

**American Nurses Association
2004 House of Delegates**

Resolution

Transforming the Work Environment for Nurses

WHEREAS, It is essential that work environments are designed to support the professional practice and patient safety priorities of registered nurses and the safety and health of registered nurses; and

WHEREAS, Work environments should include:

- Organizational cultures that support a commitment to safety and continuous learning as well as an awareness of the safety implications resulting from fatigue, insufficient nurse staffing, deployment of inexperienced staff to unfamiliar areas, and decisions made without direct care registered nurse staff
- Work processes and workspaces designed to reduce the incidence of errors and injuries and to improve the detection and prevention of errors and injuries so that appropriate interventions can be made
- Nursing staff of sufficient number and experience who communicate effectively and work collaboratively with all members of the healthcare team
- A management philosophy and practices based on evidence that is capable of transforming policies and practices to create a culture of safety; and

WHEREAS, The American Nurses Association has long had as organizational priorities nurse staffing, patient outcomes, patient safety, prohibition on overtime, improper floating, professional autonomy and recruitment and retention of nurses, and ANA has also testified on the role these factors play in the delivery of safe, quality care and in the professional satisfaction of nurses; and

WHEREAS, The Institute of Medicine (IOM) has recently released a report, *Keeping Patients Safe: Transforming the Work Environment for Nurses*, which builds on both *To Err is Human* (2000) and *Crossing the Quality Chasm* (2001) and outlines strategies to implement key recommendations from those reports to build work environments more conducive to patient safety; and

WHEREAS, Registered nurses are active at the local, state and federal level lobbying for policies required to improve the environment of care and the outcomes for patients and a safer work environment; therefore, be it

RESOLVED, That the American Nurses Association support the IOM recommendations

outlined in *Keeping Patients Safe: Transforming the Work Environment of Nurses* as a guide for establishing research, safety and quality of care policy priorities, legislative initiatives and contract language; and, be it further

RESOLVED, That the American Nurses Association reaffirm the strategies and objectives identified by the nursing community in *Nursing's Agenda for the Future* as pivotal to improving working conditions and creating safe environments for patients and nurses; and

RESOLVED, That the American Nurses Association disseminate ANA's position on evidence-based research and practices that update and expand on the original IOM recommendations.