & management*.
- Kivisto, P. (2014). Diversity and the Eurosphere. *Ethnicities*, 14(4), 577-591. doi:10.1177/1468796814528697

www.nursingtempapers.com