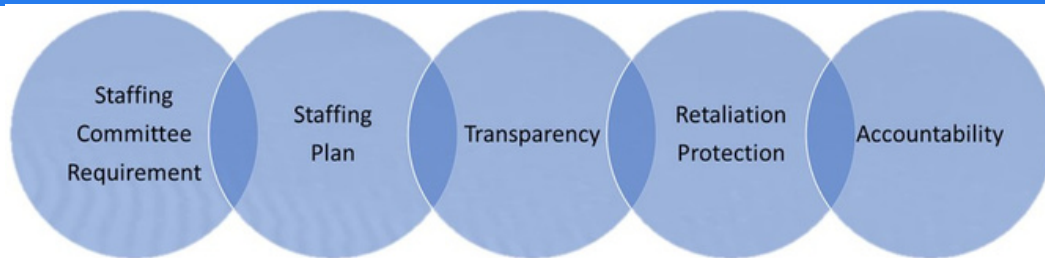




SAFE STAFFING 2023



DEDICATED STAFFING COMMITTEE

- Modified composition to be 50%+, in favor of direct care nurses (Collective bargaining picks direct care nurses)
- Require co-chairs of committee, one being direct care nurse
- Establish unit based ratios and evidence based criteria
- Required to provide compensation and unit coverage for nurse participation

STAFFING PLAN

- Includes unit ratio for direct care RN, LPN, and assistive personnel
- Increase reporting to DPH from annually to biannually.
- Expands required components of the plan
- Reviews related data (ie hospital hiring, turnover rates, etc.)

TRANSPARENCY

- Nurses are informed at hire and annually about staffing committee, meeting schedule, participation, and communication
- Staffing Plan posted in a visible location to the public on each patient care unit.

RETALIATION PROTECTION

- Protection for nurses to share their voice about unsafe staffing, or workplace violence, racism or bullying
- No hospital shall require a registered nurse to undertake any patient care task that is beyond the scope of the nurse's license

ACCOUNTABILITY

- Bi-annually hospitals report to DPH on their compliance with expectation to implement staffing plan ratios 80% of the time
- DPH has authority to investigate complaints about staffing, and adherence to the staffing plan
- DPH has authority to impose a corrective action plan and penalties for inability to meet staffing ratios in their hospital

Since 1904, the Connecticut Nurses' Association dedicates itself to advancing the nursing profession and fostering a healthy Connecticut. Through collaborative knowledge sharing, we contribute to an inclusive healthcare system. Advocating for well-being at all levels, we play a pivotal role in shaping a comprehensive healthcare landscape. Navigating evolving complexities, we guide nurses in diverse specialty areas and practice settings. As the largest and most reliable profession, our nurses ensure the well-being of the entire Connecticut community.

Staffing is a key component to retaining the nursing workforce. In the 2023 Legislative Session, the CT General Assembly addressed challenges in hospital staffing. Hospital staffing committees, initially established in 2008 and updated in 2015 to include an annual report to DPH, were ineffective. The 2023 legislation targeted and resolved issues voiced by nurses, enhancing the functionality and impact of staffing committees. Despite initial setbacks in the legislative process, collaborative efforts with AFT, state agencies, and active engagement of over 1000 CT nurses through emails, 12 nurse specialty organizations and ANA President Jennifer Mensik Kennedy shared letters of support, and all resulted in the successful inclusion of hospital nurse staffing language in Governor's Budget Bill (HB 6941)

