

**General Assembly Resolution 5  
ANA\|C Shared Governance**

**Final Amended Version 3/21/04**

ANA\|C

**Resolution on Shared Governance and Work Place Advocacy**

Submitted by Louise Timmer for the ANA\|C Board

Whereas, the United States General Accounting Office testified before the Subcommittee on Health, Committee on Ways and Means House of Representatives, July 10, 2001 that job dissatisfaction is a major factor contributing to the current problems of recruiting and retaining nurses and that California hospitals have a vacancy rate of 20 percent, and

Whereas, a 1999 nurse survey conducted by the Federation of Nurses and Health Professionals found that 1 out of 5 nurses currently working is considering leaving the hospital setting for reasons other than retirement within the next 5 years, and

Whereas, the American Organization of Nurse Executives (AONE) 2002 survey reported the national average nurse turnover rate in hospitals is 21.3% compelling 25% of hospitals to close units, and

Whereas, the recommendations of all federal, medical and nursing reports recommend that the work environment for nurses be changed from a traditional bureaucratic model with centralized decision making to a shared governance model that reflects the professional decision making role of staff nurses, and

Whereas, the evaluation studies of shared governance models concluded that staff nurses and nurse managers did not have adequate knowledge and skills to participate fully in shared governance health organizations.

**THEREFORE BE IT RESOLVED** that the American Nurses Association\| California will:

1. Urge the Legislature to provide funding for the development, implementation and evaluation of shared governance models in hospitals and other health care institutions of California.
2. Seek collaboration and support from all stakeholders in the health care system to acknowledge that registered nurses have the professional right to act autonomously in decisions that are necessary to carry out their scope of practice in all health care environments.
3. Collaborate with the ANA and its affiliates to develop strategies that will help

registered nurses optimize their value in the workplace.

4. Urge all nursing programs and health care agencies to provide education and training for students and registered nurses to participate in shared governance work environments with a focus on communication, conflict management skills, team building and committee work.

## **References**

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