

**PRESENTATION OF THE
BOARD OF NURSING**

TO THE HOUSE COMMITTEE ON FINANCE

TWENTY-FOURTH LEGISLATURE
Regular Session of 2008

Wednesday, March 26, 2008
10:00 a.m.

WRITTEN TESTIMONY ONLY

**TESTIMONY ON SENATE BILL NO. 2146, S.D. 2, RELATING TO THE CENTER FOR
NURSING.**

TO THE HONORABLE MARCUS R. OSHIRO, CHAIR,
AND MEMBERS OF THE COMMITTEE:

My name is Kathleen Yokouchi and I am the Executive Officer for the Board of Nursing ("Board"). I appreciate the opportunity to present testimony on behalf of the Board in support of Senate Bill No. 2146, S.D. 2, relating to the Center for Nursing.

The purpose of this bill is to amend Act 198, Session Laws of Hawaii 2003, in order to extend the sunset date of the fee assessment on licensed nurses, which provides a means of funding to the University of Hawaii, Hawaii State Center for Nursing ("HSCN").

The Board is in support of Senate Bill No. 2146, S.D. 2, because:

- It believes the data produced by the HSCN is crucial to the State policymakers, the Board, and other stakeholders involved with nursing in developing workforce programs and policies for the future;
- Besides producing a uniform source of nursing related information, the HSCN provides a positive opportunity for various sectors of the community to come together with a common interest in staffing which supports quality of care, patient safety and a positive working environment;
- It will allow the HSCN to continue focus on the complex issues which underlie the nurse shortage including nursing workforce data, recruitment and retention of nurses and faculty, and research on best practices and quality outcomes;

- It will allow continual collaboration as the HSCN has done with its annual Summit on Education and Practice (held in March, 2006 and December, 2007). The Summit brought together nurses from all islands to focus on integration, collaboration, innovation and community partnerships. A total of ninety and 100+ individuals, respectively, represented all sectors of the healthcare community and all islands. Many recommendations have resulted in new initiatives. A residency/internship model is being developed to assist in the transition of new graduate nurses into practice and to increase retention, satisfaction and success. A formalized plan to integrate nursing education with the practice sector is being finalized; and
- It will support the 5-year longitudinal study of new graduate RNs where this study will identify issues in new graduate turnover and best practices in retention.

Therefore, the Board respectfully requests the Committee's approval and passage of this measure and we thank you for this opportunity to testify on Senate Bill No. 2146, S.D. 2.

enrollments, graduations, programs and faculty demographics ensure that efforts to increase the pipeline of Hawai'i's nursing workforce and nursing faculty reflect state need.

It is imperative that the Center for Nursing continue its efforts on these complex issues. Due to their efforts, Hawai'i has a data and evidence driven description of the nursing workforce. As we identify trends and impacts, we are generating policy and funding efforts targeted to our state need. Extension of the sunset clause to 2014 is required to assure the Center can complete its work in establishing a portrait of the Hawai'i nursing workforce, our ability to prepare for state need, and successful efforts to sustain the nursing workforce here.

As authorized in the 2003 legislation, funds to operate the Center are generated by fees collected upon nurses' biannual licensure renewal. The State Treasury provided funds to the University by creating the Center for Nursing Special Fund. A survey of 10 other state centers indicates that several approaches are used to fund such Centers. Three states have a surcharge; one allows nurses to elect the fee at license renewal; and one transfers monies from license fees. Three are funded via recurring state appropriations; one by private foundation; and one by hospitals. The report on funding alternatives, as proposed in this bill, will inform the Legislature about best practices for funding of Centers for Nursing.

In summary, the University of Hawai'i Mānoa supports SB 2146 SD2, Relating to the Center for Nursing. We believe this approach allows the Center to continue its work in progress as noted above.

Thank you for this opportunity to testify. I am pleased to answer any questions.



Working Together for Hawaii

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Hawaii Government Employees Association
AFSCME Local 152, AFL-CIO

The Twenty-Fourth Legislature, State of Hawaii
Hawaii State House of Representatives
Committee on Finance

Testimony by
HGEA/AFSCME, Local 152, AFL-CIO
March 26, 2008

S.B. 2146, S.D. 2. – RELATING TO THE
CENTER FOR NURSING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of S.B. 2146, S.D. 2. The nursing shortage in Hawaii is a serious problem that could jeopardize the health of thousands of people over the next decade unless we take corrective action, which includes continued funding for the Hawaii State Center for Nursing through 2014.

We believe the Center for Nursing has met its statutory mandates set by the Legislature through the following activities:

1. Collecting and analyzing data regarding the current and future trends of the nursing workforce through annual surveys of nursing programs and registered nurses.
2. Preparing and disseminating written reports about the nursing workforce data.
3. Conducting research on best practices and quality outcomes and funding small grants to support program development.
4. Developing a plan for implementing strategies to recruit and retain nurses, including a strategic plan to better integrate education and practice. The HSCFN is also developing a new graduate internship/preceptor model to increase RN retention.
5. Researching, analyzing and reporting data related to the retention of nurses by surveying Hawaii nurses about the reasons for turnover, and by conducting a longitudinal survey of new graduate registered nurses.

Thank you for the opportunity to testify in support of S.B. 2146, S.D. 2.

Respectfully submitted,

Nora A. Nomura
Deputy Executive Director



Hawai'i State Center for Nursing

**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.**

by

**Barbara P. Mathews
Executive Director
Hawai'i State Center for Nursing**

SB 2146, SD 2 Relating to the Center for Nursing

Chair Oshiro, Vice Chair Lee and members of the Committee:

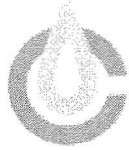
Thank you for this opportunity to provide testimony regarding SB 2146 SD 2, Relating to the Center for Nursing. I support this bill which would extend the sunset clause for five years to 2014. The five year extension is critical to allow the continuation of many programs which are currently underway at the Center and the time to explore additional means of funding for future work. Interruption of program activities and data collection would impact the efforts to alleviate the nursing shortage and to improve the retention of practicing nurses.

The 2003 Legislature established the Hawai'i State Center for Nursing and placed it at School of Nursing and Dental Hygiene at the University of Hawai'i at Mānoa, to:

- Collect and analyze data regarding the current and future status and trends of the nursing workforce
- Conduct research on best practices and quality outcomes
- Develop a plan for implementing strategies to recruit and retain nurses
- Research analyze and report data related to the retention of the nursing workforce

Like some other nursing workforce centers across the nation, the Center is funded by a Center specific charge on new and renewing RN and LPN licenses. Since becoming operational in April, 2005, the work of the Center for Nursing has benefited nurses, policy makers and the wider healthcare community by functioning as a catalyst, innovator and resource. As a neutral source of data, evidence and best practices, the Center has focused on the following:

- Partnering with nurses from throughout the state along with business, philanthropy and government to generate collaborative solutions



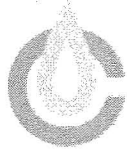
Hawai'i State Center for Nursing

- Engaging and involving nurses from all islands and all sectors of healthcare in guiding the work of the Center
- Providing Hawai'i specific data on the nursing workforce and the nursing shortage to inform policy decisions and resource allocation
- Focusing on expanding educational capacity which has increased by 30%, owing to the support and resource allocation from the Legislature
- Establishing innovative programs to improve and support retention of nurses in both acute and long term care (leadership training programs for acute care and preceptor development in long term care)
- Obtaining grant funding to support additional initiatives (Robert Wood Johnson Partners in Nursing grant with HMSA Foundation, \$375,000)
- Initiating research projects to address retention
- Providing small grants to maximize local and regional solutions

Attached is a one-page summary of how the Center has met the legislative mandate with specific projects and initiatives.

In light of an ongoing nursing shortage in the state and the nation, it is vital that the Center for Nursing continue its efforts to support nurses who are generating Hawai'i specific solutions. Nurses working in partnership with others can build a strong nursing workforce for the future. Providing for a five year extension to 2014 will allow this valuable and beneficial work to continue.

Thank you for this opportunity to testify.



Hawai'i State Center for Nursing

MEETING THE LEGISLATIVE MANDATE

Collect and analyze data regarding the current and future status and trends of the nursing workforce

- Conduct annual surveys of 100% of Hawai'i nursing programs to determine data and trends in educational capacity
- Conducted a survey in collaboration with the Board of Nursing on supply and characteristics of Hawai'i registered nurses
- Survey being conducted of licensed professional nurses (LPNs) to determine supply and characteristics
- A fact sheet provided annually on the nursing workforce to inform policy makers and stakeholders
- Nursing Workforce Summit held to inform strategic planning

Conduct research on best practice and quality outcomes

- Hawaii Partners in Nursing: Recruitment and Retention in Long Term Care funded by Robert Wood Johnson Foundation (\$275,000) and matching funds of \$125,000. (HMSA Foundation, \$105,000; Hale Makua, \$5,000; Queen Emma Nursing Institute, \$5,000; and the Center for Nursing, \$10,000)
- Small grants provided to support research and program development

Develop a plan for implementing strategies to recruit and retain nurses

- Leadership Development Program implemented; 102 registered nurses have participated from acute care facilities throughout the state
- Strategic plan developed to integrate education and practice
- New graduate internship/preceptor model being developed with community partners to increase new graduate RN employment opportunities and retention

Research, analyze and report data related to the retention of the nursing workforce

- Conducted a survey of 100% of Hawai'i nurses to focus on reasons for turnover
- Implemented a five year longitudinal survey of new graduate RNs
- Report submitted to the Legislature in response to SCR 76, on nurse staffing including a comprehensive review of the literature: *Nurse Staffing and Patient Outcomes: Examining the Evidence in Acute Care and Nursing Homes*



HOUSE COMMITTEE ON FINANCE
Rep. Marcus Oshiro, Chair

Conference Room 308
March 26, 2008 at 10:00 a.m. (Agenda #1)

Testimony in support of SB 2146 SD 2.

I am Rich Meiers, President and CEO of the Healthcare Association of Hawaii, which represents the entire spectrum of health care, including acute care hospitals, two-thirds of the long term care beds in Hawaii, as well as home care and hospice providers. I regret that I shall not be able to testify in person due to a previous commitment. However, I appreciate this opportunity to submit written testimony in support of SB 2146 SD 2, which extends the sunset provision of the funding mechanism for the Center for Nursing.

When the shortage of nurses was first identified as a serious problem, the information needed to address the problem was incomplete, scattered, and sometimes conflicting. As a result, decisions to increase the supply of nurses could not be made with much confidence. So the Legislature passed Act 198, SLH 2003, to create the Center for Nursing, which has been tasked with the following functions:

- (1) Collect and analyze data, and make recommendations regarding the current status and trends of the nursing workforce;
- (2) Conduct research in best practices and quality outcomes;
- (3) Develop a plan for implementing strategies to recruit and retain nurses; and
- (4) Research, analyze, and report data related to the retention of the nursing workforce.

Since its inception, the Center for Nursing has engaged in a variety of research that provides a greater understanding of the nursing workforce, including: (1) Nurse turnover and retention; (2) Nurse employer demand; (3) A longitudinal study of new graduates; (4) A forecast of Hawaii's nursing workforce until 2020; and (5) Recruitment and retention of nurses in the long term care sector. In addition, the Center for Nursing has issued reports on nurse education programs in Hawaii, nurse education and practice, and the state of the nursing workforce.

The Center for Nursing has demonstrated its value in gathering and analyzing data that is essential to creating sustainable solutions that are specific to Hawaii's nursing workforce shortage. Previously, we were reliant upon national data and trends that did not correlate well with Hawaii's conditions.

The sunset provision for the funding mechanism for the Center for Nursing was included in Act 198, SLH 2003, to ensure that a proactive effort would have to be made to continue the activities of the Center for Nursing. The Center for Nursing has clearly proven its value.

For the foregoing reasons, the Healthcare Association strongly supports SB 2146 SD 2.



THE QUEEN'S MEDICAL CENTER

1301 Punchbowl Street • Honolulu, Hawaii 96813 • Phone (808) 538-9011 • Fax: (808) 547-4646

HOUSE COMMITTEE ON FINANCE

Representative Marcus R. Oshiro, Chair
Representative Marilyn B. Lee, Vice Chair

Wednesday, March 26, 2008 – 10:00 a.m.
State Capitol, Conference Room 308
Deliver to: Room 306, 2 copies

In Support of SB 2146 SD2, Relating to the Center for Nursing

Chair Oshiro, Vice Chair Lee, and Members of the Committee:

My name is Cindy Kamikawa, Vice President of Nursing and Chief Nursing Officer at The Queen's Medical Center. The Queen's Medical Center supports Senate Bill 2146 SD2, which extends the sunset date on the deposit and disbursement of certain nursing fees into the Compliance Resolution Fund for the credit of the Center for Nursing Special Fund.

The Queen's Medical Center is the largest private tertiary care hospital in the State of Hawaii. We offer specialized care in the areas of cardiology, neuroscience, orthopedics, behavioral health, oncology, women's health, emergency services and trauma. A significant and essential asset of our patient care team is our registered nurses who enable us to provide high quality patient care to the citizens of Hawaii.

New graduate nurses are a significant resource for Queen's to fill our positions. Last year we hired 92 new graduate nurses. With the anticipation that the nursing shortage will continue, it is essential that our local schools produce more nursing graduates. Our needs of the Medical Center extend to both the baccalaureate and masters graduates in filling vacancies and developing our nursing workforce.

The 2003 Legislature established the Hawaii State Center for Nursing to conduct research and implement a plan to recruit and retain nurses. Over the past several years, the Center has been successful in laying the foundation for this work thru a collaborative effort with community and industry leaders in nursing. Funding must be continued to support these efforts in order to address the current challenges with the nursing workforce. Extending the sunset date to 2014 will allow this valuable and beneficial work to continue.

We respectfully request your support for the passage of Senate Bill 2146 SD2. Thank you for this opportunity to testify.

Cindy Kamikawa, RN, MS, CNAA
Vice President, Nursing, and Chief Nursing Officer
The Queen's Medical Center

Hawaii Pacific Health

55 Merchant Street • Honolulu, Hawaii 96813 • hawaiipacifichealth.org

[2 Copies]

Wednesday, March 26, 2008 – 10:00am
Conference Room 308

The House Committee on Finance

To: The Honorable Marcus Oshiro - Chair
The Honorable Marilyn Lee - Vice-Chair

From: Art Gladstone
Chief Nurse Executive, Hawaii Pacific Health
Chief Operating Officer, Straub Clinic & Hospital

Re: Testimony in Strong Support of 2146 SD2 - Relating to the Center for Nursing

Dear Honorable Committee Chairs and Members:

My name is Art Gladstone, Chief Nurse Executive for Hawaii Pacific Health (HPH) and Chief Operating Officer for Straub Clinic & Hospital. For more than a century, families in Hawaii and the Pacific Region have relied on the hospitals, clinics, physicians and staff of Hawaii Pacific Health as trusted healthcare providers. Our non-profit integrated healthcare system is the state's largest healthcare provider and is committed to improving the health and well-being of the people of Hawaii and the Pacific Region through its four hospitals -- Kapi'olani Medical Center for Women & Children, Kapi'olani Medical Center at Pali Momi, Straub Clinic & Hospital and Wilcox Memorial Hospital -- 18 outpatient centers and a team of 1,100 physicians on the islands of Oahu, Kauai and Lanai.

I am writing in strong support of SB2146 SD2 - Relating to the Center for Nursing - which would extend the program's sunset clause for five years to 2014. The five year extension is critical to allow the continuation of many programs which are currently underway at the Center and would allow time to explore additional means of funding for future work. Interruption of program activities and data collection would impact the efforts to alleviate the nursing shortage and to improve the retention of practicing nurses.

The 2003 Legislature established the Hawai'i State Center for Nursing, and placed it at School of Nursing and Dental Hygiene at the University of Hawai'i at Mānoa. Since becoming operational in April, 2005, the work of the Center for Nursing has benefited nurses, policy makers and the wider healthcare community.

In light of an ongoing nursing shortage in the state and the nation, it is vital that the Center for Nursing continue its efforts to support nurses who are generating Hawai'i specific solutions. Nurses working in partnership with others can build a strong nursing workforce for the future. Providing for a five year extension to 2014 will allow this valuable and beneficial work to continue. **We ask that you pass SB 2146 SD2.** Thank you for the opportunity to testify.

KAPI'OLANI
MEDICAL CENTER
AT PALI MOMI



KAPI'OLANI
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**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

**Sally T. Ishikawa
Chief Nurse Executive, Leahi Hospital
Chair, Hawaii State Center for Nursing Advisory Board**

SB 2146, SD 2 Relating to the Center for Nursing

Chair Oshiro, Vice Chair Lee and members of the Committee:

Thank you for this opportunity to provide testimony regarding SB 2146 SD 2, Relating to the Center for Nursing. I strongly support the extension of the sunset clause to 2014 to enable the continuation of the Center's beginning work. In order to address the nursing shortage for Hawai'i, it is vital to continue workforce data collection, recruitment and retention projects and to explore additional means of funding.

The 2003 Legislature established the Hawai'i State Center for Nursing, and placed it at School of Nursing and Dental Hygiene at the University of Hawai'i at Mānoa to:

- Collect and analyze data regarding the current and future status and trends of the nursing workforce
- Conduct research on best practices and quality outcomes
- Develop a plan for implementing strategies to recruit and retain nurses
- Research analyze and report data related to the retention of the nursing workforce

Since becoming operational in April, 2005, the work of the Center for Nursing has benefited nurses, policy makers and the wider healthcare community. The Center has contributed significantly by:

- Engaging and involving nurses from all islands and all sectors of healthcare in guiding the work of the Center (Education/Practice Summit of 2006, Nursing Workforce Summit of 2007, Collaborative Workgroups).
- Providing Hawai'i specific data on the nursing workforce and the nursing shortage to inform policy decisions and resource allocation.

- Focusing on increasing educational capacity including conducting an annual survey of 100% of Hawai'i's nursing programs. Providing data to policy makers and stakeholders to address the shortage of nursing faculty.
- Establishing innovative programs to improve and support retention of nurses in both acute and long term care (leadership training programs for acute care and preceptor development in long term care).
- Obtaining grant funding to support additional initiatives (Robert Wood Johnson Partners in Nursing grant with HMSA Foundation).
- Initiating research projects such as the RN turnover survey on generational differences and the 5 year longitudinal study on new graduate RNs.
- Partnering with nurses from throughout the state along with business, philanthropy and government to generate collaborative solutions.

In light of an ongoing nursing shortage in the state and the nation, it is vital that the Center for Nursing continue its efforts to support nurses who are generating Hawai'i specific solutions. Nurses working in partnership with others can build a strong nursing workforce for the future. Providing for a five-year extension to 2014 will allow this valuable and beneficial work to continue.

Thank you for this opportunity to testify.

**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

**Beth Hoban
President/ Prime Care Services Hawaii, Inc.**

SB 2146, SD 2 Relating to the Center for Nursing

Chair Oshiro, Vice Chair Lee and Members of the Committee:

Thank you for this opportunity to provide testimony regarding SB 2146 SD 2, relating to the Center for Nursing. I strongly support the extension of the sunset clause to 2014 to enable the continuation of the Center's beginning work. In order to address the nursing shortage for Hawai'i, it is vital to continue workforce data collection, recruitment and retention projects and to explore additional means of funding.

The nursing work force extends to the whole continuum of care. In the home healthcare setting, the shortage of nursing is evident as the need for skilled nursing care and aging population has increased.

The 2003 Legislature established the Hawai'i State Center for Nursing, and placed it at School of Nursing and Dental Hygiene at the University of Hawai'i at Mānoa to:

- Collect and analyze data regarding the current and future status and trends of the nursing workforce
- Conduct research on best practices and quality outcomes
- Develop a plan for implementing strategies to recruit and retain nurses
- Research, analyze and report data related to the retention of the nursing workforce

Since becoming operational in April, 2005, the work of the Center for Nursing has benefited nurses, policy makers and the wider healthcare community. The Center has contributed significantly by:

- Engaging and involving nurses from all islands and all sectors of healthcare in guiding the work of the Center (Education/Practice Summit of 2006, Nursing Workforce Summit of 2007, Collaborative Workgroups).
- Providing Hawai'i specific data on the nursing workforce and the nursing shortage to inform policy decisions and resource allocation.

- Focusing on increasing educational capacity including conducting an annual survey of 100% of Hawai'i's nursing programs. Providing data to policy makers and stakeholders to address the shortage of nursing faculty.
- Establishing innovative programs to improve and support retention of nurses in both acute and long term care (leadership training programs for acute care and preceptor development in long term care).
- Obtaining grant funding to support additional initiatives (Robert Wood Johnson Partners in Nursing grant with HMSA Foundation).
- Initiating research projects such as the RN turnover survey on generational differences and the 5 year longitudinal study on new graduate RNs.
- Partnering with nurses from throughout the state along with business, philanthropy and government to generate collaborative solutions.

In light of an ongoing nursing shortage in the state and the nation, it is vital that the Center for Nursing continue its efforts to support nurses who are generating Hawai'i specific solutions. Nurses working in partnership with others can build a strong nursing workforce for the future. Providing for a five year extension to 2014 will allow this valuable and beneficial work to continue.

Thank you for this opportunity to testify.

**Testimony Presented Before
House Committee on Finance**

March 26, 2008

10:00 a.m.

Conference Room 308

**Dale M. Allison, PhD, RNC, APRN-Rx, FAAN
Hawai`i Pacific University
Professor of Nursing & Graduate Program Chair
Education Board Member, Hawai`i Center for Nursing
Member, Hawai`i Nurses Association**

SB 2146, SD 2 Relating to the Center for Nursing

Chair Oshiro, Vice Chair Lee and members of the Committee:

Thank you for this opportunity to provide testimony regarding SB 2146 SD 2, Relating to the Center for Nursing. I support this bill which would extend the sunset clause for five years to 2014. The five year extension is critical to allow the continuation of many programs which are currently underway at the Center and the time to explore additional means of funding for future work. Interruption of program activities and data collection would impact the efforts to alleviate the nursing shortage and to improve the retention of practicing nurses.

As a professor of Nursing and an educator, I endorse the need for current, relevant data concerning nursing which the Center for Nursing, and to my knowledge, no other organization in Hawai`i provides. It is imperative that we in the nursing profession know the nursing population needs so that we can educate our students, the next generation in nursing to provide for the health care of the islands.

As a member of the Hawai`i Nurses Association and an educator, I know the Center for Nursing is acutely aware of the need for a better transition of students into health care practice, and the need for better educated managers and leaders. The Center for Nursing is striving to develop and implement creative solutions to these issues, which have plagued nursing my entire professional nursing career.

I trust that you will favorably support the five year extension for the Center for Nursing to continue explore, develop, and create relevant understanding and solutions to our nursing shortage so that the next generation of nurses will practice nursing in a safer, more collegial, and a highly professional environment.

Thank you for your attention to this matter and an opportunity to testify.

Lilia M. Garcia, RN
Wahiawa General Hospital

66-865 Wanini Street
Waialua, Hawai'i 96791

March 26, 2008

RE: TESTIMONY OPPOSING THE FUNDING SOURCE FOR
THE CENTER FOR NURSING

To: House Finance Committee

Good morning, Chair Oshiro, Vice Chair Lee, and honorable members of the House Finance Committee.

My name is Lilia Garcia. I am a practicing bedside care Registered nurse of more than twenty seven years, employed at Wahiawa General Hospital since 1981.

I strongly oppose extending the sunset clause in which funding of the Hawai'i State Center for Nursing is obtained by an imposed \$40.00 surcharge/tax upon nurses each time we renew our nursing license. **The bill, which was enacted into law as Act 198, was enacted without the express knowledge or consent of the bedside care nurses, myself included.**

In 2003, the Hawai'i State Center for Nursing was created with the objective of gathering data from the various healthcare facilities within the State, to shed light on the continuing nursing shortage; to use this data to find possible resolutions, and to make recommendations to legislators and healthcare proponents on best practices towards the recruitment of new nurses and the retention of seasoned bedside nurses, which then alleviates this continuing nursing shortage.

It is my understanding that the data should have been collected over these past five years, and presented to this Legislature, including but not confined to the following:

- the number and frequency of patient falls with resulting injury, due to short staffing or due to increased patient care requirements disproportionate to the number of nurses,
- the frequency of mandatory overtime, or even the frequency of voluntary overtime, all of which still points to the need for more nurses at the bedside,

- the number/frequency of musculoskeletal injuries incurred by direct patient care nurses, taking them out of the workforce,
- the exodus of nurses leaving the profession for various reasons, to include working conditions, and all of the above cited situations.

Whether the State Center for Nursing has met its mandate as it was originally set out to do is the question to be asked.

Also, the above situations clearly illustrate that the nursing shortage is, and should be, everyone's concern as it clearly affects everyone within the community. At some point in time, each of us, or someone we know - family, friends - would eventually require some type of health care.

So ask yourselves, why then should the nurses continue to be the primary revenue supporting this Hawai'i State Center for Nursing? Why does the State continue to impose this \$40.00 penalty charge on nurses each time they renew their licenses?

Looking at this from a different perspective, if a bill were to be introduced calling for a study on the effectiveness of legislators in the State of Hawai'i, and mandating that all expenses incurred on behalf of this bill/study be levied on each legislator, I sure would be curious to know how many legislators would jump up and vote in favor of this (theoretical) bill.

Hawai'i is not the only State with a Center for Nursing. There are other State Centers for Nursing throughout the United States. However, I am hard pressed to find another State that penalizes its own nursing populace by singling them out to be the means of revenue to sustaining their Centers for Nursing.

It may be helpful to look into the funding mechanisms of all other State Centers for Nursing to find alternate funding for the Hawai'i State Center for Nursing.

It is for the above reasons that I urge you to defer this bill.

Thank you for this opportunity to testify.

Cheryl S. Ragragola, RN
Wahiawa General Hospital

67-251 Kukea Circle
Waialua, Hawai'i 96791

March 26, 2008

RE: TESTIMONY OPPOSING THE FUNDING SOURCE FOR
THE CENTER FOR NURSING

TO: HOUSE FINANCE COMMITTEE

Good morning, Chair Oshiro, Vice Chair Lee, and honorable members of the House Finance Committee.

My name is Cheryl Ragragola. I am a Registered nurse employed at Wahiawa General Hospital since 1995.

I strongly oppose extending the sunset clause in which funding of the Hawai'i State Center for Nursing is obtained by an imposed \$40.00 surcharge/tax upon nurses each time we renew our nursing license. **The bill, which was enacted into law as Act 198, was enacted without the express knowledge or consent of the bedside care nurses, myself included.**

In 2003, the Hawai'i State Center for Nursing was created with the objective of gathering data from the various healthcare facilities within the State, to shed light on the continuing nursing shortage; to use this data to find possible resolutions, and to make recommendations to legislators and healthcare proponents on best practices towards the recruitment of new nurses and the retention of seasoned bedside nurses, which then alleviates this continuing nursing shortage.

It is my understanding that the data should have been collected over these past five years, and presented to this Legislature, including but not confined to the following:

- the number and frequency of patient falls with resulting injury, due to short staffing or due to increased patient care requirements disproportionate to the number of nurses,

- the frequency of mandatory overtime, or even the frequency of voluntary overtime, all of which still points to the need for more nurses at the bedside,
- the number/frequency of musculoskeletal injuries incurred by direct patient care nurses, taking them out of the workforce,
- the exodus of nurses leaving the profession for various reasons, to include working conditions, and all of the above cited situations.

Whether the State Center for Nursing has met its mandate as it was originally set out to do is the question to be asked.

Also, the above situations clearly illustrate that the nursing shortage is, and should be, everyone's concern as it clearly affects everyone within the community. At some point in time, each of us, or someone we know - family, friends - would eventually require some type of health care.

So ask yourselves, why then should the nurses continue to be the primary revenue supporting this Hawai'i State Center for Nursing? Why does the State continue to impose this \$40.00 penalty charge on nurses each time they renew their licenses?

Looking at this from a different perspective, if a bill were to be introduced calling for a study on the effectiveness of legislators in the State of Hawai'i, and mandating that all expenses incurred on behalf of this bill/study be levied on each legislator, I sure would be curious to know how many legislators would jump up and vote in favor of this (theoretical) bill.

Hawai'i is not the only State with a Center for Nursing. There are other State Centers for Nursing throughout the United States.

It may be helpful to look into the funding sources of all other Centers for Nursing to find alternate funding for the Hawai'i State Center for Nursing.

It is for the above reasons that I urge you to defer this bill.

Thank you for this opportunity to testify.

Juliet L. Raymundo, RN
Wahiawa General Hospital

P.O. Box 221
Waialua, Hawai'i 96791

March 26, 2008

RE: TESTIMONY OPPOSING THE FUNDING SOURCE FOR
THE CENTER FOR NURSING

TO: HOUSE FINANCE COMMITTEE

Good morning, Chair Oshiro, Vice Chair Lee, and honorable members of the House Finance Committee.

My name is Juliet Raymundo. I am a Registered nurse employed at Wahiawa General Hospital.

I strongly oppose extending the sunset clause in which funding of the Hawai'i State Center for Nursing is obtained by an imposed \$40.00 surcharge/tax upon nurses each time we renew our nursing license. **The bill, which was enacted into law as Act 198, was enacted without the express knowledge or consent of the bedside care nurses.**

In 2003, the Hawai'i State Center for Nursing was created with the objective of gathering data from the various healthcare facilities within the State, to shed light on the continuing nursing shortage; to use this data to find possible resolutions, and to make recommendations to legislators and healthcare proponents on best practices towards the recruitment of new nurses and the retention of seasoned bedside nurses, which then alleviates this continuing nursing shortage.

It is my understanding that the data should have been collected over these past five years, and presented to this Legislature, including but not confined to the following:

- the number and frequency of patient falls with resulting injury, due to short staffing or due to increased patient care requirements disproportionate to the number of nurses,

- the frequency of mandatory overtime, or even the frequency of voluntary overtime, all of which still points to the need for more nurses at the bedside,
- the number/frequency of musculoskeletal injuries incurred by direct patient care nurses, taking them out of the workforce,
- the exodus of nurses leaving the profession for various reasons, to include working conditions, and all of the above cited situations.

Whether the State Center for Nursing has met its mandate as it was originally set out to do is the question to be asked.

Also, the above situations clearly illustrate that the nursing shortage is, and should be, everyone's concern as it clearly affects everyone within the community. At some point in time, each of us, or someone we know – family, friends – would eventually require some type of health care.

So ask yourselves, why then should the nurses continue to be the primary revenue supporting this Hawai'i State Center for Nursing? Why does the State continue to impose this \$40.00 penalty charge on nurses each time they renew their licenses?

Looking at this from a different perspective, if a bill were to be introduced calling for a study on the effectiveness of legislators in the State of Hawai'i, and mandating that all expenses incurred on behalf of this bill/study be levied on each legislator, I sure would be curious to know how many legislators would jump up and vote in favor of this (theoretical) bill.

Hawai'i is not the only State with a Center for Nursing. There are other State Centers for Nursing throughout the United States . However, I am hard pressed to find another State that penalizes its own nursing populace by singling them out to be the means of revenue to sustaining their Centers for Nursing.

It may be helpful to look into the funding mechanisms of all other State Centers for Nursing to find alternate funding for the Hawai'i State Center for Nursing.

It is for the above reasons that I urge you to defer this bill.

Thank you for this opportunity to testify.

**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

**Kay Daub
UH Hilo Baccalaureate Nursing Department
Associate Professor and Chair**

SB 2146, SD 2 Relating to the Center for Nursing

Chair Oshiro, Vice Chair Lee and members of the Committee:

Thank you for this opportunity to provide testimony regarding SB 2146 SD 2, Relating to the Center for Nursing. I strongly support the extension of the sunset clause to 2014 to enable the continuation of the Center's beginning work. In order to address the nursing shortage for Hawai'i, it is vital to continue workforce data collection, recruitment and retention projects and to explore additional means of funding.

The 2003 Legislature established the Hawai'i State Center for Nursing, and placed it at School of Nursing and Dental Hygiene at the University of Hawai'i at Mānoa to:

- Collect and analyze data regarding the current and future status and trends of the nursing workforce
- Conduct research on best practices and quality outcomes
- Develop a plan for implementing strategies to recruit and retain nurses
- Research analyze and report data related to the retention of the nursing workforce

Since becoming operational in April, 2005, the work of the Center for Nursing has benefited nurses, policy makers and the wider healthcare community. The Center has contributed significantly by:

- Engaging and involving nurses from all islands and all sectors of healthcare in guiding the work of the Center (Education/Practice Summit of 2006, Nursing Workforce Summit of 2007, Collaborative Workgroups).
- Providing Hawai'i specific data on the nursing workforce and the nursing shortage to inform policy decisions and resource allocation.
- Focusing on increasing educational capacity including conducting an annual survey of 100% of Hawai'i's nursing programs. Providing data to policy makers and stakeholders to address the shortage of nursing faculty.

- Establishing innovative programs to improve and support retention of nurses in both acute and long term care (leadership training programs for acute care and preceptor development in long term care).
- Obtaining grant funding to support additional initiatives (Robert Wood Johnson Partners in Nursing grant with HMSA Foundation).
- Initiating research projects such as the RN turnover survey on generational differences and the 5 year longitudinal study on new graduate RNs.
- Partnering with nurses from throughout the state along with business, philanthropy and government to generate collaborative solutions.

In light of an ongoing nursing shortage in the state and the nation, it is vital that the Center for Nursing continue its efforts to support nurses who are generating Hawai'i specific solutions. Nurses working in partnership with others can build a strong nursing workforce for the future. Providing for a five year extension to 2014 will allow this valuable and beneficial work to continue.

Thank you for this opportunity to testify.

**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

**Rose Ann Poyzer
Representing the Healthcare Association of Hawaii
on the Center for Nursing's Advisory Board**

SB 2146, SD 2 Relating to the Center for Nursing

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- Leadership Development Program implemented; 102 registered nurses have participated from acute care facilities throughout the state
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Thank you for this opportunity to testify.

**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

**SAI CHANTAVY
Maunalani Nursing and Rehabilitation Center**

SB 2146, SD 2 Relating to the Center for Nursing

Chair Oshiro, Vice Chair Lee and members of the Committee:

Thank you for this opportunity to provide testimony regarding SB 2146 SD 2, Relating to the Center for Nursing. I support this bill which would extend the sunset clause for five years to 2014. The five year extension is critical to allow the continuation of many programs which are currently underway at the Center and the time to explore additional means of funding for future work. Interruption of program activities and data collection would impact the efforts to alleviate the nursing shortage and to improve the retention of practicing nurses.

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**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

NAME

Kathryn Raethel, RN, President AONE – Hawaii Chapter

SB 2146, SD 2 Relating to the Center for Nursing

Chair Oshiro, Vice Chair Lee and members of the Committee:

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Thank you for this opportunity to testify.

Sincerely,



Kathryn Raethel, RN, MPH, MHA, FACHE
President AONE Hawaii Chapter

**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

**Ms Stephanie Marshall
Director, Community Partnerships
School of Nursing and Dental Hygiene
2528 McCarthy Mall, Webster Hall 441
Honolulu, HI 96822**

SB 2146, SD 2 Relating to the Center for Nursing
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Thank you for this opportunity to testify.

Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308

Karen Conklin, RN
Staff Nurse, Long Term Care Unit, Kona Community Hospital

Address:
75-5782 Waiola Place
Kailua-Kona, Hawaii 96740
808-329-7552

SB 2146, SD 2 Relating to the Center for Nursing
Chair Oshiro, Vice Chair Lee and members of the Committee:

Thank you for this opportunity to provide testimony regarding SB 2146 SD 2, Relating to the Center for Nursing. **I support this bill which would extend the sunset clause for five years to 2014.** The five year extension is critical to allow the continuation of many programs which are currently underway at the Center and the time to explore additional means of funding for future work. Interruption of program activities and data collection would impact the efforts to alleviate the nursing shortage and to improve the retention of practicing nurses.

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**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

**Bertha Basabe, RN
Staff Nurse, Performance Improvement, Kona Community Hospital**

**Address:
73-1109 Makalapua Road
Kailua-Kona, Hawaii 96740
808-325-7732**

SB 2146, SD 2 Relating to the Center for Nursing
Chair Oshiro, Vice Chair Lee and members of the Committee:

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**Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308**

**Caroline Campbell, RN
Nurse Manager, Psych Unit
Hilo Medical Center
Hilo, Hawaii**

**Address:
P. O. Box 84
Kurtistown, Hawaii 96760
808-867-7130**

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Thank you for this opportunity to testify.

Testimony Presented Before
House Committee on Finance
March 26, 2008
10:00 a.m.
Conference Room 308

Lana Dealy, RN
Staff Nurse, Performance Improvement, Kona Community Hospital

Address:
73-4430 Lako Place
Kailua-Kona, Hawaii 96740
808-322-4508

SB 2146; SD 2 Relating to the Center for Nursing
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Thank you for this opportunity to testify.

Fayrene H. Reighard, RN
Hale Nani Rehabilitation & Nursing Care Facility

84-105 Kiapa Place
Waianae, Hawai'i 96792

LATE

March 26, 2008

RE: TESTIMONY OPPOSING THE FUNDING SOURCE FOR
THE CENTER FOR NURSING

TO: HOUSE FINANCE COMMITTEE

Good morning, Chair Oshiro, Vice Chair Lee, and honorable members of the House Finance Committee.

My name is Fayrene Reighard. I am a Registered Nurse employed at the Hale Nani Rehabilitation and Nursing Care Facility.

I strongly oppose extending the sunset clause in which funding of the Hawai'i State Center for Nursing is obtained by an imposed \$40.00 surcharge/tax upon nurses each time we renew our nursing license. **The bill, which was enacted into law as Act 198, was enacted without the express knowledge or consent of the bedside care nurses, myself included.**

In 2003, the Hawai'i State Center for Nursing was created with the objective of gathering data from the various healthcare facilities within the State, to shed light on the continuing nursing shortage; to use this data to find possible resolutions, and to make recommendations to legislators and healthcare proponents on best practices towards the recruitment of new nurses and the retention of seasoned bedside nurses, which then alleviates this continuing nursing shortage.

It is my understanding that the data should have been collected over these past five years, and presented to this Legislature, including but not confined to the following:

- the number and frequency of patient falls with resulting injury, due to short staffing or due to increased patient care requirements disproportionate to the number of nurses,

- the frequency of mandatory overtime, or even the frequency of voluntary overtime, all of which still points to the need for more nurses at the bedside,
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Hawai'i is not the only State with a Center for Nursing. There are other State Centers for Nursing throughout the United States.

It may be helpful to look into the funding sources of all other Centers for Nursing to find alternate funding for the Hawai'i State Center for Nursing.

It is for the above reasons that I urge you to defer this bill.

Thank you for this opportunity to testify.