



# PROMOTING SAFE NURSE STAFFING IN PENNSYLVANIA

The Pennsylvania Organization of Nurse Leaders (PONL) is committed to nurse staffing practices that support the provision of safe patient care. We strongly endorse the autonomy of each organization to establish strategies needed to guarantee safe, effective and collaborative staffing practices to deliver high-caliber patient care to all Pennsylvania residents.

**PONL strongly opposes HB 867 and SB 450, which support patient limits for nurses in Pennsylvania.**

## American Organization of Nurse Leaders<sup>1</sup>

- Mandated staff ratios – static and don't guarantee safety or quality care.
- Limited innovation and increased stress on health care system.

## District of Columbia Hospital Association<sup>2</sup>

- Mandated staff ratios result in higher costs to hospital and increased safety concerns.
- No evidence of improved patient outcomes.

## California Experiment<sup>3</sup>

- Nurses reported decreased job satisfaction after implementing mandated staffing ratios.

## Illinois Hospital Association<sup>4</sup>

- Mandated nurse-patient ratios cannot be distilled into a simple numerical formula.
- The “right” ratio has yet to be proven in research study or practice.

# Vote NO on HB 867 and SB 450

<sup>1</sup> <http://www.aone.org/resources/mandated-staffing-ratios.pdf>

<sup>2</sup> [https://www.mnhospitals.org/Portals/0/Documents/policy-advocacy/nursestaffing/130219%20DCHA\\_FactSheets.pdf](https://www.mnhospitals.org/Portals/0/Documents/policy-advocacy/nursestaffing/130219%20DCHA_FactSheets.pdf)

<sup>3</sup> [https://www.pteqicon.org/wp-content/uploads/2019/01/NurseStaffingWhitePaper\\_Final.pdf](https://www.pteqicon.org/wp-content/uploads/2019/01/NurseStaffingWhitePaper_Final.pdf)

<sup>4</sup> <https://cdn.ymaws.com/www.ionl.org/resource/resmgr/ratios.pdf>