
HOUSE RESOLUTION

REQUESTING THE LEGISLATIVE REFERENCE BUREAU TO CONDUCT A STUDY
ON BEST PRACTICES FOR NURSE STAFFING IN HEALTHCARE
FACILITIES

1 WHEREAS, the State is facing a persistent health care
2 staffing shortage, which has been exacerbated by the challenges
3 posed by COVID-19; and
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5 WHEREAS, as a result of this ongoing shortage, the staff-
6 to-patient ratio has greatly increased, leading to working
7 conditions becoming increasingly unpredictable and unsafe and
8 increasing the rate of burn out by health care professionals;
9 and
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11 WHEREAS, research has shown that improved staff-to-patient
12 ratios greatly improve patient safety and outcomes; and
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14 WHEREAS, identifying best practices in labor standards for
15 health care facilities will help inform lawmakers on how to
16 improve working conditions for health care professionals and
17 increase recruitment and retention; now, therefore,
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19 BE IT RESOLVED by the House of Representatives of the
20 Thirty-second Legislature of the State of Hawaii, Regular
21 Session of 2024, that the Legislative Reference Bureau is
22 requested to conduct a study on best practices for nurse
23 staffing in healthcare facilities which shall assess and
24 discuss:
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26 (1) Best Practices, as set forth by entities such as The
27 Joint Commission, on staffing for hospitals and other
28 settings of care;
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30 (2) The effectiveness of different types of staffing
31 standards in ensuring patient and worker safety, and
32 quality of care;
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- 1 (3) Existing staffing standards and regulations in other
2 states;
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- 4 (4) Alternative approaches to staffing standards, such as
5 acuity-based staffing models or nurse-driven staffing
6 decisions;
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- 8 (5) The experiences and perspectives of healthcare
9 professionals, including nurses, administrators, and
10 other stakeholders, regarding staffing standards;
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- 12 (6) The potential benefits and challenges associated with
13 implementing staffing standards in Hawaii; and
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- 15 (7) The costs of implementing various staffing standards,
16 including nurse-to-patient ratios; and
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18 BE IT FURTHER RESOLVED that the Legislative Reference
19 Bureau is requested to submit a report of its study, including
20 findings, recommendations, and any proposed legislation, to the
21 Legislature no later than twenty days prior to the convening of
22 the Regular Session of 2025; and

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24 BE IT FURTHER RESOLVED that a certified copy of this
25 Concurrent Resolution be transmitted to the Legislative
26 Reference Bureau.

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