

**SENATE . . . . . No. 1255**

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**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>1/24/2019</i>
<i>Walter F. Timilty</i>	<i>Norfolk, Bristol and Plymouth</i>	<i>1/25/2019</i>
<i>Mary S. Keefe</i>	<i>15th Worcester</i>	<i>1/28/2019</i>
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>	<i>1/29/2019</i>
<i>Patrick M. O'Connor</i>	<i>Plymouth and Norfolk</i>	<i>1/30/2019</i>
<i>Joanne M. Comerford</i>	<i>Hampshire, Franklin and Worcester</i>	<i>1/30/2019</i>
<i>Brian M. Ashe</i>	<i>2nd Hampden</i>	<i>1/31/2019</i>
<i>Sal N. DiDomenico</i>	<i>Middlesex and Suffolk</i>	<i>1/31/2019</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>	<i>1/31/2019</i>
<i>Mike Connolly</i>	<i>26th Middlesex</i>	<i>1/31/2019</i>
<i>Eric P. Lesser</i>	<i>First Hampden and Hampshire</i>	<i>2/1/2019</i>
<i>Anne M. Gobi</i>	<i>Worcester, Hampden, Hampshire and Middlesex</i>	<i>2/1/2019</i>
<i>David Allen Robertson</i>	<i>19th Middlesex</i>	<i>2/1/2019</i>
<i>David Allen Robertson</i>	<i>19th Middlesex</i>	<i>2/1/2019</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>2/1/2019</i>
<i>Marc R. Pacheco</i>	<i>First Plymouth and Bristol</i>	<i>2/1/2019</i>

<i>Rebecca L. Rausch</i>	<i>Norfolk, Bristol and Middlesex</i>	<i>2/1/2019</i>
<i>Michelle M. DuBois</i>	<i>10th Plymouth</i>	<i>2/1/2019</i>
<i>James K. Hawkins</i>	<i>2nd Bristol</i>	<i>2/5/2019</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>2/7/2019</i>

**SENATE . . . . . No. 1255**

By Ms. DiZoglio, a petition (accompanied by bill, Senate, No. 1255) of Diana DiZoglio, Michael D. Brady, Walter F. Timilty, Mary S. Keefe and other members of the General Court for legislation 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 Chapter 111 of the General Laws is hereby amended by inserting after Section 231 the  
2 following section:-

3 Section 231A

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

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

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