**Business Case Analysis**

**Monarch General Staffing Crisis**

**NUR 490W Nursing Leadership**

**Purpose of Assignment**

The purpose of this paper is to analyze a problematic situation inherent to the nursing leadership and provide a rational solution which addresses the problem.

**Student Approach to Assignment**

I approached this assignment from the firsthand experience of significant staffing shortages where I currently work and the solutions that are practiced combating the issue. Solutions include having float pool staff, travel/agency nurses, offering incentives and contracts for current staff to pick up additional days. I was curious to develop greater insight as to what was the most cost-effective approach for an employer. By gaining an administrative perspective, I hoped to provide myself with an increased sense of understanding and awareness to an ever-present dilemma in healthcare.

**Reason for Inclusion of this Assignment in the Portfolio**

The reason for including this assignment in my portfolio is because it is such a common problem that has been going on for years. I have always believed that when approaching leadership with a problem you should come prepared with a recommended solution. Completing this cost/benefit analysis exemplified and enhanced this personal practice. Enhancement occurred in the development of skills to further explore the identified issue, assemble the information in a compelling way, and increase the opportunity to achieve a response by following the appropriate chain of command.

**Curriculum Outcomes**

**Professionalism**

* ***Understands the effect of legal and regulatory processes on nursing practice and health care delivery.*** The relationship between nursing staff shortages and patient care outcomes indicated a relationship of increased occurrence in missed care, hospital readmissions, and adverse event occurrence contributing to an overall increase in healthcare costs. I have been a part of chart auditing and understand the ramifications of improper documentation. These audits ensure that appropriate documentation of care and interventions provided were adequate to the patient. It is always important to document what you as s nurse did and things that took place because if it is not documented then it did not happen. With a staffing shortage, charting is rushed and oftentimes forgotten about. This could put the nurse and the hospital in a bad position if something were to happen to a patient.

**Culture**

* ***Maintains an awareness of global environmental factors that may influence delivery of health care services.*** The nursing shortage is not an isolated problem. This has been a problem worldwide for years. Reasons for the shortages include aging population of current nurses, lack of nurse educators which leads to schools not accepting potential nursing students, low wages, and overall stress. As current nurses become exhausted and burned out there is an increase in the reoccurrence of adverse events which leads to increase cost in healthcare, more time in hospitals, delayed healing processes and unhappy patients. Being a registered nurse during the COVID 19 pandemic I have seen firsthand the stress of being short staffed. Travel and agency nurses have been hired to assist with the shortages but at an increased hourly rate. This infuriates the current staff nurses. Hospitals need to find a way to better retain the nurses they have so fewer people leave the bedside altogether.