

SENATE No. 1377

The Commonwealth of Massachusetts

PRESENTED BY:

Cindy F. Friedman

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 the health care workforce.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
<i>Cindy F. Friedman</i>	<i>Fourth Middlesex</i>	
<i>Rebecca L. Rausch</i>	<i>Norfolk, Worcester and Middlesex</i>	<i>1/24/2023</i>

SENATE No. 1377

By Ms. Friedman, a petition (accompanied by bill, Senate, No. 1377) of Cindy F. Friedman and Rebecca L. Rausch for legislation relative to the health care workforce. Public Health.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Third General Court
(2023-2024)**

An Act relative to the health care workforce.

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

1 Notwithstanding any general or special law to the contrary, the secretary of health and
2 human services shall conduct an analysis and issue a report on the health care workforce
3 challenges facing the commonwealth’s health care system, including the effects of health care
4 job vacancies on the accessibility, quality, equitable delivery and cost of health care services. In
5 developing the report, the secretary shall seek input from the health policy commission, the
6 Massachusetts Health and Hospital Association, the Massachusetts Medical Society, the
7 Association of Behavioral Health, the Massachusetts Association of Health Plans, Blue Cross
8 Blue Shield of Massachusetts, the Massachusetts Nurses Association, the Massachusetts Chapter
9 of the National Association of Social Workers, Massachusetts Association of Physician
10 Assistants, the Massachusetts League of Community Health Centers, the board of registration in
11 medicine, the board of registration in nursing, the secretary of labor and workforce development,
12 the commissioner of higher education, the Massachusetts Association of Community Colleges,

13 institutions of higher education that offer certification, training or degree programs for aspiring
14 health care professionals, and any other stakeholders deemed relevant by the secretary.

15 The report shall include, but not be limited to: (i) an assessment and detailed description
16 of the essential workforce components of a robust health care system and the types and quantity
17 of health care personnel needed to deliver high-quality care, from birth to death, to all residents
18 in the commonwealth; (ii) an evaluation of current health care job vacancies in the
19 commonwealth by job title, qualifications and geographic region, and recommendations for
20 filling such vacancies; (iii) an analysis of the impact of burnout on health care workers, including
21 its impact on workforce retention rates, and strategies for mitigating burnout; (iv) an examination
22 of the closures of health care services classified as essential by the department of public health or
23 other relevant agency due to workforce shortages and the impact that the loss of such essential
24 services have had on access to and the quality of health care services to the communities affected
25 by the closure of such essential services; (v) an assessment of the barriers to entering the health
26 care workforce, including the cost, including student loans, of certification, training, or degree
27 programs; (vi) strategies and best practices for developing and maintaining a vibrant, equitable
28 and diverse statewide health care workforce pipeline; (vii) an analysis of the amount health care
29 entities are paying for traveling or contracted workers; and (viii) an evaluation of whether
30 maintaining certain public health emergency flexibilities that have been in place through the
31 COVID-19 pandemic related to licensing, staffing and capacity innovations would help the
32 commonwealth meet its health care workforce needs.

33 The secretary shall submit the report to the clerks of the senate and house of
34 representatives, the chairs of the senate and house committees on ways and means, and the chairs

35 of the joint committee on health care financing not later than 1 year after the effective date of this
36 act.