

SENATE No. 1422

The Commonwealth of Massachusetts

PRESENTED BY:

Diana DiZoglio

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>Diana DiZoglio</i>	<i>First Essex</i>	
<i>Michael D. Brady</i>	<i>Second Plymouth and Bristol</i>	<i>2/12/2021</i>
<i>Carol A. Doherty</i>	<i>3rd Bristol</i>	<i>2/26/2021</i>
<i>Susan L. Moran</i>	<i>Plymouth and Barnstable</i>	<i>2/26/2021</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>Sal N. DiDomenico</i>	<i>Middlesex and Suffolk</i>	<i>4/1/2021</i>
<i>John Cronin</i>	<i>Worcester and Middlesex</i>	<i>4/9/2021</i>
<i>Paul R. Feeney</i>	<i>Bristol and Norfolk</i>	<i>4/13/2021</i>

SENATE No. 1422

By Ms. DiZoglio, a petition (accompanied by bill, Senate, No. 1422) of Diana DiZoglio, Michael D. Brady, Carol A. Doherty, Susan L. Moran and other members of the General Court for legislation relative to workforce development and patient safety. Public Health.

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE SENATE, NO. 1255 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. Chapter 111 of the General Laws is hereby amended by inserting after
2 Section 231 the following section:

3 Section 231A. To ensure a stable, diverse workforce of nurses for citizens of the
4 Commonwealth wherever they may be receiving health services, ensure safe patient care, and
5 avoid complications and preventable hospital readmissions, the department shall commission, in
6 consultation with the health policy commission, at least three independent studies designed to
7 determine: (1) the makeup of the current licensed nursing workforce, including, but not limited
8 to: its diversity, skill mix, specialization, classification, work hours, education and student debt
9 burden; (2) estimated licensed nurses required to meet the health care needs for the citizens of
10 the commonwealth from now through the year 2050, with attention to graduation rates, nurse

11 recruitment and retention, turnover, attrition by leaving the profession and attrition by retirement;
12 (3) workplace injuries and quality of work life; (4) data on the current direct care staffing plan
13 for all units for all shifts in each acute care hospital and the actual staffing of all units for all
14 shifts in each acute care hospital; (5) best practice for maximum nurse-to-patient limits for direct
15 care licensed nurses in acute care hospitals for each type of unit, taking into account the ability to
16 adjust such limits based on the acuity of the patients cared for, and excluding the limits
17 established under section 231 of chapter 111 of the General Laws; and (6) the cost and timing to
18 establish maximum limits, including implementation costs, cost savings associated with such
19 limits and the impact on patient outcomes. The studies' design and implementation shall include
20 a review of current best available research, data on current hospital practices including staffing
21 plans for each unit and be done in consultation with core stakeholders, including, but not limited
22 to, the Massachusetts Nurses Association (MNA), Massachusetts Health and Hospital
23 Association (MHA), and the respective professional associations of the various specialty areas of
24 nursing for each unit, excluding the limits established under section 231 of chapter 111 of the
25 General Laws , to develop research specific to Massachusetts. Such research studies shall include
26 longitudinal design analysis over a minimum of ten years to determine patterns among nurse-
27 sensitive outcomes, reviewing not less than 5 of the nurse sensitive outcomes that are the most
28 empirically associated with nurse staffing by specialty in all Massachusetts acute care hospitals.

29 The studies shall be completed no later than January 1, 2022 and released to the public no
30 later than 12 months from the commencement of each study. The department shall subsequently
31 develop a plan and timeframe to implement the best practice limits as well as other
32 recommendations established in the study including patient and public awareness and

33 enforcement mechanisms, including, but not limited to, the ability to assess fines for non-
34 compliance.