
HOUSE CONCURRENT RESOLUTION

REQUESTING THE HAWAII STATE CENTER FOR NURSING TO COMPILE A
COMPREHENSIVE LIST OF RECOMMENDED SAFE PATIENT STAFFING
RATIOS FOR ALL NURSING SPECIALTIES AND SUBSPECIALITIES
ACROSS ALL HEALTH CARE SETTINGS, AND TO MAINTAIN A
REPOSITORY FOR THIS INFORMATION.

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



1 risk of death, reduced hospital-acquired infections, increased
2 patient satisfaction, improved patient compliance with treatment
3 plans, improved pain management, and fewer medication errors,
4 and that nurse staffing ratios may be especially important for
5 patients of color; and
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7 WHEREAS, The Joint Commission, the nation's leading health
8 care accrediting body, has established National Performance Goal
9 12, effective January 1, 2026, which formally recognizes that
10 hospital staffing levels and competencies must align with
11 patient needs as a critical component of clinical quality and
12 patient safety; and
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14 WHEREAS, data from the 2025 Hawaii Nursing Workforce Supply
15 Statewide Report and the 2026 Informational Brief on The State
16 of Hawaii's LPN and RN Workforces by the Hawaii State Center for
17 Nursing show there is an adequate number of registered nurses in
18 the islands to meet existing demand, indicating the number of
19 registered nurses statewide is not a barrier to safe staffing;
20 and
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22 WHEREAS, the Hawaii State Center for Nursing reports
23 findings from a 2023 Nursing Wellbeing, Recruitment, and
24 Retention Strategic Initiative Working Group literature review
25 that Hawaii registered nurses felt so stressed at work that they
26 considered leaving the nursing profession, and that nurses
27 increasingly indicated physical and mental health as leading
28 contributors to their desire to leave the workforce; and
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30 WHEREAS, creating supportive work environments with safe
31 staffing levels is essential to attracting the next generation
32 of nurses to Hawaii's workforce and retaining the experienced
33 nurses currently practicing in Hawaii's health care facilities;
34 and
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36 WHEREAS, establishing a central repository of safe staffing
37 standards as adopted by other states or recommended by industry
38 professionals will allow for better-informed decision-making by
39 health care providers, policymakers, and the public; now,
40 therefore,
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1 BE IT RESOLVED by the House of Representatives of the
2 Thirty-third Legislature of the State of Hawaii, Regular Session
3 of 2026, the Senate concurring, that the Hawaii State Center for
4 Nursing is requested to compile a comprehensive list of
5 recommended safe patient staffing ratios for all nursing
6 specialties and subspecialties across all health care settings,
7 and to maintain a repository for this information; and
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9 BE IT FURTHER RESOLVED that the Hawaii State Center for
10 Nursing is requested to make the repository of recommended safe
11 staffing ratios publicly available no later than twenty days
12 prior to the convening of the Regular Session of 2027; and
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14 BE IT FURTHER RESOLVED that this body urges Hawaii's health
15 care facilities to use every effort to implement safe patient
16 staffing ratios that reflect the standards compiled by the
17 Hawaii State Center for Nursing; and
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19 BE IT FURTHER RESOLVED that certified copies of this
20 Concurrent Resolution be transmitted to the Director of Health,
21 who in turn is requested to submit copies of this measure to the
22 Chief Executive Officers of each hospital and health care
23 facility licensed in the State; and Executive Director of the
24 Hawaii State Center for Nursing.

