PICOT Question Worksheet

Name

Institution

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**Practice-Related Issue**

Staffing is a personal and professional concern in healthcare settings. The concern is linked to equitable assignments, unit organization, or stiffing level are among the reasons why the nurses quit their role. In most cases, it is easy to find a nurse attending two patients instantaneously. In case of inadequate staffing, there is a likelihood of threats to patient safety and health, leading to complications of care, and affects their safety and health by augmenting the injury rate and fatigue (Mitchell, 2008). The shortage of nursing has been associated with the increased death rates, fails, and failure to rescue in healthcare. It is also associated with negative care process outcomes like patient duration of stay, missed nursing care, medication administration errors.

**Why Concern Is Important**

The issue is important in healthcare as it determines the quality of care that a nurse practitioner provides to the patient. This issue eventually brings about the concern of nurses burnout and long working hours. It is hard for the nurses to provide high-quality services when the workload is overly high, this is because most of them work for many hours to the point that makes them saturated or reach a breaking point. The shortage of nurses in healthcare increases the turnover rate, which is a great loss to the organization. Further, there is a close correlation between low nursing and the increase in the rate of some infections like pneumonia. Hughes (2008) found that the shortage of staff is linked with increased risks of poor patient outcomes. The staffing levels, especially those linked to workload, likewise seem to be associated with professional health issues and psychological experiences and states that may signify the foundation for nurse turnover from a particular profession and job.

**Element Of Your PICOT**

**P-Population and problem**

The nursing practice issue identified is the shortage of staff, which is a serious issue in many hospitals. This problem affects several populations in healthcare, and they include the nurses and patients. For the nurses, the workload is increased, thus hindering them from providing high-quality services while the quality of the services offered to the patients is affected.

**I–Intervention**

The evidence-based solution for this problem is the establishment of the policy agenda with common themes. These themes are associated with handling the issues linked to the supply, while the second one should focus on the demand side concerns.

**C–Comparison**

The alternative solution to this issue is to change the current nurses into recruiters and reimburse for referrals. This solution is not established in any organization, and its enforcement may bring an alternative solution to the initial one.

**O–Outcome**

The reduction in the rate of nurse turnover is an indication that the proposed solution worked. Further, the reduced workload among the nurses may indicate positive changes as a result of the solution. Finally, the improvement in efficiency, quality of services, and reduced medical errors indicate the improvement resulting from the enforced change.

**T–Time frame**

The timeframe involved in EBP initiation is eight months; the policy must go through several procedures before it is enforced. Further, consultation must be done to ensure that all the stakeholders support the idea.

**Picot question**

In the patients undergoing various treatments in the hospital, how effective is the policy change on the sides of supply and demand compared to making the current nurses recruiters and reward them for the referrals, in preventing the medical errors, reduce workload per nurse, and improve the quality of care within eight months?

References

Hughes, R. (Ed.). (2008). *Patient safety and quality: An evidence-based handbook for nurses* (Vol. 3). Rockville, MD: Agency for Healthcare Research and Quality.

Mitchell, P. H. (2008). Defining patient safety and quality care. In*-Patient safety and quality: An evidence-based handbook for nurses*. Agency for Healthcare Research and Quality (US).