



# The Power of Effective Staffing Committees: What Leaders Need to Know

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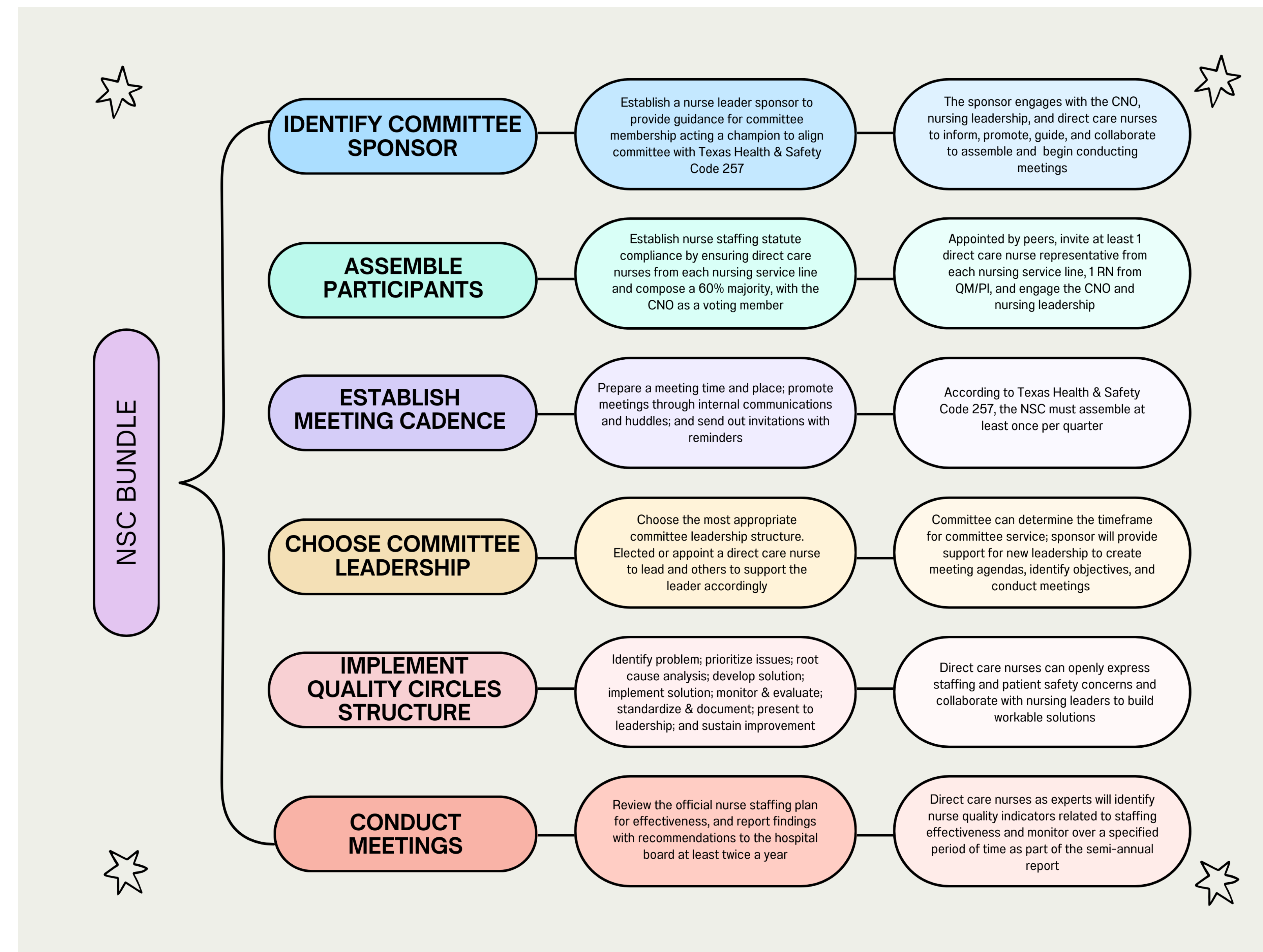
## Purpose

We created and implemented a NSC Bundle to:

- Inform direct care nurses and nursing leadership about the nurse staffing statute, the hospital, and committee responsibilities according to the statute, create interest, and promote engagement with work in the committee
- Build the committee's direct care nurse presence and regular attendance, which promotes empowerment through decision-making
- Sustain direct care nurse engagement over time with work in the committee

## Problem

- Historically, the NSC was run by the CNO or Nurse Executives with few direct care nurses in attendance
- The COVID-19 pandemic took it's toll on the existing NSC
- Direct care nurses did not know the NSC existed or the purpose for the NSC
- The NSC was not functioning as outlined in THSC 257



## Background

- Adequate hospital-based nurse staffing contributes to high-quality patient outcomes and higher nurse satisfaction
- The Texas Center for Nursing Workforce Studies reported insufficient staffing as one of the top three reasons nurses leave
- West Texas geography and the transient nature of the oil business contributes nursing turnover
- Texas Health and Safety Code section 257 (THSC 257) mandates that all hospitals in Texas establish and enforce a nurse staffing policy a nurse staffing committee (NSC)

The NSC is composed of:

- Nurses from all service lines
- 60% of membership are direct care nurses; all paid for their time
- CNO attends meetings and is a voting member
- NSC meets at least quarterly
- NSC reviews, assesses, and responds to staffing concerns
- NSC examines outcomes related to staffing effectiveness
- NSC evaluates the nurse staffing plan semi-annually
- NSC makes recommendations to the governing board

## Strategies

- Developed a plan and outlined goals to align the NSC with the Texas statute
- Dissolved former NSC structure
- Initiated committee bundle:
  - Identified NSC sponsor
  - Identified direct care representatives
  - Set agreed upon meeting cadence
  - Elected direct care nurse leadership
  - Informed NSC membership of purpose, roles, and expectations according THSC 257
  - CNO attended NSC meetings as a voting and advisory member

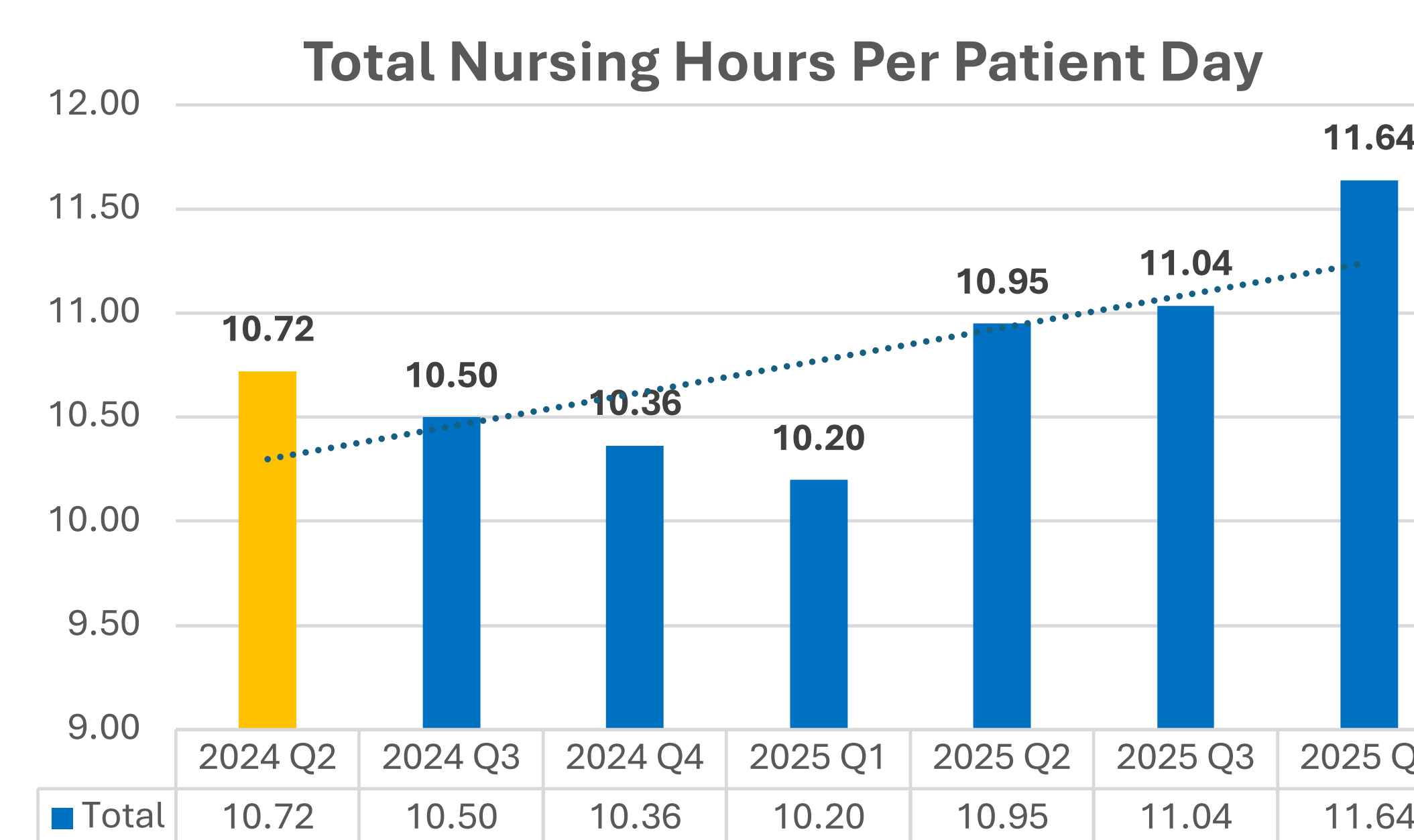
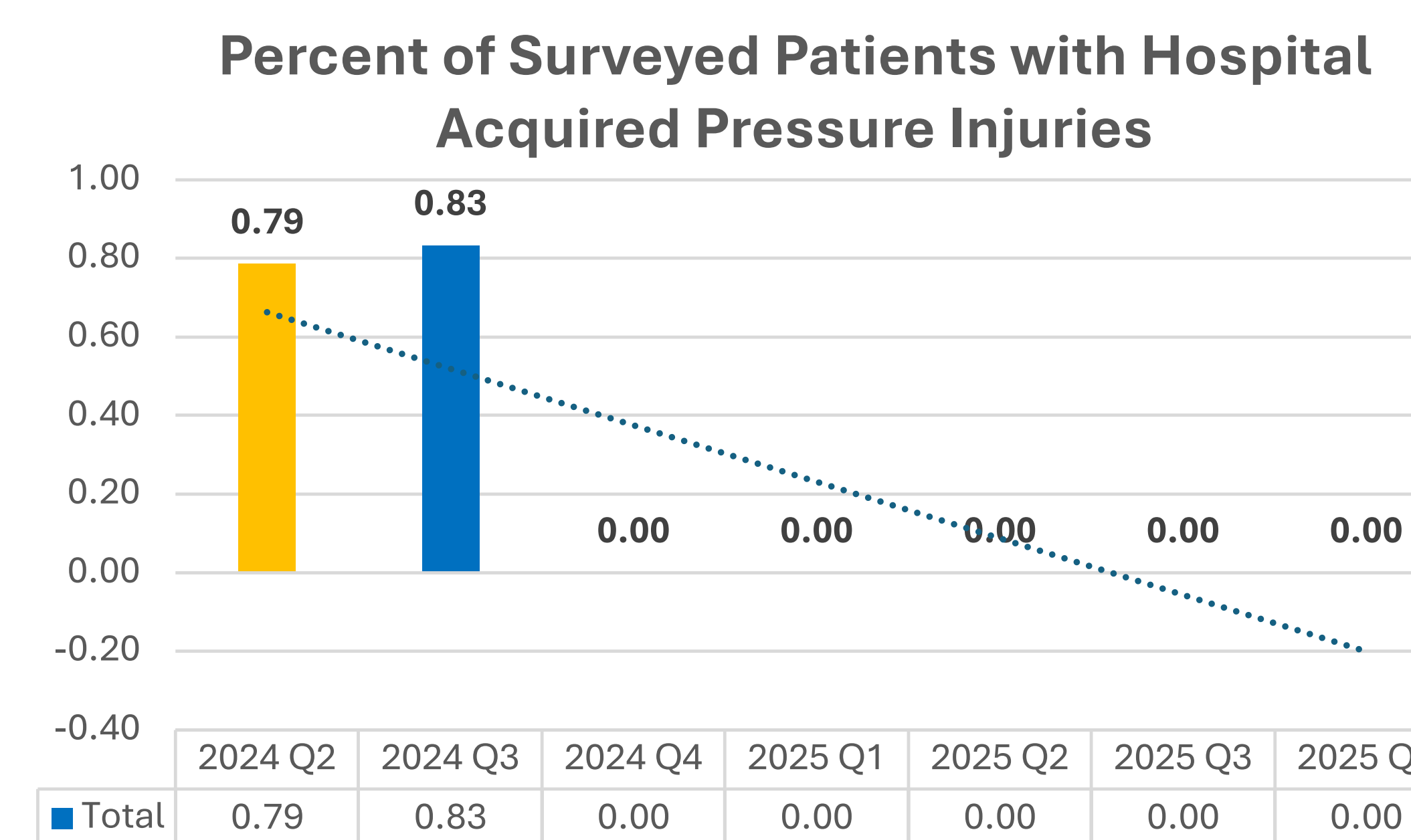
## Outcomes

The NSC bundle Implementation was successful:

- The NSC meets monthly with consistent 60% direct care nurse attendance
- The NSC successfully reviewed and changed the nurse staffing plan with board approval for the first time in 12 years
- In the first year, the NSC chose and saw improvement in three quality indicators related to staffing effectiveness producing record high organizational scores on NDNQI Nurse Satisfaction around staffing.
- The NSC direct care nurse leadership has attended board meetings, state-level legislative hearings, and has been promoted as a result of their engagement in the NSC

## Implications

- Executive nurse leader support for professional governance is key to success
- NSCs are vital in the development of nurse staffing plans, promoting engagement, improving quality outcomes, and professional development



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## References

