## Nurse Staffing and Patient Outcomes in Inpatient Rehabilitation Settings

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KEY WORDS

lægtk of stay staffing outcomes

In robabilitation numing, the patient classification systems or acuty models and numeritaffing ratios are not supported by empirical evolution. Moreover, there are no studies published characterizing numing house per patient day, proportion of RN staff, and impacted agency numer in inputient rehabilitation settings. The purpose of this prospective observational study was tenderable litation numing on patient study and to test whether existing patient massures on secretly and outcomes in rehabilitation would be used as proxy for bundom of our to produce technologists made along on all outcomes in rehabilitation would be used as proxy for bundom of our to produce technologists, and daily name stuffing requirements. A total of 54 orhabilitation function in the Linited States, stratified by gargraphy, were needed solved to participate in the study.

The total mursing hours per patient day (HIPPD) in rehabilitation were reported at 8.1 hours, with the proportion of registered nurse (RN) staff at 50%, and nominal use of agency nurses reported across sites. This staffing level exceeds levels reported in longterm care but falls short of acute care settings. Nurse staffing levels varied by peopraphic region, with sigmificantly higher nursing HPPD in the Viest, a finding not previously reported in the literature. Freestanding rehabilitation sites reported a smaller proportion of RN staff and used significantly more agency nurse hours when compared to hospital-based rehabilitation facilities. The patient mix, defined by the distribution of rehabilitation impairment calr gories (RPCs) on each unit, significantly affected nume staffing levels. As the percentage of each RIC increased, there was a significant increase in the total numing HIPD and RN HPPD, but not in the non-RN HPPD; however, the RIC did not significantly impact the proportion of RNs. Positive nurse managers' perception of non-RN staff competency in rehabilitation numing practice was most predictive of improved patient outcomes, defined as FIM<sup>(1)</sup> gain and discharge FIM<sup>(1)</sup> score. A shorter length of stay (LOS) was predicted by three variables: a higher proportion of numes certified in rehabilitation (certified whybilitation registered mark). or CRRN®), decrease in RN years of rehabilitation experfence, or decrease in average daily cereus.

We examined the possibility of using the average admission relative weight (AARW), a patient severity measure, to predict numing staff ceilings. As the facilities 'AARW increased, there was a positive trend for increases in full-time employee equivalents (FLEE), overall numing HPTD, and RN and non-RN HFTD, although these findings were not statistically significant. We also examined the possibility of using data from a commonly used patient outcome measure, the FDAT<sup>TM</sup> instrument, as a proxy for the bunden of care, to predict shift by shift nurse staffing needs. Niightshift was the most highly correlated with average daily FIM<sup>TM</sup> score; for every 10-point increase in the rehabilitation unit's average FIMT's score, there is a corresponding 3.7% decrease in the average night shift hours per day. Practical issues associated with use of the FD4<sup>(c)</sup> instrument were also considered. All sites found the daily administration of the FDAT\*\* instrument to be moderately burdensome. There we reregional differences in transer perceptions, with the South and the Midwest finding completing the daily FIM<sup>Dec</sup> instrument slightly less burdensome than the Northeast and West. In addition to burden, the proportion of missing data averaged 9.4% for each study day for the daily FDATH natings. Further research is needed to examine the utility of AARW and the FEMPs instrument as potential nurse staffing tools in nehabilitation settings.

#### Specific Alms

Existing evidence does not support patient acuity models, patient classification systems, and nurse staffing ratios in rehabilitation systems, and murse staffing ratios in rehabilitation sarsing tools originally created for either acute care or long-term care, although these tools lack specificity for rehabilitation practice. Another strategy has been to design a facility-specific tool, but these tools lack validity and reliability. Diveme staffing strategies have resulted in wide variation in staffing methodologies across inpatient rehabilitation settings. Specific name-patient ratios, proportion of RN staffing, and the impact of agency nurses have not been reported for whabilitation. In addition to a lack of evidence-based nurse

# Nurse Staffing And Patient Outcomes In The Inpatient Hospital Setting

S Ben Porath

#### **Nurse Staffing And Patient Outcomes In The Inpatient Hospital Setting:**

Nurse Staffing and Patient Outcomes in the Inpatient Hospital Setting, 2000 Nurse Staffing and Patient Outcomes in the Inpatient Hospital Setting American Nurses Association, 2000 **Epidemic of Medical Errors and Hospital-Acquired Infections** William Charney, 2012-02-06 This book explores the issues surrounding medical errors and examines the science behind possible solutions It creates a more efficient dialogue that will produce a more systemic targeting of the causes of medical errors and HAIs The author elucidates the problems including the complex issues of money and ethics He uses statistical data to build the case for systemic change and re confirms that millions of procedures done without error is as an important measuring figure as are the numbers of mistakes Financial Management for Nurse Managers Janne Dunham-Taylor, Joseph Pinczuk, 2009-11-24 Completely revised and updated the Second Edition addresses a myriad of financial concepts ranging from staffing and budgeting to measuring productivity and forecasting costs Examples and explanations of terminology will help nurse managers successfully correspond with the financial department to implement change without negatively affecting patient care and outcomes **Keeping Patients Safe** Institute of Medicine, Board on Health Care Services, Committee on the Work Environment for Nurses and Patient Safety, 2004-02-27 Building on the revolutionary Institute of Medicine reports To Err is Human and Crossing the Quality Chasm Keeping Patients Safe lays out guidelines for improving patient safety by changing nurses working conditions and demands Licensed nurses and unlicensed nursing assistants are critical participants in our national effort to protect patients from health care errors. The nature of the activities nurses typically perform monitoring patients educating home caretakers performing treatments and rescuing patients who are in crisis provides an indispensable resource in detecting and remedying error producing defects in the U S health care system During the past two decades substantial changes have been made in the organization and delivery of health care and consequently in the job description and work environment of nurses As patients are increasingly cared for as outpatients nurses in hospitals and nursing homes deal with greater severity of illness Problems in management practices employee deployment work and workspace design and the basic safety culture of health care organizations place patients at further risk This newest edition in the groundbreaking Institute of Medicine Quality Chasm series discusses the key aspects of the work environment for nurses and reviews the potential improvements in working conditions that are likely to have an Introduction to Care Coordination and Nursing Management Laura J. Fero, Charlotte Anne impact on patient safety Herrick, Jie Hu (Ph. D.), 2011 Introduction to Care Coordination and Nursing Management is an introduction and overview of nursing case management across the health care continuum It covers topics that address health care management in the hospital as well the community such as Congregational Nursing and introduces the student to being a potential private practitioner touching on entrepreneurship consultation and marketing Each chapter includes discussion questions and short assignments to help students learn Health Care Financial Management for Nurse Managers Janne Dunham-Taylor, Joseph Z. Pinczuk, 2006 Health Care Financial Management for Nurse Managers Merging the Heart with the Dollar prepares nurse managers for successful interfacing between financial departments and nursing administration Using a systems approach to analyze the financial impact of health decisions so nurse managers can thoroughly understand financial concepts such as staffing budgeting identifying and analyzing variance measuring productivity costing accounting and forecasting the text also presents examples techniques and financial accounting terminology and demonstrates how cost cutting can affect patient Ross-Kerr and Wood's Canadian Nursing Issues & Perspectives - E-Book Lynn McCleary, Tammie outcomes McParland, 2020-09-23 NEW Revamped two colour layout improves readability and visual appeal NEW Expanded and updated art program incorporates more vivid and up to date photos charts and graphs throughout the text NEW Coverage of the latest top of mind topics hits on historical colonialism vis a vis Canada's Indigenous population and its impact on nursing education how nursing education will respond to the Calls to Action set forth by the Truth and Reconciliation Commission TRC MAID Medical Assistance in Dying and much more NEW Separate chapters on Indigenous health and gender allows for greater attention to be placed on cultural diversity feminism and men's roles NEW Personal Perspectives boxes start each chapter and present real world topics and situations to pique your interest in chapter content and stimulate critical thinking NEW Case studies added across the text help you apply theory to practice NEW Gender Considerations boxes and Cultural Considerations boxes are threaded throughout all applicable text chapters to ensure you are well grounded in how race ethnicity culture and gender identity affects the patient experience NEW Balanced coast to coast Canadian coverage now includes the CAN 2017 Code of Ethics and updated CASN Standards Rx for VA's Nursing Shortage United States. 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