

HOUSE No. 2398

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:	DATE ADDED:
<i>Daniel J. Ryan</i>	<i>2nd Suffolk</i>	<i>1/13/2021</i>
<i>James M. Murphy</i>	<i>4th Norfolk</i>	<i>2/24/2021</i>
<i>Michael D. Brady</i>	<i>Second Plymouth and Bristol</i>	<i>2/17/2021</i>
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>	<i>2/24/2021</i>
<i>Patricia A. Duffy</i>	<i>5th Hampden</i>	<i>2/25/2021</i>
<i>Timothy R. Whelan</i>	<i>1st Barnstable</i>	<i>2/26/2021</i>
<i>Susan L. Moran</i>	<i>Plymouth and Barnstable</i>	<i>2/26/2021</i>
<i>Carol A. Doherty</i>	<i>3rd Bristol</i>	<i>2/26/2021</i>
<i>Lindsay N. Sabadosa</i>	<i>1st Hampshire</i>	<i>3/4/2021</i>
<i>Kelly W. Pease</i>	<i>4th Hampden</i>	<i>3/4/2021</i>
<i>Steven C. Owens</i>	<i>29th Middlesex</i>	<i>3/8/2021</i>
<i>Peter Capano</i>	<i>11th Essex</i>	<i>3/9/2021</i>
<i>Brian M. Ashe</i>	<i>2nd Hampden</i>	<i>3/9/2021</i>
<i>Walter F. Timilty</i>	<i>Norfolk, Bristol and Plymouth</i>	<i>3/9/2021</i>
<i>Michael P. Kushmerek</i>	<i>3rd Worcester</i>	<i>3/26/2021</i>
<i>David Biele</i>	<i>4th Suffolk</i>	<i>4/6/2021</i>

HOUSE No. 2398

By Mr. Ryan of Boston, a petition (accompanied by bill, House, No. 2398) of Daniel J. Ryan and others relative to workforce development and patient safety. Public Health.

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE HOUSE, NO. 2004 OF 2019-2020.]

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Second General Court
(2021-2022)**

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, 2024 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.