

Nurse Staffing Model

The American Nephrology Nurses Association (ANNA) supports delivery of the highest quality of care for individuals, families and communities affected by kidney disease.

It is the position of ANNA that:

- A registered nurse must be actively involved in determining staffing requirements in facilities providing care to patients with kidney disease, and that these requirements should include consideration of patient condition and specific medical and/or psychosocial needs.
- ANNA supports the use of a patient acuity classification system and further research on nursing models of care to help guide the nephrology nurse in planning staffing models to deliver care that promotes optimal patient outcomes.

Background and Rationale:

- This position statement is intended for all nephrology nurses and the health care team providing care for the patient with kidney failure.
- ANNA identifies leadership as a professional performance standard of the registered nurse in the practice setting. Advanced practice registered nurses specializing in nephrology are expected to influence decision-making bodies to improve patient care and provide direction to improve the effectiveness of the care team (Gomez, 2017).
- ANNA recognizes that adequate nurse staffing is critical to the delivery of quality patient care. Nurses responsible for direct patient care to patients with kidney disease must be actively involved in determining facility staffing requirements. Staffing patterns should provide safe, quality care and reduce staff burnout (Gomez, 2017).
- The Joint Commission addressed issues in patient safety where data identified inadequate numbers of nurses lead to medical errors and diminished overall quality of care. The impact of nursing care on patient outcomes has demonstrated nurse staffing is essential to reducing adverse patient events in dialysis units (Clarke, Flynn, Thomas-Hawkins, 2008).
- Effective workforce planning and policy making require better data collection and an improved information infrastructure. Nurse practice environments that promote critical thinking, efficient workloads and have effective pathways for nurses to propose and implement improvements have been shown to improve productivity and health outcomes for patients, reduce cost and improve nurse retention (Institute of Medicine, 2010).

References

Gomez, N.J. (2017). *Nephrology nursing: Scope and standards of practice* (8th ed.). Pitman, NJ: American Nephrology Nurses Association.

Institute of Medicine. (2010). *The future of nursing: Leading change, advancing health*. Washington, DC: The National Academies Press. Retrieved from <http://www.nap.edu/catalog/12956.html>

Thomas-Hawkins, C., Flynn, L., & Clarke, S.P., (2008) Relationships between registered nurse staffing process of nursing care, and nurse-reported patient outcomes. *Nephrology Nursing Journal*, 35(2), 123-145.

***Adopted by the ANNA Board of Directors in February 2011
Revised and/or reaffirmed biennially from 2013-2017
Most recently revised: April 2020***

ANNA Position Statements are reviewed and reaffirmed biennially.