
SENATE CONCURRENT RESOLUTION

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

1 WHEREAS, the issue of safe patient staffing ratios in
2 hospitals has escalated into a growing public health concern in
3 Hawaii and other states across the nation and can no longer be
4 defined as 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 H.C.R. No. 187 (2024); and
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21 WHEREAS, the Legislative Reference Bureau submitted its
22 2025 report, *Time for Triage: A Summary of Best Practices,*
23 *State Requirements, and Successful Efforts to Reduce Nurse*
24 *Staffing Shortages*, which cited several studies demonstrating
25 that patient outcomes improve with higher nurse staffing ratios,
26 or nurse-to-patient ratios, through results such as shorter
27 hospital stays, fewer complications, fewer readmissions, less
28 risk of death, reduced hospital-acquired infections, increased
29 patient satisfaction, improved patient compliance with treatment



1 plans, improved pain management, and fewer medication errors,
2 and that nurse staffing ratios may be especially important for
3 patients of color; and
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5 WHEREAS, the Joint Commission, the nation's leading health
6 care accrediting body, has established National Performance Goal
7 12, effective January 1, 2026, which formally recognizes that
8 hospital staffing levels and competencies must align with
9 patient needs as a critical component of clinical quality and
10 patient safety; and
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12 WHEREAS, data from the 2025 *Hawai'i Nursing Workforce Supply*
13 *Statewide Report* and the 2026 informational brief on The State
14 of Hawai'i's LPN & RN Workforces by the Center for Nursing show
15 there is an adequate number of registered nurses in the islands
16 to meet existing demand, indicating the number of registered
17 nurses statewide is not a barrier to safe staffing; and
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19 WHEREAS, the Center for Nursing reports findings from a
20 2023 Nursing Wellbeing, Recruitment, and Retention Strategic
21 Initiative Working Group literature review that Hawaii
22 registered nurses felt so stressed at work that they considered
23 leaving the nursing profession, and that nurses increasingly
24 indicated physical and mental health as leading contributors to
25 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, establishing a central repository of safe staffing
34 standards, as adopted by other states or recommended by industry
35 professionals, will allow for better-informed decision-making by
36 health care providers, policymakers, and the public; now,
37 therefore,
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39 BE IT RESOLVED by the Senate of the Thirty-third
40 Legislature of the State of Hawaii, Regular Session of 2026, the
41 House of Representatives concurring, that the Center for Nursing
42 is requested to compile a comprehensive list of recommended safe



1 patient staffing ratios for all nursing specialties and
2 subspecialties across all health care settings and to maintain a
3 repository for this information; and
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5 BE IT FURTHER RESOLVED that the Center for Nursing is
6 requested to make the repository of recommended safe patient
7 staffing ratios publicly available no later than twenty days
8 prior to the convening of the Regular Session of 2027; and
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10 BE IT FURTHER RESOLVED that Hawaii's health care facilities
11 are urged to use every effort to implement safe patient staffing
12 ratios that reflect the standards compiled by the Center for
13 Nursing; and
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15 BE IT FURTHER RESOLVED that certified copies of this
16 Concurrent Resolution be transmitted to the Director of Health,
17 who in turn is requested to submit copies of this measure to the
18 Chief Executive Officers of each hospital and health care
19 facility licensed in the State; and the Director of the Center
20 for Nursing.

