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We need a plan to recruit more nurses at our DDS Agencies. Many agencies are under staffed with RN's and far too many nurses don't stay long term due to staff burn out. There needs to be an incentive for more second shift nurses and promotion opportunities. Vacant positions should be posted sooner than later. Nurses continue to work harder with less staff. This poses a safety risk for the care of our individuals and makes it difficult to retain experienced nurses. Nursing needs to move toward an electronic form of charting. Nursing is a 24/7 job which requires many aspects of documentation.

Management skills by upper management need improvement and better communication is key.

Recruiting and retaining nurses is becoming harder as more nurses are retiring. Nurses are the Frontline staff and their feedback should be as important as decisions made by non- medical upper management. Our agencies could not run 24/7 without the experience of all the nurses we employ.

Training workshops would be great opportunities for nurses and should be encouraged to enhance additional resources as the nursing profession is always evolving.

Keeping nurses on shifts they want to work rather than forcing some to work Monday through Friday would help retain more nurses rather than losing nurses due to lack of autonomy and micro management.

Increasing incentives and bonuses for RNs would help retain nurses who are seeking employment elsewhere due to better incentives and opportunities. Also give residential supervisors well trained staff rather than minimum training during crisis as this will only lead to increased investigations and poses a risk to our individuals served.

Thank you for your time.

Madeline Diaz BSN RN
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