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## FAQ's: Nursing Staffing Committee/Council's

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**Why are hospitals implementing staffing committees/councils?** VHHA member hospitals recognized that Staffing committees/councils are an important aspect to solving healthcare workforce concerns and staffing issues in the industry. Staffing committees ensure the critical voice and contributions of our nursing teams are engaged and recognized to solve workload and staffing challenges.

**Does state law require staffing committees in VA?** While varying state laws exists in some states addressing healthcare staffing practices, they have proven to be ineffective as hospitals in those states struggle with the same workforce and staffing challenges. We are fortunate that Virginia does not have such laws, which allows hospitals and nursing teams the flexibility to work together to address their unique hospital needs in creative and innovative ways that are not constrained by laws.

**What are the components of a successful staffing committee?** Staffing committee success relies on a commitment from both administration and frontline nursing team members. Hospital administration must prioritize key aspects of a committee including a balance of 50% leaders and 50% frontline staff. These committees must be prioritized as critical to successful operations, while the agendas and work product should maintain focus on addressing workload concerns and solving staffing issues. Solutions and action items of the committee must include active contributions from both administration and frontline staff working collaboratively. Finally, success requires healthcare organizations to be transparent in communicating data and operational considerations that impact and inform the work of the staffing committee.

**Who should be included in the staffing committee?** The staffing committee should be made-up of equal numbers of frontline staff RN's and management. All departments should be represented including both inpatient and outpatient care areas. The strongest staffing committees include multidisciplinary representation of the nursing care team, reflective of their care delivery models.

**We have staffing conversations in many existing meetings. Why form another committee?** It is true that staffing in our hospital systems is regularly discussed in many management meetings. Traditionally these conversations have not included frontline nursing staff. Dedicated staffing committees are where the core of staffing challenges and solutions should be discussed, where frontline nurses have an active voice in the discussion and actively contribute to solutions.

**How do we get started implementing our staffing committee?** VHHA has created a toolkit with sample documents, purpose statements, and objectives to help facilities implement each staffing committee. Additionally, we offer training sessions to system teams on how to get started and tips for

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success. Please contact VHA at ([workforce@vhha.com](mailto:workforce@vhha.com)) for more information on how we can support your hospital or health system.