

ANA's Proposed Revisions to Joint Commission Standards

I. Standard NR.4.10 shall be revised to read:

The nursing service must have adequate numbers of licensed registered nurses, licensed practical nurses, and other personnel to provide nursing care to all patients as needed. There must be registered nurse supervisors, registered nurses, and other personnel for each department and nursing unit to ensure, when needed, the immediate availability of a registered nurse for bedside care of any patient.

II. Principles for Assessing Compliance

Elements of Performance for NR.4.10 should ensure that

1. Nurse staffing levels are determined and implemented based on factors present on each unit during each shift, including:
 - Numbers of patients.
 - Patient condition, including severity of illness.
 - Experience level and expertise of assigned staff.
 - Activity on the patient care unit, including admissions, discharges and transfers.
 - Availability of personnel and services (such as clerical, transport, housekeeping, pharmacy, laundry and laboratory) that enable nurses to devote more of their time to patient care.
 - Presence, numbers and needs for staff nurse oversight of nursing students, new graduates, orientees, float and agency nurses, as well as trainees in other disciplines who require nursing support.
 - Analysis of unit-level nursing-sensitive outcomes data.
 - Contextual issues including architecture and geography of the environment and available technology.

2. In order to provide transparency and to provide a means to assist hospital leadership and the Joint Commission to ensure ongoing assessment and review of staffing adequacy, current unit-level data on nurse staffing levels are posted in locations that are available and accessible to patients, visitors and staff
 - Posted data include actual numbers of patients, registered nurses, licensed practical nurses, unlicensed nursing staff providing direct patient care on each unit with comparisons to the unit's normal staffing plan.
 - Posted data are updated on each shift.

- Information posted shall include the name(s), contact telephone numbers and email addresses of individuals for patients and/or family members to contact to ask questions or voice concerns about nurse staffing levels, along with the telephone number to voice concerns or complaints to the Joint Commission.
- Posted staffing plan shows the number and types of staff to meet patient needs.

III. In addition, **Elements of Performance** for Standard 1.10 shall ensure that the hospital's nurse executive shall maintain a direct reporting relationship to the hospital's Chief Executive Officer.