

## **Week 8 Discussion: Health Policy and Ethics - Bill S304**

For this discussion post I chose Bill S304, this bill affects registered nurses across the state of New Jersey. Bill S304 was first enacted during the 2022 - 2023 New Jersey Legislative sessions. The primary sponsors of the Bill S304 are Senator Joseph Vitale of Middlesex County, New Jersey, Senator Linda Greenstein of Middlesex County, New Jersey, Senator Shirley Turner of Mercer County New Jersey, Senator Brian Stack Mayor of Union City, New Jersey and Senator Nia Gil Esq. Essex County, New Jersey. Bill S304 is important for the advocacy and health and well-being of not only registered nurses within the state of New Jersey but also the patients they serve in a variety of settings. The bill would mandate that and every healthcare facility that employees' nurses has set standards for nurse-to-patient ratios. Some of the highlights from the bill include limiting four patients per registered nurse in the Emergency Department, and one registered nurse for every two patients on the labor and delivery unit.

Scholarly articles suggest that having safe nurse to patient staffing ratios decreases nurse burnout, improves patient safety and general well-being and its cost effective for employers (Lasater et al., 2021). The ANA code of ethics requires all individuals within the nursing profession to "do no harm", when nurses are required to take care of multiple sick individuals at once it increases the chance of mistakes occurring. Having save staffing ratios allows the registered nurses increased 1:1 time with patients providing comfort and care and the ability to thoroughly assist patients and attend to