

Summary

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Advocacy Through Legislation

Identify a problem or concern in your state, community, or organization that has the capacity to be advocated through legislation. Research the issue and complete the sections below. For each topic that requires the listing of criteria, a minimum of two criteria should be identified and discussed. Add more rows as is appropriate for the topic/proposal.

Problem

In no more than 250 words, describe the problem, who is affected, and the current ramifications. Explain the consequences if the issue continues.

Long working hours are one of the key issues that nurses face today in my area. Several incidents of shortages exist in the area, and nurses are compelled to work long shifts. In some circumstances, nurses are required to work overtime or for extended periods of time. Nurses are at danger of becoming fatigued, which raises the likelihood of medical errors. In some situations, nurses will be paid more for working long shifts of more than 12 hours each day. When someone works a shift of more than 12 hours in a day, their cognitive abilities deteriorate. When someone is obliged to work extra as a result, their productivity may suffer.

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Passive voice: have been reported

Mandatory overtime and voluntary overtime are the two types of overtime that have been reported. Some nurses will take the pay raise in exchange for greater work experience gained from the lengthy shifts. After 40 hours of work in a week, a nurse is required to work overtime

(Recio-Saucedo et al., 2018). For people who are dedicated to their careers, the boundary between mandatory and volunteer overtime might be blurred in some circumstances. Patient dissatisfaction will rise as overtime is increased. There have been instances where nurses have succumbed to burnout, are unsatisfied with their careers, and have expressed a desire to leave their jobs more than twice while working long hours.

Idea for Addressing Solution

In no more than 250 words, outline your idea for addressing the issue and explain why legislation is the best course for advocacy.

The problem of long working hours needs to be dealt with using legislation. The idea is to introduce a law that will cut on the amount of overtime that one can be forced to take. Nurses require a work life balance just like every other career. If the world was perfect and if there was an appropriate law, the nurses would get to decide the amount of overtime that they can work and choose when they can extend to overtime. This is the best way of addressing the issue through giving the nurses the option to take overtime. The best way of dealing with it is to introduce a law where overtime is offered on a voluntary basis. The overtime should also be



on a x basis: on a voluntary b. → voluntary

offered when all other attempts to bridge the staffing gaps have been exhausted. Options such as bringing in new nurses should be exhausted before offering the overtime. The second way of addressing the problem is to have the legislation state that nurses should not work beyond their mental and physical capacity and should not be forced to do so (Recio-Saucedo et al., 2018). The third way of dealing with the problem is to have the healthcare facilities put in place a system which assesses the needs of the patients and assign the staff accordingly eliminating the need for mandatory overtime. The mandatory overtime should not be used as the solution to the understaffing in facilities. Legislation is the best way forward because other measures have failed in controlling the long working hours for nurses.

Research the Issue

Perform research and compile information for your idea. Present substantive evidence-based findings that support your idea for addressing the problem (studies, research, and reports).

Include any similar legislation introduced or passed in other states.

Evidence 1

According to a study by Wheatley (2017) the regulations on banning of mandatory overtime, restricting of total hours per



Passive voice: have been exhausted



Three successive sentences begin wit...: The



Spelling mist...: understaffing → understaffing

day or week, and the right to overtime refusal were effective in reducing the working hours that the nurses took. The regulation on the mandatory overtime, specifically, showed success in decreasing the levels of adverse patient events

3

	associated with nurses. The regulations reduced mandatory overtime hours by 3.9 percent and incidence of working for more than 40 hours in a week by around 11.5 percent.
<u>Evidence 2</u>	
	According to Jordan et al., (2016) a healthy work environment and healthy nurses contribute to the nurses functioning at a high level. At the same time, the work environment conditions lead to an improvement in employee satisfaction, quality of medical care, patient satisfaction, and improvement of retention of employees. The nurses were highly functional when every aspect was taken care of including reduction in mandatory overtime hours.
<u>Stakeholder Support</u>	
<i><u>Discuss the stakeholders who would support the proposed idea and explain why they would be in support.</u></i>	
<u>Stakeholder(s) Supporting 1</u>	The first stakeholder who would support the legislation are the nurses. There are nurses who are exhausted always and have no satisfaction with their lives because of the long working hours. The nurses are forced into mandatory overtime and they end up suffering from conditions such as stress and depression. The nurses are not able to get time to process any job traumas that they might face. It is critical to

4

 comma between ... overtime and → overtime, and

 not able (unable): not able → unable

	note that nurses also desire the work life balance and this is why they will support the legislation to regulate the overtime.
<u>Stakeholder(s) Supporting 2</u>	
	Patients are the second group of stakeholders who will support the legislation. Patients have suffered negative

outcomes as a result of dealing with nurses who are fatigued and working overtime. It's critical to ensure patient happiness, and reducing overtime is the best way to do so.

Patients will complain to health-care facilities that they are not getting the finest care because the nurses caring for them are anxious and overworked. This is a major source of concern for patients who claim that nurses disregard them or are disrespectful to them, all of which may be traced back to an unhealthy working environment.

Stakeholder Opposition

Discuss the stakeholders who would oppose the proposed idea. Explain why they would be in opposition and how you would prepare to debate or converse about these considerations.

Stakeholder(s) Opposed 1

The health care facilities will be the first to oppose the law.

When the extended working hours are reduced, these facilities will be pushed to hire more people. These hospitals will be obliged to hire enough nurses to fulfill their current

5



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	workload. Rather than having their current employees work overtime, they will incur an additional cost of hiring more people. Governments will almost certainly oppose it due to the financial ramifications for the facilities they control.
<i>Stakeholder(s) Opposed 2</i>	
	Some nurses are the second group of people who will resist the reduction of extended working hours. Some nurses may believe that the restrictions will limit their capacity to maximize their <u>tehri</u> income by working extra shifts and overtime. <u>Some people may believe that they require the ability to work as many hours as possible.</u>

Financial Incentives/Costs

In no more than 250 words, summarize the financial impact for the issue and the idea (added costs, cost savings, increased revenue, etc.). Provided support.

The legislation has a considerable financial influence on the nurses' overtime working hours.

The impact on nurses is where the problem begins. The first effect is that voluntary overtime work provides nurses with an additional source of income. Mandatory overtime, which exists in some jurisdictions, eliminates a secondary source of income for nurses, and they are not fairly compensated for working extra hours. The nurses will also have the option of choosing when they can perform the optional overtime, allowing them to focus on other economic



Spelling mistake: tehri → Ten



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Three successive sentences begin wit...: The

pursuits. The average wage of nurses may be reduced as a result of the second financial

6

impact. The nursing profession is already highly competitive, and bringing on more nurses may result in their earning less per hour. In order to address the human resource shortages, health care facilities will incur increased costs in the recruiting of nurses (Recio-Saucedo et al., 2018). These expenses are hefty for them, but they will eventually balance out. The revenue for health facilities will decrease in the short term, but it will likely balance out in the long run.

There would be an additional charge for these facilities in terms of nurse training. Capacity expansion is anticipated to be expensive for the facilities. When it comes to incidents of medical negligence, there will be cost savings because nurses will be more focused on their task without being overtired.

Legislature: Information Needed and Process for Proposal

Discuss the how to advocate for your proposal using legislation. Include the following:

<u>Provide the name and complete contact information for the legislator.</u>	<u>Lauren Underwood</u> <u>Member of the U.S. House of Representatives</u> <u>from Illinois's 14th district</u> <u>Washington, DC Office</u> <u>1118 Longworth HOB</u> <u>Washington, DC 20515</u> <u>Phone: (202) 225-2976</u>
<u>Describe the steps for how you would present this to your legislator.</u>	<u>I will email the document and the supporting information to the legislator and follow it up with a phone call to the office</u>

7

	<u>to confirm that they have received it. I will also engage the local nursing union so as to lobby for the legislation.</u>
<u>Outline the process if your legislator chooses to introduce your idea as a bill to congress.</u>	<u>The legislator will draft the bill and present it to the House clerk. It will be followed by committee action who will revise it and request the relevant documents from various government agencies. After the bill passes the committee stage it goes to the floor for further debate and amendments.</u> <u>What follows is a vote for the proposed bill. The legislation then goes to the conference committees then to presidential</u>

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 in terms of (in, for): in terms of → in

 Passive voice: is anticipated to be

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 Probable typo: the haw

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 Redundant phrase: so as to → to

action where it is created into a law.

Christian Principles and Nursing Advocacy

In no more than 250 words, discuss how principles of a Christian worldview lend support to legislative advocacy in health care without bias. Be specific as to how these principles help advocate for inclusiveness and positive health outcomes for all populations, including those more vulnerable, without regard to gender, sexual orientation, culture, race, religion/belief, etc.

There are various principles that guide the Christian world view when it comes to legislative advocacy. The first principle is that we should speak for those who are not in a position to speak for themselves. The bible encourages standing up for those who are judged unfairly and their rights should be upheld. The bible says that we should stand up for those who are oppressed and vulnerable. Nurses should stand up for their own rights and for those who are oppressed, for example, through long working hours. The second principle is that Christians



Three successive sentences begin with...: The

should follow for justice. Justice demands that people work for fair wages and for the right number of hours (Bauman and Ponniah, 2017). The bible says that we should have a regard for those who are weak and are called to deliver for them in the times when there is trouble. The Christian principles call for rescuing the suffering from those who are robbing them. It is important to make sure that nurses are getting treated fairly without being forced into mandatory overtime. True justice according to Christian principles can be achieved through legislative advocacy. According to Christian values, it is important to obey the government and the leadership and this is why the nursing advocacy should be encouraged. The next Christian value that should be upheld is helping others to carry their burdens and this is fulfilling the law of Christ. Nursing advocacy is standing up for those who might not get the voice.



Spelling mistake: Ponniah → Ponniah

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