

# Optimizing the Nurse Practice Environment to Influence Clinical Nurse Job Enjoyment and Intent to Leave

Improvements in both Staffing and Resource Adequacy and Nurse Manager Ability, Leadership and Support of Nurses

**Design:** Pre and Post Intervention Design QI Project

**Participants:**



**Setting**

324 Acute Care Hospital, 36 Bed Telemetry Unit in New Jersey

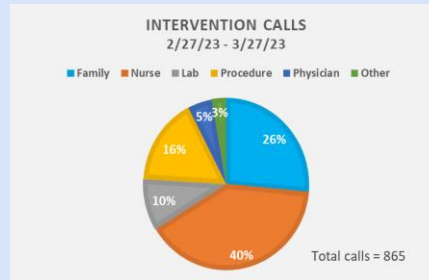


## Intervention

Resource RN placed on the unit 7am-7pm to take all phone calls when the patients primary RN is requested.

## Goal

To keep the RN's working at the top of their license in direct patient care at the bedside.



## Results

- Staffing and resource adequacy scores significantly indicating that clinical nurses were able to spend more time with patients.
- Nurses reported having enough time to provide quality care and complete their work.
- Nurse manager ability, leadership, and support of nurses also increased as a result of actively listening and addressing challenges faced by clinical nurses.
- Post-implementation, fewer nurses reported actively looking for a job, indicating a potential decrease in turnover and associated cost impacts for the organization.

