

At clinical, I hear a lot of nurses and nurse managers comment on being understaffed. In the OR for clinical, I would have assumed that they were entirely staff for their caseload, but to them, they are understaffed. When a facility or unit is understaffed, the nurses working have to take more patients, which increases stress. Chronic stress can cause nursing burnout which only adds to the nursing shortage problem (Scammell, 2019). If facilities are desperate to hire nurses, they should start providing all new hires with a sign-on bonus, provide relocation compensation, and assist with student loan repayment. Teachers have a student loan repayment program, and if nurses are in such high demand, it would be nice to have a little help paying for the education the facility requires. I have to fill the open position they are desperately trying to fill. Yes, I understand that having a nursing shortage is terrible, but what do facilities do to make themselves appealing and stand out to applicants. Not only do facilities need to step up their game when it comes to making working for them worth the applicants wild, but facilities need to develop programs targeted to retaining the new employees. When I was applying to jobs over Christmas break, Ascension - St. Vincent hospital in Indianapolis is the only hospital in that area that I saw that had a nurse residency program for new hires. If facilities want to retain their new nurses, all facilities should develop a nurse residency program to increase novice nurse's confidence and makes them feel part of the team from day one.

Reference

Scammell, J. (2019). The implications of nurse shortages. *British Journal of Nursing*, 28(3), 208.
<https://doi-org.proxy.cc.uic.edu/10.12968/bjon.2019.28.3.208>