

MAR 10 2023

SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HEALTH TO CONVENE A WORKING GROUP TO PREPARE AND DEVELOP SOLUTIONS AND MAKE RECOMMENDATIONS FOR THE RECRUITMENT AND RETENTION OF NURSES TO ADDRESS THE SHORTAGE OF THE NURSING AND HEALTH CARE WORKFORCE IN THE STATE.

1 WHEREAS, the State has historically had a shortage of
2 health care workers, which was exacerbated by the coronavirus
3 disease 2019 (COVID-19) pandemic that has pushed the State's
4 health care system to its breaking point; and

5
6 WHEREAS, nurses, nurse aides, and other health care workers
7 who directly care for and support patients at hospitals and care
8 homes have continued to provide high quality care despite the
9 incredible challenges posed by the COVID-19 pandemic, often at
10 significant personal costs to themselves; and

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12 WHEREAS, health care workers faced high levels of stress
13 and job turnover before the COVID-19 pandemic began, which were
14 greatly exacerbated by the pandemic; and

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16 WHEREAS, improving nurse and health care worker safety and
17 working conditions leads to better patient care and staffing
18 standards, such as minimum staff-to-patient ratios, adequate
19 break and overtime protections, and hospital staffing plans,
20 should be collaboratively developed by interested stakeholders
21 to allow the health care system to better serve patients and
22 Hawaii's communities; now, therefore,

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24 BE IT RESOLVED by the Senate of the Thirty-second
25 Legislature of the State of Hawaii, Regular Session of 2023, the
26 House of Representatives concurring, that the Department of
27 Health is requested to convene a working group to prepare and
28 develop solutions and make recommendations for the recruitment
29 and retention of nurses to address the shortage of the nursing
30 and health care workforce in the State; and



BE IT FURTHER RESOLVED that the working group is requested to examine and make recommendations regarding the following strategies and their potential effects on recruiting or retaining nurses:

- (1) Establishing certain minimum staff-to-patient ratios for hospitals, care homes, and dialysis facilities;
- (2) Requiring hospitals to create hospital staffing committees and staffing plans; and
- (3) Establishing certain meal break, rest break, and overtime provisions applicable to health care personnel at hospitals, care homes, and dialysis facilities; and

BE IT FURTHER RESOLVED that the working group is requested to consist of the following members or their designees:

- (1) The Director of Health, who is requested to serve as chair of the working group;
- (2) One representative of the Healthcare Association of Hawaii;
- (3) One representative of the Hawaii State Center for Nursing;
- (4) One representative of the Hawaii Health Systems Corporation;
- (5) One representative of the Hawaii Nurses Association;
- (6) One representative of the Hawaii Government Employees Association; and
- (7) One representative of the Hawaii - American Nurses Association; and

BE IT FURTHER RESOLVED that the working group is requested to submit a report of its findings and recommendations,



1 including any proposed legislation, to the Legislature no later
2 than twenty days prior to the convening of the Regular Session
3 of 2025; and
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5 BE IT FURTHER RESOLVED that the working group should
6 dissolve on Jun 30, 2025; and
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8 BE IT FURTHER RESOLVED that certified copies of this
9 Concurrent Resolution be transmitted to the Director of Health,
10 President of the Healthcare Association of Hawaii, Director of
11 the Hawaii State Center for Nursing, President of the Hawaii
12 Health Systems Corporation, President of the Hawaii Nurses
13 Association, President of the Hawaii Government Employees
14 Association, and Executive Director of the Hawaii - American
15 Nurses Association.
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OFFERED BY: ZOA

