

MAR 16 2026

SENATE 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 Senate of the Thirty-third
38 Legislature of the State of Hawaii, Regular Session of 2026, the
39 House of Representatives concurring, that the Hawaii State
40 Center for 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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2 BE IT FURTHER RESOLVED that the Hawaii State Center for
3 Nursing is requested to use the specific unit-by-unit staffing
4 standards and ratio requirements outlined in House Bill No. 1865
5 (2026) and Senate Bill No. 2763 (2026) as the foundational
6 framework for the study that compiles the staffing standards
7 recommended by professional specialty organizations, including
8 but not limited to the:

- 9
10 (1) American Association of Critical-Care Nurses;
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12 (2) Emergency Nurses Association;
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14 (3) Association of Women's Health, Obstetric and Neonatal
15 Nurses;
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17 (4) American Society of PeriAnesthesia Nurses;
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19 (5) Association of periOperative Registered Nurses;
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21 (6) Oncology Nursing Society;
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23 (7) Academy of Medical-Surgical Nurses;
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25 (8) American Psychiatric Nurses Association;
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27 (9) Society of Pediatric Nurses; and
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29 (10) American Nephrology Nurses Association; and
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31 BE IT FURTHER RESOLVED that the Hawaii State Center for
32 Nursing may, in consultation with its advisory board, include in
33 the study standards for a nursing specialty or sub-specialty
34 established or recommended by regulation or statute in other
35 states, recognized authorities in other countries, and other
36 professional associations; and
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38 BE IT FURTHER RESOLVED that the Hawaii State Center for
39 Nursing is requested to submit the study, including any
40 findings, recommendations, and proposed legislation, to the
41 Legislature and Department of Health and publish the study in a



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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17 OFFERED BY: _____

A large, bold, handwritten signature in black ink is written over a horizontal line. The signature is stylized and appears to be the initials 'JG' followed by a long horizontal stroke.