



Position Statement

Nurse Staffing

The American Nephrology Nurses Association (ANNA) supports delivery of the highest quality of care for individuals, families, and communities affected by kidney disease.

It is the position of ANNA that:

- Registered nurses (RNs) play a critical role in ensuring patient safety while providing care. Therefore, RNs must be actively involved in determining staffing requirements which include consideration of patient's medical conditions and care requirements.
- ANNA supports the ANA Principles of Nurse Staffing (ANA, 2020) as part of every nurse staffing model.
- ANNA supports the use of a patient acuity classification system to assist in determining staffing needs.
- ANNA supports staffing model research which will assist in the development of RN staffing models that promote - optimal patient outcomes and improved safety.
- ANNA supports research on nurse sensitive outcomes and the link between appropriate RN staffing on improving patient outcomes in individuals with kidney disease.
- Healthy work environments are critical for effective professional nursing practice and the delivery of safe, high quality patient care (Gomez, 2023).

Background and Rationale:

- This position statement is intended for all nephrology RNs and the health care team providing care for individuals with kidney disease.
- Appropriate RN staffing is critical to ensure the delivery of safe, high-quality care. (ANA, 2020).
- Nurse staffing is a dynamic process that aligns the number of RNs, and multidisciplinary team members, with the workload, expertise, and resources needed to achieve quality patient outcomes (ANA, 2023).
- Nurse staffing models are staffing frameworks used to determine the allocation of nursing staff to optimize patient care, manage workload, and ensure efficient utilization of nursing resources. An effective nurse staffing model assists to prevent excessive workloads and burnout as well as a commitment to RN well-being promoting staff satisfaction and retention.
- Patient-centered models of care allocate resources based on patient needs rather than solely based on the number of patients. An effective staffing plan considers nursing care outcomes as measured by nurse sensitive indicators.
- Staff models must be dynamic, and when determining appropriate staffing (ANA, 2020):
 - Ensure RNs are permitted to practice to the full extent of their education, training, scope of practice, and licensure.
 - Incorporate dedicated time and resources for mentoring, precepting, and addressing skill needs of the nursing team.
 - Incorporate regular monitoring of identified indicators, to ensure staffing outcomes are evaluated and adjusted. Indicators may include such things as nurse satisfaction, burnout, turnover/retention, and workplace injuries.
 - It is important to understand the relationship of work environment factors and their impact on safety, patient outcomes, and retention of qualified nephrology nurses (Gomez, 2023).

References

American Nurses Association (ANA) (2020). *Principles for Nurse Staffing (3rd ed.)*. Silver Spring, MD: ANA.

American Nurses Association Nurse Staffing Task Force (2023). Retrieved from:
<https://www.nursingworld.org/practice-policy/nurse-staffing/nurse-staffing-task-force/> , 12/11/2024.

Gomez, N.J. (2023). *Nephrology nursing: Scope and standards of practice (9th ed.)*. Pitman, NJ:
American Nephrology Nurses Association.

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