

MAR 10 2023

SENATE RESOLUTION

REQUESTING THE DEPARTMENT OF HEALTH TO CONVENE A WORKING GROUP TO PREPARE AND DEVELOP SOLUTIONS AND MAKE RECOMMENDATIONS FOR THE RECRUITMENT AND RETENTION OF NURSES TO ADDRESS THE SHORTAGE OF THE NURSING AND HEALTH CARE WORKFORCE IN THE STATE.

1 WHEREAS, the State has historically had a shortage of
2 health care workers, which was exacerbated by the coronavirus
3 disease 2019 (COVID-19) pandemic that has pushed the State's
4 health care system to its breaking point; and

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6 WHEREAS, nurses, nurse aides, and other health care workers
7 who directly care for and support patients at hospitals and care
8 homes have continued to provide high quality care despite the
9 incredible challenges posed by the COVID-19 pandemic, often at
10 significant personal costs to themselves; and

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12 WHEREAS, health care workers faced high levels of stress
13 and job turnover before the COVID-19 pandemic began, which were
14 greatly exacerbated by the pandemic; and

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16 WHEREAS, improving nurse and health care worker safety and
17 working conditions leads to better patient care and staffing
18 standards, such as minimum staff-to-patient ratios, adequate
19 break and overtime protections, and hospital staffing plans,
20 should be collaboratively developed by interested stakeholders
21 to allow the health care system to better serve patients and
22 Hawaii's communities; now, therefore,

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24 BE IT RESOLVED by the Senate of the Thirty-second
25 Legislature of the State of Hawaii, Regular Session of 2023,
26 that the Department of Health is requested to convene a working
27 group to prepare and develop solutions and make recommendations
28 for the recruitment and retention of nurses to address the
29 shortage of the nursing and health care workforce in the State;
30 and

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32 BE IT FURTHER RESOLVED that the working group is requested
33 to examine and make recommendations regarding the following



1 strategies and their potential effects on recruiting or
2 retaining nurses:

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- 4 (1) Establishing certain minimum staff-to-patient ratios
5 for hospitals, care homes, and dialysis facilities;
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- 7 (2) Requiring hospitals to create hospital staffing
8 committees and staffing plans; and
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- 10 (3) Establishing certain meal break, rest break, and
11 overtime provisions applicable to health care
12 personnel at hospitals, care homes, and dialysis
13 facilities; and
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15 BE IT FURTHER RESOLVED that the working group is requested
16 to consist of the following members or their designees:

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- 18 (1) The Director of Health, who is requested to serve as
19 chair of the working group;
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- 21 (2) One representative of the Healthcare Association of
22 Hawaii;
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- 24 (3) One representative of the Hawaii State Center for
25 Nursing;
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- 27 (4) One representative of the Hawaii Health Systems
28 Corporation;
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- 30 (5) One representative of the Hawaii Nurses Association;
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- 32 (6) One representative of the Hawaii Government Employees
33 Association; and
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- 35 (7) One representative of the Hawaii - American Nurses
36 Association; and
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38 BE IT FURTHER RESOLVED that the working group is requested
39 to submit a report of its findings and recommendations,
40 including any proposed legislation, to the Legislature no later
41 than twenty days prior to the convening of the Regular Session
42 of 2025; and



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BE IT FURTHER RESOLVED that the working group should dissolve on Jun 30, 2025; and

BE IT FURTHER RESOLVED that certified copies of this Resolution be transmitted to the Director of Health, President of the Healthcare Association of Hawaii, Director of the Hawaii State Center for Nursing, President of the Hawaii Health Systems Corporation, President of the Hawaii Nurses Association, President of the Hawaii Government Employees Association, and Executive Director of the Hawaii - American Nurses Association.

OFFERED BY: 

