

Sims-Giddens, S. (Ed.) and Gengler, K.

### **Implementing a Closed Staffing System.**

To increase job satisfaction and improve patient safety in an acute care specialty unit, a closed staffing system was implemented. A closed staffing system ensures nursing staff will not be asked to work on a different floor during a regularly scheduled shift.

Maslow's Hierarchy of Needs addressed nurses' fears, esteem and confidence levels, and dissatisfaction when asked to work on a different floor. Lewin's Change Theory engaged staff members to express any concerns with the project implementation. The project outcome is a consistent working environment with a stable nursing staff resulting in an increase in productivity and morale.