

**SENATE . . . . . No. 1422**

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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>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 J. 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>
<i>Joanne M. Comerford</i>	<i>Hampshire, Franklin and Worcester</i>	<i>4/15/2021</i>
<i>Erika Uytterhoeven</i>	<i>27th Middlesex</i>	<i>4/29/2021</i>
<i>Marc R. Pacheco</i>	<i>First Plymouth and Bristol</i>	<i>5/11/2021</i>

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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.

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[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.