

PRESS RELEASE
FOR IMMEDIATE RELEASE
October 11, 2023

CONTACT: TOBI LYON, MBA, CAE
EXECUTIVE DIRECTOR
nurse@ana-michigan.org
517-325-5306

American Nurses Association-Michigan Announces Opposition to Nurse Staffing Ratios Legislation

Association Supports Safe Staffing for All Nurses Across the Care Continuum and Strongly Encourages Legislators Not to Be Hasty in Mandating Staffing Ratios

OKEMOS, Michigan – The American Nurses Association - Michigan (ANA-Michigan) opposes Senate Bill 334 and House Bill 4550, which require developing a staffing plan that mandates ratios for hospital nurses.

ANA-Michigan has been a long-standing advocate for nurses to have safe staffing assignments while ensuring the safety of Michigan patients. Nurses are responsible for facilitating the entire healthcare journey, from hospital admission to discharge and through the community care experience. This role gives them a unique perspective and the power to drive positive patient outcomes. Appropriate staffing levels have multiple benefits, including:

- Reduced patient mortality rates.
- Reduced length of patient stays.
- Reducing the number of preventable adverse events, such as patient falls and infections.

“ANA-Michigan wishes to empower all nurses in our state to be part of the conversation on safe staffing and how best to address it,” said Bridget Leonard, DNP, MBA-HCM, RN, CRRN, NEA-BC, President of ANA-Michigan. “We cannot address a long-standing problem across the continuum of care with a one-size-fits-all solution. We must come to the table together and collaboratively find solutions that meet patient and nursing needs safely and fairly.”

While patient safety benefits from this focus, so do nurses. With an improved workload comes the chance for nurses to utilize their complete expertise without the pressure of fatigue and emotional exhaustion. Day-to-day healthcare requirements are constantly in flux, and staffing levels should not be fixed. Research has consistently shown that nurse staffing levels should depend on the following factors:

- Patient complexity, acuity, or stability.
- Number of admissions, discharges, and transfers.
- Professional nurses’ and other staff members’ skill level and expertise.
- Physical space and layout of the nursing unit.
- Availability of technical support and other resources.

MORE

“The data we’re seeing has been evident, and it tells a compelling story of what the reality is here in Michigan,” said Barbara Medvec, DNP, MSA, MSN, NEA-BC, President-Elect of ANA-Michigan. “Addressing safe staffing is a complex process that should not be handled legislatively or without the input of nurses. If that’s the route, we’re setting ourselves back before we can put one foot forward in the right direction.”

The current nursing shortage shows no signs of abating. If implemented, the proposed staffing ratios in SB 334 and HB 4550 would make it extremely difficult to meet the requirements outlined in the legislation and safely address immediate patient needs simultaneously.

To learn more about ANA-Michigan and further details related to the current staffing ratios legislation, please visit <https://ana-michigan.org/Safe-Staffing/> or call 517-325-5306.

###

ANA-Michigan is a statewide professional nursing association with over 3,000 members, representing the needs and interests of all nurses. ANA-Michigan members (RNs) deliver care to Michigan patients across the care continuum. ANA-Michigan membership includes nurses practicing in acute care, ambulatory care, long-term care, education, leadership, home care, public health, school-based care, nurse consultants, students enrolled in nursing education programs, retired nurses, directors, and academic nursing faculty.

As part of ANA-Michigan’s educational efforts surrounding staff staffing and the information being disseminated on the subject, the association wishes to extend a hand to all nurses in Michigan with an invitation to work together to find a solution to the safe staffing crisis we currently face. Join us, and let’s be Michigan Empowered Nurses together.

