

ADVOCACY PRIORITIES 2023

NURSE STAFFING RATIO LEGISLATION

Hospital nurse staffing is a collaborative process, and a mandated, fixed ratio does not allow for the essential flexibility or innovation within care teams at the local level. Mandated ratios dictate a simplistic formula that does not consider the numerous factors that impact the level of staffing a patient should receive. Hospitals are held accountable for achieving high standards of quality, safety and adequate staffing by national and local organizations such as The Joint Commission, the Centers for Medicare & Medicaid Services and the Michigan Department of Health and Human Services. Many hospitals also voluntarily pursue additional accreditations and certifications from national organizations. Michigan hospitals are trying to hire 8,500 nurses, but there currently is not enough nurses to fill these needs. Requiring hospitals to hire even more nurses when that supply does not exist will be extremely harmful to hospitals and their ability to offer healthcare services to their communities.



Recommended Actions:

- Oppose legislation proposed in 2023 House Bills (HBs) 4550-4552 and in Senate Bills (SBs) 334-336.
- See other priorities listed below.

NURSING WORKFORCE IN MICHIGAN

Michigan currently has 137,000 licensed registered nurses living in Michigan. This number is not sufficient to meet current needs. Improving nurse training and retention is needed to stave off shortages.



Recommended Actions:

- Provide legislative financial support to incentivize nurses to obtain graduate education and to provide incentives for nursing faculty to stay in educational settings.
- Convene a legislative driven task force on Michigan's nursing workforce in collaboration with nursing, public health, healthcare and economic stakeholders.
- Remove barriers to rapid recruitment and employment of foreign educated nurses.

PREVENTING VIOLENCE AGAINST NURSES IN THE WORKPLACE

The safety of nurses in the workplace impacts the care of patients and families and increases the retention of nurses in healthcare. Nurses experiencing violence in the workplace has been tracked and the most current survey results show 35% of Michigan nurses reported experiencing violence in the workplace in one year.



Recommended Action:

- Pass legislation introduced this year in HBs 4520 and 4521.

NATIONAL NURSE LICENSURE COMPACT

Michigan hospitals and healthcare employers, as well as the state's regulatory environment, must be nimble to attract and retain nurses. States participating in the national Nurse Licensure Compact are better able to attract nurses. Michigan is currently not competitive with the 39 states who participate in the Nurse Licensure Compact, including border states Wisconsin, Indiana and Ohio. MONL commends the legislature for passing SB 759 (PA 167 of 2021), which contained some features available under COVID emergency orders for cross-state nurse mobility.



Recommended Action:

- Pass legislation that would allow fully qualified nurses to practice across state lines under all circumstances, similar to bills introduced in 2019 (HB 4042) and 2021 (HB 4046).