

*“Nurses care deeply about their patients and want the best for them. On the surface, mandated ratios can sound appealing to nurses. Providing a forum for staff nurses to talk about autonomy, flexibility and professional practice speaks in a very powerful way to the direct caregiver. This video is very well done and addresses the key issues important to professional nurses. We plan to use it with all our nurses as a way to further facilitate dialogue about safe patient care.”*

— **Diane S. Raines, MSN, RN, NEA-BC**  
*Sr. Vice President, Chief Nursing Officer  
Baptist Health, Jacksonville*

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*“The national and state discussion regarding mandated patient ratios has been very one-sided. RNs receive regular mailings and e-mails suggesting that legally required staffing ratios are ‘the undeniable solution’ to their challenges and frustrations. This video brings reasoned and thoughtful insight, based on currently available research, that there is a better and more rational solution. It identifies the downside of mandated ratios and the challenges they present to both nurses and their organizations. I believe every nurse should see this video before making a decision about where she or he stands on this important issue.”*

— **Robert W. Suttles**  
*Vice President, Human Resources  
Health First, Inc.*

# Nurse Staffing Ratio Program



**Both hospitals and nurses embrace the same priorities — to provide the best patient care possible. Yet now, more than ever, hospitals are challenged not only to improve patient outcomes, deliver safe care, and develop efficient delivery models, but also to cut costs and streamline operations.**

In the midst of this challenge is increasing pressure from labor unions and their supporters to adopt minimum nurse-to-patient staffing ratios as a solution to healthcare's ills. This agenda fails to recognize the importance of individual patient needs or the flexibility that is required to address and manage the complexities inherent in patient care staffing. Given the increasing debate on this issue, it is important for nurse leaders to engage their staff in open and frank discussions about the facts related to effective nurse staffing and decision making.

This Nurse Staffing Ratio Program has been developed to assist hospital leaders with facilitating this discussion.

## **Program Includes**

- A 7-minute educational video featuring the opinions and experiences of direct-care staff nurses about the impact of mandated ratios on patients and the nursing profession.
- A Presenter's Guide designed to prepare meeting leaders to present the included video and PowerPoint and facilitate effective discussion. It includes a discussion outline and key talking points to respond to likely questions and engage nurses in meaningful discussion.
- A PowerPoint presentation with the embedded video (if desired) that includes speaker notes and talking points to aid leaders in their presentation and discussion and ensure consistent presentation and messaging.

## **Pricing**

- ASHHRA Members: \$750
- Non-ASHHRA Members: \$1,500

The video and accompanying presentation materials can be customized to incorporate your organization's branding and messaging. For more information, contact Brenda Myers at [bmyers@iriconsultants.com](mailto:bmyers@iriconsultants.com). A separate fee for this service applies.

### **License Agreement:**

Purchase and use is contingent upon agreement with the terms and conditions of use for the Nurse Staffing Ratio Program video and presentation materials as defined in the license agreement.

To order, visit the ASHHRA online store by [clicking here](#) or call (312) 422-3720.