

NEPTUNE TOWNSHIP

RESOLUTION 25-280

**RESOLUTION EXPRESSING SUPPORT FOR HEALTHCARE WORKERS TO ESTABLISH MINIMUM
STAFF TO PATIENT STAFFING STANDARDS**

WHEREAS, there are approximately 146,840 licensed nurses in New Jersey,ⁱ and only 78,340 are employed; and,ⁱⁱ

WHEREAS, a 2022 survey of New Jersey nurses, found that nearly a third of nurses have left the bedside (hospitals) in the past three years. Of those remaining in hospitals, 72 percent are considering leaving and an alarming 95% of those with 0-5 years experience say they want to leave; and,

WHEREAS, the number one reason nurses are leaving hospitals is poor staffing and the number two reason is burnout and stress; and,ⁱⁱⁱ

WHEREAS, understaffing at hospitals and other healthcare facilities has been an issue for decades and has lead to a severe crisis of retention of staff in our hospitals; and'

WHEREAS, hospital nurse staffing ratios mandated in California twenty years ago are associated with better retention of nurses and lower turnover costs for hospitals; and,^{iv}

WHEREAS, hospital nurse staffing ratios mandated in California are also associated with better patient outcomes, lower patient mortality, higher patient satisfaction and higher reimbursement rates for hospitals; and,

WHEREAS, a one-patient increase in a nurse's workload increased the likelihood of an in-patient death within 30 days of admission by 7 percent; and, ^v

WHEREAS, mortality risk decreases by 9 percent for ICU patients and 16 percent for surgery patients with the increase of one FTE (fulltime) RN per patient day; and,^{vi}

WHEREAS, Nurse staffing shortages are a factor in one out of every four unexpected hospital deaths or injuries caused by errors; and,^{vii}

WHEREAS, healthcare workers are already five times more likely to experience violence than other workers according to the US Bureau of Labor Statistics,^{viii} and violence increases with lower staffing levels; and,^{ix}

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Township Committee of the Township of Neptune fully supports healthcare workers attempting to resolve these matters through establishing safe staffing standards in collective bargaining agreements, and fully

supports the proposed legislation and hereby urges the NJ Legislature to pass Assembly Bill No. 3683 and Senate No. 2700.

BE IT FURTHER RESOLVED, that a copy of the resolution will be forwarded to the Office of the Governor of the State of New Jersey, the State Legislators representing 11th District, the Speaker of the New Jersey General Assembly, President of the New Jersey State Senate, The Senate Health, Human Services and Senior Citizens Committee, the Assembly Health Committee and the Commissioner of the New Jersey Department of Health.

CERTIFICATION

I, William Bray, Township Clerk of the Township of Neptune hereby certify that the foregoing is a true copy of a resolution duly adopted by the Township Committee of the Township of Neptune, Monmouth County, State of New Jersey at a meeting held on July 14, 2025.

William Bray, RMC, CMR
Township Clerk

ⁱ National Council of State Boards of Nursing, <https://www.ncsbn.org/nursing-regulation/national-nursing-database/licensure-statistics/active-rn-licenses.page>

ⁱⁱ <https://www.nj.gov/labor/labormarketinformation/employment-wages/occupational-statistics/>

ⁱⁱⁱ HPAE Position Paper, CODE RED: Understaffed. Overworked. Unsafe for Everyone.
https://www.hpae.org/wp-content/uploads/2023/03/HPAE-CODE-RED-White-Paper_3_2023_v3FINAL.pdf

^{iv} Aiken, Linda, et.al. "Implications of the California Nurse Staffing Mandate for Other States." Health Services Research, 2010 Aug; 45(4): 904-921.

^v Aiken, Linda H., et.al, "Nurse Staffing and Education and Hospital Mortality," The Lancet, February 2014

^{vi} Kane, Robert L. et.al. "Nurse Staffing and Quality of Patient Care," AHRQ Publication No. 07-E005, Evidence Report/Technology Assessment Number 151, March 2007)

^{vii} Joint Commission on the Accreditation of Hospital Organizations, 2002.

^{viii} U.S. Bureau of Labor Statistics; Injuries, Illnesses, and Fatalities Program,
<https://www.bls.gov/iif/home.htm>

^{ix} Unruh, Lynn & Asi, Yara. "Determinants of Workplace Injuries and Violence Among Newly Licensed RNs." Workplace Health & Safety, October 2018, Volume 66, No. 10, 482-492.; Roche, Michael, et.al. "Violence Toward Nurses, the Work Environment, and Patient Outcomes." Journal of Nursing Scholarship, 2010, 421, 13-22.; Shields, Margot & Wilkins, Kathryn. "Factors related to on-the-job abuse of nurses by patients." Component of Statistics Canada Catalogue no. 82-003-X Health Reports, Volume 20, no. 2, June 2009.