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# HOUSE CONCURRENT RESOLUTION

REQUESTING THE HAWAII STATE CENTER FOR NURSING TO CONDUCT A  
STUDY COMPILING RECOMMENDED SAFE PATIENT STAFFING RATIOS.

1           WHEREAS, the issue of safe staffing in hospitals has  
2 escalated into a growing public health concern in Hawaii and  
3 other states across the nation and can no longer be defined as  
4 strictly a collective bargaining issue; and  
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6           WHEREAS, the nursing community is the largest segment of  
7 Hawaii's health care workforce and is indispensable to the  
8 health, safety, and well-being of the residents of the State;  
9 and  
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11           WHEREAS, as more care is delivered in outpatient or home  
12 and community-based settings, the acuity of patients who are  
13 admitted to hospitals has intensified, requiring significantly  
14 more attention, complex monitoring, and clinical intervention by  
15 frontline nurses; and  
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17           WHEREAS, the Legislature commissioned the Legislative  
18 Reference Bureau to conduct a comprehensive study on nurse  
19 staffing pursuant to House Concurrent Resolution No. 187 (2024);  
20 and  
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22           WHEREAS, the Legislative Reference Bureau submitted its  
23 2025 report, *Time for Triage: A Summary of Best Practices,*  
24 *State Requirements, and Successful Efforts to Reduce Nurse*  
25 *Staffing Shortages*, which cited several studies demonstrating  
26 that patient outcomes improve with higher nurse staffing ratios,  
27 or nurse-to-patient ratios, through results such as shorter  
28 hospital stays, fewer complications, fewer readmissions, less  
29 risk of death, reduced hospital-acquired infections, increased  
30 patient satisfaction, improved patient compliance with treatment  
31 plans, improved pain management, and fewer medication errors,



1 and that nurse staffing ratios may be especially important for  
2 patients of color; and

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4 WHEREAS, the Joint Commission, the nation's leading health  
5 care accrediting body, has established National Performance Goal  
6 12, effective January 1, 2026, which formally recognizes that  
7 hospital staffing levels and competencies must align with  
8 patient needs as a critical component of clinical quality and  
9 patient safety; and

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11 WHEREAS, data from the 2025 Hawaii Nursing Workforce Supply  
12 Statewide Report and the 2026 Informational Brief on The State  
13 of Hawaii's LPN and RN Workforces by the Hawaii State Center for  
14 Nursing show there is an adequate number of registered nurses in  
15 the islands to meet existing demand, indicating the number of  
16 registered nurses statewide is not a barrier to safe staffing;  
17 and

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19 WHEREAS, the Hawaii State Center for Nursing reports  
20 findings from a 2023 Nursing Wellbeing, Recruitment, and  
21 Retention Strategic Initiative Working Group literature review  
22 that Hawaii registered nurses felt so stressed at work that they  
23 considered leaving the nursing profession, and that nurses  
24 increasingly indicated physical and mental health as leading  
25 contributors to their desire to leave the workforce; and

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27 WHEREAS, creating supportive work environments with safe  
28 staffing levels is essential to attracting the next generation  
29 of nurses to Hawaii's workforce and retaining the experienced  
30 nurses currently practicing in Hawaii's health care facilities;  
31 and

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33 WHEREAS, transparency in staffing standards allows for  
34 better-informed decision-making by health care providers,  
35 policymakers, and the public; now, therefore,

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37 BE IT RESOLVED by the House of Representatives of the  
38 Thirty-third Legislature of the State of Hawaii, Regular Session  
39 of 2026, the Senate concurring, that the Hawaii State Center for  
40 Nursing is requested to conduct a study to compile a  
41 comprehensive list of recommended safe patient staffing ratios  
42 for various hospital units and health care settings; and



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BE IT FURTHER RESOLVED that the Hawaii State Center for Nursing is requested to use the specific unit-by-unit staffing standards and ratio requirements outlined in House Bill No. 1865 (2026) and Senate Bill No. 2763 (2026) as the foundational framework for the study that compiles the staffing standards recommended by professional specialty organizations, including but not limited to the:

- (1) American Association of Critical-Care Nurses;
- (2) Emergency Nurses Association;
- (3) Association of Women's Health, Obstetric and Neonatal Nurses;
- (4) American Society of PeriAnesthesia Nurses;
- (5) Association of periOperative Registered Nurses;
- (6) Oncology Nursing Society;
- (7) Academy of Medical-Surgical Nurses;
- (8) American Psychiatric Nurses Association;
- (9) Society of Pediatric Nurses; and
- (10) American Nephrology Nurses Association; and

BE IT FURTHER RESOLVED that the Hawaii State Center for Nursing may, in consultation with its advisory board, include in the study standards for a nursing specialty or sub-specialty established or recommended by regulation or statute in other states, recognized authorities in other countries, and other professional associations; and

BE IT FURTHER RESOLVED that the Hawaii State Center for Nursing is requested to submit the study, including any findings, recommendations, and proposed legislation, to the Legislature and Department of Health and publish the study in a



# H.C.R. NO. 105

1 publicly available online dashboard no later than twenty days  
2 prior to the convening of the Regular Session of 2027; and  
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4 BE IT FURTHER RESOLVED that this body urges Hawaii's health  
5 care facilities to use every effort to implement safe patient  
6 staffing ratios that reflect the standards compiled and tracked  
7 by the Hawaii State Center for Nursing; and  
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9 BE IT FURTHER RESOLVED that certified copies of this  
10 Concurrent Resolution be transmitted to the Director of Health,  
11 who in turn is requested to submit copies of this measure to the  
12 Chief Executive Officers of each hospital and health care  
13 facility licensed in the State; and the Executive Director of  
14 the Hawaii State Center for Nursing.  
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OFFERED BY: \_\_\_\_\_



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