



# Maryanne Szestak Is Trying to Pit Nurses Against Each Other for Calling Out Sick by Implementing Mandatory On-Call and Mandatory Overtime Scheme

## Why is the Emergency Department Short Staffed? Why are Nurses Calling Out Sick?

The facts don't lie: • In just the last year, over 45 nurses have left the Emergency Department. How many more RNs will leave when Maryanne implements her new scheme?

And while management claims that safety is improving, ED employee perception of safety has plunged under Maryanne's leadership.

What do the recent safety surveys tell us?	2012 (percent positive)	2014 (percent positive)
<b>Overall Perceptions of Safety</b>	<b>38%</b>	<b>30%</b>
<b>Nonpunitive Response to Error</b>	<b>31%</b>	<b>23%</b>
<b>Staffing</b>	<b>33%</b>	<b>28%</b>

### What did ED employees have to say about perceptions of safety in the ED?

*"This department is the epitome of unsafe working conditions."*

*"Management is not concerned with safety or preventing mistakes and rushes staff to the point that we are not [sic] longer providing emergency nursing care, but disaster nursing care."*

*"Too many nurses have left and this department is saturated with nurses like me, new grads or nurses with under 5 years of experience. Most nurses do not stay here because of the difficulties, policies, pace, and lack of staff and support which make this hospital unsafe."*

*"Management verbally states there is a climate that promotes safety, but it isn't followed thru with actions that make the job safer."*

*"The extent to which we 'board' patients is very unsafe, and pressure is always there to pick up more patients, to work faster, to see all the patients we can. This spreads nurses too thin sometimes, opening the door to a compromise in safety for all patients. The boarding problems and lack of staff must be address. In this job, nurses must have positive reinforcement in order to avoid burnout."*

What will the 2016 safety surveys say if Maryanne implements her mandatory on-call plan? Will nurses remain at the bedside in the Emergency Department at MedStar Washington Hospital Center? Tell Maryanne to increase staffing and implement mandatory nurse to patient ratios immediately!

## The National Voice for Direct-Care RNs