

At the most recent senior leadership meeting, you as the chief nursing officer reported a trend toward nursing shortage on several units. The human resources director reported that even with open nursing positions, because of the shortage of nurses available within your recruitment area, there have been very few applying to fill them.

The critical care units have experienced the greatest attrition recently and using the primary care nursing care delivery model is becoming difficult to do consistently. The decision is made to hire more nursing assistants to assist during this shortage.

As the CNO, you must introduce a different nursing care delivery model that includes using nursing assistants in the units involved. Address the following related to this scenario:

Discuss the model you will use and include your rationale for the choice.

Describe the impact this new model will have on the organization.

What challenges to the change will you face?

What strategies will you use to facilitate the change?

With this specific situation, changing the facility's patient care model towards a team nursing model would be extremely beneficial in utilizing nursing assistants within the individual units. Team nursing model allows nursing assistants to handle basic functions such as obtaining vitals, all hygiene care, and toileting (Miller et al., 2024) while nurses handle the more complex functions such as assessments and treatments. Also, this keeps more eyes on the patients. If nurses are spread thin across the unit, attempting to assist multiple patients within a small time frame, they are more likely to miss key signs and symptoms of complications. Having more people around the patient throughout the day can increase the likelihood of complications being identified earlier, resulting in more positive patient outcomes. (Beckett, 2021).

Within the organization, this change can potentially have both positive and negative impacts. Transitioning to team nursing can help improve patient outcomes and satisfaction, and can help increase staff satisfaction as well. It creates a more collaborative and synergistic approach to patient care that helps manage staff shortages and provides more support for newer nurses. However, there will be a transition period while implementing the new care model. There will need to be education for all staff members focused on not only the new care model, but also each professional's scope of practice to ensure no one is performing tasks that they are not qualified to carry out. (Maloney, 2024).

There are always challenges when implementing changes in any healthcare setting. Firstly, the facility will need to hire and train new nursing assistants, which can prove difficult depending on the local recruitment area prospects. There are always barriers to implementing change due to multiple factors, including individual reasons and organizational issues. Some