

# *Recommendations for Safe, Effective* **Medical-Surgical Nurse Staffing**



## **Establish Evidence-Based Minimum Safe Staffing Standards**

To ensure patient safety and nurse wellbeing, a direct patient care registered nurse shall not be assigned more than five patients, as a guideline. Acuity-based adjustments should modify staffing as needed.



## **Implement Acuity-Based Staffing Models Using Standardized Tools**

Hospitals should integrate validated acuity-based staffing tools (such as EHRS-based acuity tracking) to dynamically adjust staffing based on real-time patient complexity and staff experience.



## **Establish Nurse-Led Staffing Councils in Hospitals**

Medical-surgical nurses should implement Nurse-Led Staffing Councils to ensure nurses, ancillary support, and their immediate managers participate in shared decision making about staffing.



## **Improve Ancillary & Support Staff Integration**

Hospitals should invest in ancillary staff to support nurses and reduce non-nursing workload and non-nursing care tasks implemented by professional nurses.



## **Strengthen Legislative & Regulatory Advocacy**

Advocacy at state and federal levels helps to create lasting, enforceable nurse staffing regulations.



## **Promote & Enable Innovation**

Medical-surgical nurses should actively engage to develop, implement, and evaluate innovative staffing models, technological advances, and research.

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