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HOUSE MEMORIAL 17

48TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2007

INTRODUCED BY

Rhonda S. King

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

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1 between nurse staffing levels, job dissatisfaction and nurse
2 retention; and

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

6 WHEREAS, a well-qualified, satisfied, stable and adequate
7 supply of nurses is a shared concern for employers, employees,
8 consumers, families and private and public payers of hospital
9 services; and

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

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

16 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
17 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the New Mexico
18 health policy commission be requested to study the impact of
19 nurse staffing and retention issues, to research and publish a
20 study of the hospital environments that attract nurses, provide
21 them with job satisfaction, encourage them to give high-quality
22 care and make them want to remain within the nursing profession
23 and to research what other states are doing or considering to
24 make hospital nursing more attractive. The study should
25 analyze and make recommendations to the legislature about

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1 turnover rates, vacancy rates, patient outcomes data, nursing-
2 sensitive quality indicators and organizational factors that
3 lead to the development of best practices in hospital nursing;
4 and

5 BE IT FURTHER RESOLVED that in conducting the study, the
6 New Mexico health policy commission confer with others with
7 knowledge and interest in nursing, to include the board of
8 nursing, statewide associations representing hospitals and
9 health systems, physicians, nurses, nurse executives, labor
10 organizations representing nursing and a statewide organization
11 dedicated to excellence in nursing; and

12 BE IT FURTHER RESOLVED that the New Mexico health policy
13 commission report its findings and recommendations to the
14 legislative health and human services committee at its October
15 2007 meeting; and

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

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