

**Written Testimony Presented Before the  
House Committee on Health  
February 10, 2015 8:30 a.m.**

**by**

**Laura Reichhardt, MS, RN, Senior Administrative Coordinator  
Hawaii State Center for Nursing  
University of Hawai'i at Manoa**

Chair Belatti, Vice Chair Creagan and members of the House Health Committee.  
Thank you for the opportunity to submit testimony regarding **HB 557**.

The Hawai'i State Center for Nursing (HSCN), which is housed under the University of Hawai'i Manoa School of Nursing and Dental Hygiene (UHM Nursing), coordinates a statewide new graduate Nurse Residency Program (NRP), which provides new nurses opportunities to gain necessary professional experience and training in specialty areas within nursing, improves job satisfaction and increases retention rates within the organization. Hawai'i was the first state in the nation to implement the NRP statewide. The NRP is now in its fourth year and is a collaboration of nursing academic institutions and healthcare employers statewide.

The HSNC and UHM Nursing agree with the intent of this bill to support and expand the existing statewide NRP program. As such, the HSCN is in support of **HB557** as a means to expand and support nursing workforce development in the State through the statewide Nursing Residency Program, and respectfully asks the House Health Committee to consider the following recommended amendments to the bill:

- Page 4, Line 1-2: Add "in collaboration with the Hawaii State Center for Nursing" after "The University of Hawaii at Manoa School of Nursing and Dental Hygiene"
- Page 4: Line 10-11: Add "Determine feasibility of expanding the nurse residency program to include Advanced Practice Registered Nurses" to the responsibilities itemized after section (b).
- Page 4, line 6: delete "clinical practice in acute care and critical care environments" and replace with "clinical nursing practice" to allow for

expanding to healthcare facilities including but not limited to long term care, transitional care, primary care, and school health.

- Page 5, Line 19: Delete section (c) priority for selection of applicants to University of Hawai'i graduates in order to engage and provide opportunities to all new graduate nurses in Hawai'i and replace with "(c) priority for selection of applicants to Hawaii residents to provide opportunities to all new registered nurses in Hawaii."
- Page 6, Line 1: Remove section (d) relating to compensation between employer and new graduate employee.

**HB557** will enable the HSCN, in collaboration with its community partners, to continue to grow the NRP as a means to support Hawaii's nursing workforce. Thank you for the opportunity to testify in support of **HB557**.

**Tuesday, February 10, 2015– 8:30am**  
**Conference Room 329**

**The House Committee on Health**

To: Rep. Della Au Belatti, Chair  
Rep. Richard P. Creagan, Vice-Chair

From: Amy Thomas, RN  
System Director – Nurse Education

Re: **HB 557 – Relating to Nursing**  
**Testimony in Opposition, but supporting Intent**

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My name is Amy Thomas, System Director, Nursing Education at Hawai'i Pacific Health. Hawai'i Pacific Health is a not-for-profit health care system, and the state's largest health care provider and non-government employer. It is committed to providing the highest quality medical care and service to the people of Hawai'i and the Pacific Region through its four hospitals, more than 50 outpatient clinics and service sites, and over 1,600 affiliated physicians. Hawai'i Pacific Health's hospitals are Kapi'olani Medical Center for Women & Children, Pali Momi Medical Center, Straub Clinic & Hospital and Wilcox Memorial Hospital.

**We support the intent but write in opposition to HB557** which establishes a statewide nursing residency within the University of Hawai'i at Manoa School of Nursing and Dental Hygiene.

As the current Chair of the Statewide Nurse Residency Program Coordinators and Facilitators Team and as a member of the Statewide New Grad Residency Steering Committee, I feel this bill is problematic as it creates a program that is duplicative with the existing nurse residency program already developed and established in collaboration with the Hawai'i State Center for Nursing and community hospitals including Hawai'i Pacific Health. We are concerned this bill will distract and ultimately divert resources away from established residency programs that would better meet the needs of all nursing programs, nurses and hospital employers. We currently enroll 50-75 RNs per year in the collaborative nurse residency program at HPH.

We have the following concerns with this bill:

- This bill's enrollment requirements do not meet the realities and needs of the nursing workforce marketplace. For example, HB 557 indicates that a Bachelors of Science in nursing (BSN) is a requirement for entrance into the residency program. Currently, in the State of Hawaii we continue to graduate new nurses from Associate's Degree Nursing (ADN) programs. For nurses living on the neighbor islands and rural areas, the number of ADN prepared nurses is significant. At Wilcox Memorial Hospital on Kaua'i, ADN prepared nurses represent a significant proportion of the workplace and student cohort. Therefore, limiting the program to only BSNs would be misplaced and ultimately result in the development of a program that would not enable the participation of a large number nurses and their employers.
- The bill calls for priority to be given to selection of applicants to nurse graduates of the University of Hawaii System. Graduates of Chaminade University, the University of Phoenix, Hawaii Pacific University and others, also produce BSN graduates. Residency programs should be equally available to these graduates as well. Hawaii students who train in a nursing program on the mainland and would like to relocate back to the islands will be limited in employment opportunities with this bill.
- Decisions about who enters a residency program should be determined by the employer in the practice setting in which these graduates/residents are being hired. Those decisions should not be made by the University system that is not employing them.

Thank you for your consideration of this testimony. For these reasons, we ask that you not pass this bill from this committee.



## THE QUEEN'S HEALTH SYSTEMS

**HB 557, Relating to Nursing  
House Committee on Health  
Hearing--February 20, 2015 at 8:30 AM**

**Dear Chairwoman Belatti and Members of the House Committee on Health:**

My name is Cindy Kamikawa and I am a Senior Vice President and the Chief Nursing Officer at The Queen's Health Systems (QHS). We would like to offer comments in opposition to HB 557, which would establish a nurse residency program. While we support the intent of this legislation, we would like to provide concerns that we have with the bill as written.

Like many other facilities in the state, QHS operates a program as part of the state-wide Nurse Residency Program to train between 60 and 100 newly graduated nurses per year. Nurses participating in our program have already been hired by QHS, based on our needs. If the residency program outlined in this legislation were to pass, then essentially the University of Hawaii would be allowed to select all of our hires without insight into our needs.

We are also concerned about the provision that would give preference to graduates of the University of Hawaii. This discriminates against nurse graduates at other local schools such as Hawaii Pacific University and Chaminade.

We established our nurse residency program in a coordinated effort with other hospitals and the Hawaii State Center for Nursing. Because of this existing partnership, the nurse residency program as outlined in this legislation would duplicate efforts and increase costs to the facilities which have residency programs already in place. The requirement in this legislation to provide stipends to nurses in the proposed program is of particular concern. Therefore, funds that would be attached to this bill might be better allocated to grow and developing existing nurse residency programs.

I would ask that you reconsider and amend this legislation because it would create duplicative programs that would add costs to our health care system. Thank you for your time and attention to this matter.

*The mission of The Queen's Health Systems is to fulfill the intent of Queen Emma and King Kamehameha IV to provide in perpetuity quality health care services to improve the well-being of Native Hawaiians and all of the people of Hawai'i.*

creagan1 - Dannah

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From: mailinglist@capitol.hawaii.gov  
Sent: Monday, February 09, 2015 8:56 PM  
To: HLTtestimony  
Cc: wailua@aya.yale.edu  
Subject: Submitted testimony for HB557 on Feb 10, 2015 08:30AM

**HB557**

Submitted on: 2/9/2015

Testimony for HLT on Feb 10, 2015 08:30AM in Conference Room 329

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Wailua Brandman	Hawaii Assoc. of Professional Nurses	Support	No

Comments: This is an excellent start. We'd hope to see it replicated in the private sector as well. This would provide added support in the transition from novice to expert and strengthen our healthcare workforce. HAPN supports this bill.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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creagan3 - Karina

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From: mailinglist@capitol.hawaii.gov  
Sent: Monday, February 09, 2015 9:06 AM  
To: HLTtestimony  
Cc: carl.campagna@kamakagreen.com  
Subject: \*Submitted testimony for HB557 on Feb 10, 2015 08:30AM\*

**HB557**

Submitted on: 2/9/2015

Testimony for HLT on Feb 10, 2015 08:30AM in Conference Room 329

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Carl Campagna	Individual	Support	No

Comments:

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From: mailinglist@capitol.hawaii.gov  
Sent: Thursday, February 05, 2015 8:31 PM  
To: HLTtestimony  
Cc: geesey@hawaii.edu  
Subject: Submitted testimony for HB557 on Feb 10, 2015 08:30AM

Categories: Orange Category

**HB557**

Submitted on: 2/5/2015

Testimony for HLT on Feb 10, 2015 08:30AM in Conference Room 329

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Yvonne Geesey	Individual	Support	No

Comments: Aloha Legislators; A nurse residency program would benefit our patients by allowing nurses to train on the job in their area of interest. Mahalo for your consideration, Yvonne Geesey Nurse Practitioner

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