Macy Schafer
ANA Code of Ethics: Reflection
Nursing Workforce shortage
2/23/23

The nursing workforce shortage is a complex ethical problem as it has minimal solutions and can lead to life threatening situations. Nurses are a predominant factor in providing safe and adequate care to patients and when minimized we can begin to see dangerous and negative outcomes for patients. It is important to understand the effects of having inadequate nurses to staff for patients and the continue rising costs of healthcare supplies that make budgeting hard in healthcare facilities. This is a crisis and risk of harm is not always possible to prevent. Nurses must consider ethical principles and communicate effectively about how to collaborate on making assignments safe for patients and for nurses.

As the demand for nurses continues to rise, so does the growing population of seniors who require care. This then brings us with many complicated ethical issues related to the quality and safety of care we are providing as nurses. In the ANA code of ethics, statement 6 states "The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conductive to safe, quality health care". As nurses we are to ensure we are providing our patients with a safe environment and the high demand for care while having fewer nurses available to spread the workload it puts nurses at risk for higher levels of stress. Nursing is a rewarding career knowing you are helping heal and comfort individuals who are most vulnerable but when there is not enough time to provide those patients with quality care, they deserve it can decrease staff efficacy and exacerbate shortages due to nurse burnout (Mozafaripour, 2023).

These overwhelmed nurses are physically and emotionally exhausted from heavy workloads which puts them at risk for errors and can decreased quality of care. Solutions are

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hard to manage, and facilities must find strategies and assess solutions. A EBP studied showed implementing yoga is an implementation we as nurses can incorporate into our lived to limit stress and burn out. Self-care is important and implementing small interventions such as yoga, specifically mindfulness based, can limit burn out which in the long run can limit stress. Mindfulness based yoga intervention had a "statistically significant effect on the health and well-being of nurses and HCPs, most specifically for measures of stress; perceived stress, burnout, vitality, sleep quality, serenity, and mindfulness" (Hilcove et al., 2020).

The solution is complex, but it all starts with education. There must be an increase in promotion of not only education but also, nursing in the workplace to influence and drive new nurses. We as student nurses, the working and retired nurses need to accept and be ready to teach those who are preparing themselves for the workforce as a nurse. This generation is more expecting of accessibility and flexibility. Advancing technology can make education much easier to access while healthcare facilities must professionally offer accommodations and flexibility in schedules to prevent decreasing staff. The change starts with us, a road to safer environments for patients, we as nurses and how we want to promote being a nurse has an impact on the future of nursing.

Resources:

EBP Article

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