

A MEMORIAL

REQUESTING THE NEW MEXICO HEALTH POLICY COMMISSION TO STUDY
AND MAKE POLICY RECOMMENDATIONS TO INCREASE NURSE RECRUITMENT
AND RETENTION IN NEW MEXICO HOSPITALS.

WHEREAS, research and concern are increasing regarding
the nursing work force and projected short- and long-term
shortages of nurses; and

WHEREAS, New Mexico hospitals and other health care
providers are facing serious shortages of professional nurses;
and

WHEREAS, physicians and nurses agree that hospital
staffing levels of nurses are often inadequate to ensure safe
and effective care of patients, diminishing inpatient
capacity, which leads to emergency department overcrowding;
and

WHEREAS, a 2001 national study identified a clear link
between nurse staffing levels, job dissatisfaction and nurse
retention; and

WHEREAS, the need to attract and retain greater numbers
of nurses within New Mexico will continue for the foreseeable
future; and

WHEREAS, a well-qualified, satisfied, stable and
adequate supply of nurses is a shared concern for employers,
employees, consumers, families and private and public payers

of hospital services; and

WHEREAS, increased nurse recruitment and retention could result in reduced errors, increased patient safety and outcomes and improved job satisfaction for nurses; and

WHEREAS, there currently is no hospital in New Mexico that has obtained "magnet recognition status" by the American nurses credentialing center;

NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE OF NEW MEXICO that the New Mexico health policy commission be requested to study the impact of nurse staffing and retention issues, to research and publish a study of the hospital environments that attract nurses, provide them with job satisfaction, encourage them to give high-quality care and make them want to remain within the nursing profession and to research what other states are doing or considering to make hospital nursing more attractive. The study should analyze and make recommendations to the legislature about turnover rates, vacancy rates, patient outcomes data, nursing-sensitive quality indicators and organizational factors that lead to the development of best practices in hospital nursing; and

BE IT FURTHER RESOLVED that in conducting the study, the New Mexico health policy commission confer with others with knowledge and interest in nursing, to include the board of nursing, statewide associations representing hospitals and

health systems, physicians, nurses, nurse executives, labor organizations representing nursing and a statewide organization dedicated to excellence in nursing; and

BE IT FURTHER RESOLVED that the New Mexico health policy commission report its findings and recommendations to the legislative health and human services committee at its October 2007 meeting; and

BE IT FURTHER RESOLVED that copies of this memorial be transmitted to the director of the New Mexico health policy commission, the executive director of the New Mexico hospital and health systems association and the New Mexico chapter of the American college of emergency physicians.