

**HOUSE . . . . . No. 2004**

**The Commonwealth of Massachusetts**

PRESENTED BY:

***Daniel J. Ryan***

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to workforce development and patient safety.

PETITION OF:

NAME:	DISTRICT/ADDRESS:
<i>Daniel J. Ryan</i>	<i>2nd Suffolk</i>
<i>Denise C. Garlick</i>	<i>13th Norfolk</i>
<i>John J. Mahoney</i>	<i>13th Worcester</i>
<i>Walter F. Timilty</i>	<i>Norfolk, Bristol and Plymouth</i>
<i>Dylan A. Fernandes</i>	<i>Barnstable, Dukes and Nantucket</i>
<i>Tram T. Nguyen</i>	<i>18th Essex</i>
<i>Timothy R. Whelan</i>	<i>1st Barnstable</i>
<i>Mary S. Keefe</i>	<i>15th Worcester</i>
<i>Brian M. Ashe</i>	<i>2nd Hampden</i>
<i>Tackey Chan</i>	<i>2nd Norfolk</i>
<i>Christina A. Minicucci</i>	<i>14th Essex</i>
<i>Angelo J. Puppolo, Jr.</i>	<i>12th Hampden</i>
<i>Kevin G. Honan</i>	<i>17th Suffolk</i>
<i>Kenneth I. Gordon</i>	<i>21st Middlesex</i>
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>
<i>Sarah K. Peake</i>	<i>4th Barnstable</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>
<i>Peter Capano</i>	<i>11th Essex</i>

<i>Patrick M. O'Connor</i>	<i>Plymouth and Norfolk</i>
<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>
<i>Gerard J. Cassidy</i>	<i>9th Plymouth</i>
<i>Edward F. Coppinger</i>	<i>10th Suffolk</i>
<i>Bruce J. Ayers</i>	<i>1st Norfolk</i>
<i>Sal N. DiDomenico</i>	<i>Middlesex and Suffolk</i>
<i>Steven Ultrino</i>	<i>33rd Middlesex</i>
<i>Denise Provost</i>	<i>27th Middlesex</i>
<i>David Allen Robertson</i>	<i>19th Middlesex</i>
<i>Adrian C. Madaro</i>	<i>1st Suffolk</i>
<i>Daniel R. Cullinane</i>	<i>12th Suffolk</i>
<i>James M. Murphy</i>	<i>4th Norfolk</i>
<i>Aaron Vega</i>	<i>5th Hampden</i>
<i>David Biele</i>	<i>4th Suffolk</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>
<i>Antonio F. D. Cabral</i>	<i>13th Bristol</i>
<i>Michael S. Day</i>	<i>31st Middlesex</i>
<i>Mike Connolly</i>	<i>26th Middlesex</i>
<i>Sean Garballey</i>	<i>23rd Middlesex</i>
<i>Lindsay N. Sabadosa</i>	<i>1st Hampshire</i>
<i>Daniel M. Donahue</i>	<i>16th Worcester</i>
<i>Natalie M. Blais</i>	<i>1st Franklin</i>
<i>Michael D. Brady</i>	<i>Second Plymouth and Bristol</i>
<i>Marjorie C. Decker</i>	<i>25th Middlesex</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>
<i>David M. Rogers</i>	<i>24th Middlesex</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>
<i>Marc R. Pacheco</i>	<i>First Plymouth and Bristol</i>
<i>Harold P. Naughton, Jr.</i>	<i>12th Worcester</i>
<i>James K. Hawkins</i>	<i>2nd Bristol</i>
<i>John J. Lawn, Jr.</i>	<i>10th Middlesex</i>
<i>Nika C. Elugardo</i>	<i>15th Suffolk</i>
<i>Carlos Gonzalez</i>	<i>10th Hampden</i>
<i>Stephan Hay</i>	<i>3rd Worcester</i>
<i>Carolyn C. Dykema</i>	<i>8th Middlesex</i>
<i>Rebecca L. Rausch</i>	<i>Norfolk, Bristol and Middlesex</i>
<i>Patrick Joseph Kearney</i>	<i>4th Plymouth</i>
<i>Paul W. Mark</i>	<i>2nd Berkshire</i>
<i>Michelle M. DuBois</i>	<i>10th Plymouth</i>

<i>Jonathan D. Zlotnik</i>	<i>2nd Worcester</i>
<i>Danielle W. Gregoire</i>	<i>4th Middlesex</i>
<i>Joan Meschino</i>	<i>3rd Plymouth</i>
<i>Julian Cyr</i>	<i>Cape and Islands</i>
<i>Daniel R. Carey</i>	<i>2nd Hampshire</i>

**HOUSE . . . . . No. 2004**

By Mr. Ryan of Boston, a petition (accompanied by bill, House, No. 2004) of Daniel J. Ryan and others relative to workforce development and patient safety. Public Health.

**The Commonwealth of Massachusetts**

**In the One Hundred and Ninety-First General Court  
(2019-2020)**

An Act relative to workforce development and patient safety.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1           SECTION 1 : To ensure a stable, diverse workforce of nurses for citizens of the  
2   Commonwealth wherever they may be receiving health services, ensure safe patient care, and  
3   avoid complications and preventable hospital readmissions, the department shall commission, in  
4   consultation with the health policy commission, at least three independent studies designed to  
5   determine: (1) the makeup of the current licensed nursing workforce, including, but not limited  
6   to: its diversity, skill mix, specialization, classification, work hours, education and student debt  
7   burden; (2) estimated licensed nurses required to meet the health care needs for the citizens of  
8   the commonwealth from now through the year 2050, with attention to graduation rates, nurse  
9   recruitment and retention, turnover, attrition by leaving the profession and attrition by retirement;  
10   (3) workplace injuries and quality of work life; (4) data on the current direct care staffing plan  
11   for all units for all shifts in each acute care hospital and the actual staffing of all units for all  
12   shifts in each acute care hospital; (5) best practice for maximum nurse-to-patient limits for direct  
13   care licensed nurses in acute care hospitals for each type of unit, taking into account the ability to

14 adjust such limits based on the acuity of the patients cared for, and excluding the limits  
15 established under section 231 of chapter 111 of the General Laws; and (6) the cost and timing to  
16 establish maximum limits, including implementation costs, cost savings associated with such  
17 limits and the impact on patient outcomes. The studies' design and implementation shall include  
18 a review of current best available research, data on current hospital practices including staffing  
19 plans for each unit and be done in consultation with core stakeholders, including, but not limited  
20 to, the Massachusetts Nurses Association (MNA), Massachusetts Health and Hospital  
21 Association (MHA), and the respective professional associations of the various specialty areas of  
22 nursing for each unit, excluding the limits established under section 231 of chapter 111 of the  
23 General Laws , to develop research specific to Massachusetts. Such research studies shall  
24 include longitudinal design analysis over a minimum of ten years to determine patterns among  
25 nurse-sensitive outcomes, reviewing not less than 5 of the nurse sensitive outcomes that are the  
26 most empirically associated with nurse staffing by specialty in all Massachusetts acute care  
27 hospitals.

28         The studies shall be completed no later than January 1, 2022 and released to the public no  
29 later than 12 months from the commencement of each study. The department shall subsequently  
30 develop a plan and timeframe to implement the best practice limits as well as other  
31 recommendations established in the study including patient and public awareness and  
32 enforcement mechanisms, including, but not limited to, the ability to assess fines for non-  
33 compliance.