

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

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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:

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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, 2011, 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, 2011.