

1                                   A bill to be entitled  
 2       An act relating to nursing services; creating s.  
 3       395.01922, F.S.; providing definitions; requiring that  
 4       hospitals establish nurse staffing collaborative councils;  
 5       providing for membership and responsibilities; requiring  
 6       the council to produce annual hospital nurse staffing  
 7       plans; requiring the chief nurse executive to communicate  
 8       with the council to ensure appropriate implementation of  
 9       the nurse staffing plan; requiring that the council  
 10      conduct a semiannual review of the nurse staffing plan;  
 11      requiring the nurse staffing plan to be reviewed with the  
 12      nurse personnel and made available to the public upon  
 13      request; providing an effective date.

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 15           WHEREAS, research demonstrates that registered nurses play  
 16      a critical role in patient safety and quality of care, and  
 17      hospitals are employing multiple strategies to recruit and  
 18      retain nurses, and

19           WHEREAS, the implementation of evidence-based nurse  
 20      staffing plans to foster safe, high-quality patient care and  
 21      increase job satisfaction for nurses is crucial, and

22           WHEREAS, hospitals and nursing organizations share a mutual  
 23      interest in patient-safety initiatives that create a healthy  
 24      environment for nurses and provide for the safe care of  
 25      patients, and

26           WHEREAS, in order to ensure safe, quality patient care,  
 27      support the retention of registered nurses, and promote  
 28      evidence-based nurse staffing, the Legislature intends to

29 | establish a mechanism whereby nurses and hospital leadership  
 30 | participate in a joint process regarding nurse staffing plan  
 31 | decisions, NOW, THEREFORE,

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33 | Be It Enacted by the Legislature of the State of Florida:

34 |

35 | Section 1. Section 395.01922, Florida Statutes, is created  
 36 | to read:

37 | 395.01922 Nurse staffing collaborative councils.-

38 | (1) As used in this section, the term:

39 | (a) "Acuity" means the level of patient need for nursing  
 40 | care, as determined by the nursing assessment.

41 | (b) "Nurse staffing collaborative council" means the  
 42 | collaborative council established by a hospital under this  
 43 | section.

44 | (c) "Nursing personnel" means registered nurses, licensed  
 45 | practical nurses, certified nursing assistants, and unlicensed  
 46 | assistive personnel providing direct patient care.

47 | (d) "Nursing-sensitive quality indicator" means an  
 48 | indicator that captures the quality of care or the outcomes most  
 49 | affected by nursing care.

50 | (e) "Patient care unit" means any unit or area of the  
 51 | hospital where registered nurses provide care to patients.

52 | (f) "Skill mix" means the number and relative percentages  
 53 | of registered nurses, licensed practical nurses, certified  
 54 | nursing assistants, and unlicensed assistive personnel among the  
 55 | total number of nursing personnel.

56 | (2) By September 1, 2010, each hospital licensed under

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57 this chapter shall establish a nurse staffing collaborative  
58 council by creating a new collaborative council or assigning the  
59 functions of a nurse staffing collaborative council to an  
60 existing council or committee. Membership of the nurse staffing  
61 collaborative council shall be determined by the chief nursing  
62 executive and shall include nurses currently participating in  
63 direct patient care.

64 (3) Primary responsibilities of the nurse staffing  
65 collaborative council shall include the development and  
66 oversight of an annual patient care unit and shift-based nurse  
67 staffing plan based on the needs of patients, which shall be  
68 used as the primary factor in developing the nurse staffing  
69 budget. Factors to be considered in the development of the plan  
70 shall include, but are not limited to:

71 (a) Census information, including the total number of  
72 patients in the unit for each shift, and activity in the unit,  
73 such as patient discharges, admissions, and transfers.

74 (b) The acuity level of all patients and the nature of the  
75 care to be delivered for each shift.

76 (c) The skill mix.

77 (d) The level of education, training, and experience of  
78 the nursing personnel providing care.

79 (e) The need for specialized equipment.

80 (f) The physical layout and design of the patient care  
81 unit, including, but not limited to, placement of patient rooms,  
82 treatment areas, nursing stations, medication preparation areas,  
83 and equipment.

84 (g) Staffing guidelines adopted or published by national

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85 professional nursing associations, specialty nursing  
86 organizations, and other health care professional organizations.

87 (h) Hospital finances and resources.

88 (i) Level of technology and support.

89 (4) The nurse staffing collaborative council shall produce  
90 an annual nurse staffing plan for the hospital. The chief nurse  
91 executive shall communicate and collaborate with the council to  
92 ensure the safe and appropriate implementation of a staffing  
93 plan.

94 (5) The nurse staffing collaborative council shall conduct  
95 a semiannual review of the staffing plan with regard to patient  
96 needs and evidence-based staffing information, including the  
97 nursing-sensitive quality indicators collected by the hospital.

98 (6) The staffing plan shall be reviewed annually with  
99 nursing personnel in each patient care area and the plan shall  
100 be shared with the community upon request.

101 Section 2. This act shall take effect July 1, 2010.