

Can Alternative Legislative Approaches Increase the Nursing Workforce?

Nurses are overworked due to insufficient staffing, resulting in turnover and risks to patient safety

Previous research indicates a positive influence on nurse hours in California, the only US state with mandated staffing ratios

Other US staffing laws:

- Staffing committees led by nurses
- Public reporting of staffing levels

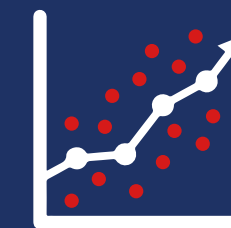
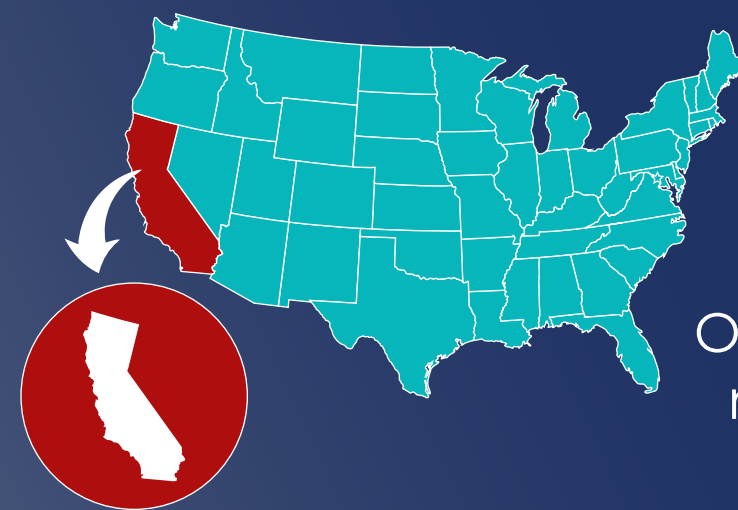


A difference-in-difference method to compare the implications of different staffing laws across states

	Mandated staffing ratios	Nurse-led staffing committees	Public reporting of staffing levels
Registered nurses	0.996 (p < 0.01) Increase in hours per patient day	No notable changes	No notable changes
Nursing assistive personnel	0.224 (p < 0.01) Increase in hours per patient day	No notable changes	No notable changes
Licensed practical nurses	No notable changes	-0.076 (p < 0.01) Reduction in hours per patient day	0.115 (p < 0.01) Increase in hours per patient day



With California removed from the model...



Only public reporting had a minor favorable effect on nursing hours



Staffing committees should be more empowered and open



Public reporting ways should be revised for broader access

How efficient are legislative approaches in pushing hospitals to hire more nurses?

Future research must address how these legislative approaches can be strengthened to improve potential patient outcomes and nurse turnover rates