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## A BILL FOR AN ACT

RELATING TO NURSING.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. According to the United States Department of  
2 Labor Bureau of Labor Statistics, the growth in jobs for  
3 registered nurses is expected to increase 19 per cent from 2012  
4 to 2022. Future job prospects for the nursing profession look  
5 positive in light of an aging population, healthcare reform  
6 changes, increasing demands for health care services, and  
7 greater emphasis on preventative care. However, new nurse  
8 graduates and newly-licensed nurses are finding it difficult to  
9 secure a job in the State, particularly since the job market  
10 seeks nurses with expanded competencies.

11           The legislature finds that although there are nursing jobs  
12 available in primary care and acute care settings, these jobs  
13 require nurses with experience. The transition from student  
14 nurse to clinical practitioner is challenging. New nurse  
15 graduates have the legal and professional requirements of  
16 competence to enter practice, but lack some of the practice  
17 readiness skills necessary to navigate a clinical environment.



1 To fill nurse positions, especially in specialized settings such  
2 as emergency rooms, operating rooms, and intensive care units,  
3 Hawaii hospitals have had to rely on traveling nurses and  
4 recruit and import nurses from out of state to address shortage  
5 areas despite the number of new nurse graduates in the State  
6 each year.

7 The Institute of Medicine report, "The Future of Nursing:  
8 Leading Change, Advancing Health," recommends that "state boards  
9 of nursing, accrediting bodies, the federal government, and  
10 health care organizations should take actions to support nurses'  
11 completion of a transition-to-practice program (nurse residency)  
12 after they have completed a prelicensure or advanced practice  
13 degree program or when they are transitioning into new clinical  
14 practice areas." A nurse residency program supports new nurse  
15 graduates and newly-licensed nurses as they transition from  
16 student to professional nurse by providing varied learning and  
17 work experiences that focus on knowledge application and  
18 professional development.

19 The legislature finds that a nurse residency program for  
20 new nurse graduates and newly-licensed nurses will help address  
21 the State's critical shortage of primary and acute care



1 providers, particularly in rural areas, by assisting nurses in  
2 the transition to clinical care settings and the establishment  
3 of their careers. A nurse residency program will also address  
4 the experience gap that is occurring in the nursing profession  
5 as seasoned nurses begin to retire and the ratio of new nurse  
6 graduates to experienced nurses increases. Nurses who complete  
7 a residency program will be highly qualified and competent to  
8 fill needed health care provider roles and deliver high quality  
9 patient care. A nurse residency program is essential to  
10 building and investing in a strong workforce in the State by  
11 retaining in-state nurse graduates who pursue further study and  
12 employment in the State through the residency program.

13 The purpose of this Act is to establish a statewide nurse  
14 residency program within the University of Hawaii at Manoa  
15 school of nursing and dental hygiene to transition new nurse  
16 graduates and newly-licensed nurses to a clinical workplace,  
17 promote career advancement within the nursing profession, and  
18 improve delivery of high quality patient care.

19 SECTION 2. Chapter 304A, Hawaii Revised Statutes, is  
20 amended by adding a new section to be appropriately designated  
21 and to read as follows:



1        "§304A- Nurse residency program. (a) The University of  
2 Hawaii at Manoa school of nursing and dental hygiene shall  
3 establish an accredited statewide nurse residency program. The  
4 nurse residency program shall be a one-year training program  
5 that prepares new nurse graduates and newly-licensed nurses for  
6 clinical practice in acute care and critical care environments.  
7 The residency program and its site facilities shall meet the  
8 requirements necessary to achieve and maintain accreditation  
9 with the Commission on Collegiate Nursing Education.

10        (b) The dean of the University of Hawaii at Manoa school  
11 of nursing and dental hygiene shall be responsible for:

12        (1) Developing and implementing the residency program for  
13 nurses in cooperation with the nursing profession,  
14 hospitals, and clinics located throughout the State;

15        (2) Developing a selection process and procedures for  
16 selecting resident nurse participants; provided that  
17 eligible participants shall:

18        (A) Be graduates of an accredited baccalaureate or  
19 graduate nursing program as recognized by the  
20 Accreditation Commission for Education in Nursing  
21 or Commission on Collegiate Nursing Education;



1           (B) Hold a current unencumbered license as a licensed  
2           practical nurse, registered nurse, or advanced  
3           practice registered nurse in this State or any  
4           other applicable state; and

5           (C) Have less than twelve months of experience  
6           working in their field of licensure.

7           An applicant who is in the final semester or has  
8           recently completed an eligible nursing degree program  
9           may apply for the nurse residency program; provided  
10          that the applicant shall obtain licensure prior to  
11          participation in the program; and

12          (3) Determining where residency education and training  
13          shall be established, giving consideration to  
14          communities in the State where the population,  
15          hospital facilities, number of nurses, and interest in  
16          the nursing profession indicate success of residency  
17          education and training and benefit to the provision of  
18          health care in the State.

19          (c) Priority for the selection of applicants for the nurse  
20          residency program shall be to nurse graduates of the University  
21          of Hawaii system.



1        (d) Any stipends for the nurses enrolled in the nurse  
 2 residency program under this section shall be paid by the  
 3 respective hospital or medical facility in which a nurse obtains  
 4 residency."

5            SECTION 3. There is appropriated out of the general  
 6 revenues of the State of Hawaii the sum of \$                    or so much  
 7 thereof as may be necessary for fiscal year 2015-2016 and the  
 8 sum of \$                    or so much thereof as may be necessary for  
 9 fiscal year 2016-2017 to carry out the purposes of this Act. Of  
 10 the sums specified:

11            (1) \$                    for fiscal year 2015-2016 and  
 12                    \$                    for fiscal year 2016-2017 shall be for one  
 13                    permanent, full-time program coordinator position; and

14            (2) \$                    for fiscal year 2015-2016 and  
 15                    \$                    for fiscal year 2016-2017 shall be for one  
 16                    permanent, full-time clinical placement coordinator  
 17                    position,

18 within the University of Hawaii at Manoa school of nursing and  
 19 dental hygiene to coordinate the residency opportunities and  
 20 residency positions available between the University of Hawaii



1 at Manoa school of nursing and dental hygiene and hospitals or  
2 other medical facilities.

3 The sums appropriated shall be expended by the University  
4 of Hawaii for the purposes of this Act.

5 SECTION 4. New statutory material is underscored.

6 SECTION 5. This Act shall take effect upon its approval;  
7 provided that section 3 shall take effect on July 1, 2015.

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# H.B. NO. 557

**Report Title:**

Nurse Residency Program; University of Hawaii at Manoa School of Nursing and Dental Hygiene; Appropriation

**Description:**

Establishes a statewide nurse residency program within the University of Hawaii at Manoa School of Nursing and Dental Hygiene. Appropriates funds.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

