

VICTORY

Landmark Agreement & Passage of Safe Nurse Staffing Legislation



Safe RN Staffing Campaign

- Patient Safety Act in 2007 was narrowly defeated
- WSNA collected and synthesized the evidence-based data on nurse staffing
- 9 regional workshops across the state
- web campaign – collected over 1,000 surveys and numerous stories

Safe RN Staffing Campaign

Mediated process through the WSU/UW
William D. Ruckleshaus Center:

- WSNA
- Washington State Hospital Association
- Northwest Organization of Nurse Executives
- SEIU 1199
- USNU/UFCW Local 141

Results of Ruckleshaus

- Agreement to jointly support staffing legislation in 2008.
- Memorandum of Agreement for future work

RN Staffing Law 2008

- By September 2008, each hospital must establish a nurse staffing committee composed of at least half direct care RNs.
- Staff nurses on committee to be selected by WSNA local unit
- May utilize an existing committee as long as it meets the criteria

RN Staffing Law 2008

The nurse staffing committee will develop, oversee and evaluate a nurse staffing plan for each unit and shift of the hospital based:

1. Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admissions, and transfers
2. Level of intensity of all patients and nature of the care to be delivered on each shift
3. Skill mix
4. Level of experience and specialty certification or training of nursing personnel providing care

RN Staffing Law 2008

Continued:

5. The need for specialized or intensive equipment
6. The architecture and geography of the patient care unit, including but not limited to placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment
7. National standards/recommendations on nurse staffing

RN Staffing Law 2008

Staffing Committee must:

- Conduct semiannual review of the staffing plan against patient need and known evidence-based staffing information, including the nursing sensitive quality indicators collected by the hospital
- Review, assessment, and response to staffing concerns presented to the committee

RN Staffing Law 2008

- The staffing committee will produce the hospital's annual nurse staffing plan.
- If this staffing plan is not adopted by the hospital, the chief executive officer must provide a written explanation of the reasons why to the committee.

RN Staffing Law 2008

- Staff nurses participating in the nurse staffing committee shall be on scheduled work time and compensated at the appropriate rate of pay.
- Nurse staffing committee members shall be relieved of all other work duties during meetings of the committee.

RN Staffing Law 2008

- Each hospital must post, in a public area on each patient care unit, the nurse staffing plan and the nurse staffing schedule for that shift on that unit, as well as the relevant clinical staffing for that shift.
- The staffing plan and current staffing levels must also be made available to patients and visitors upon request.

RN Staffing Law 2008

A hospital may not retaliate against or engage in any form of intimidation of:

- An employee for performing any duties or responsibilities in connection with the nurse staffing committee
- An employee, patient, or other individual who notifies the nurse staffing committee or the hospital administration of his or her concerns on nurse staffing

Ongoing Work by Stakeholders

Establishment of a Ruckelshaus Steering Committee:

- Oversee the implementation of the new law
- Compile nurse staffing guidelines
- Collect, develop, and disseminate materials
- Serve as a resource and collect best practices
- Training for nurse staffing committees
- Continue dialogue on minimum nurse staffing standards and public disclosure of nursing sensitive quality indicators

What's Next?

- Implementation of the various components of the law
- Support for nurses to be effective members on the staffing committee
- Tracking the success/failures of staffing committees
- Trending ongoing findings regarding nursing sensitive outcome measures related to staffing

Ensuring Success

Support for WSNA members

- Educational content development regarding:
 - How to ensure committee effectiveness
 - Understanding the basics of staffing, scheduling and labor finance
 - Understanding variance analysis, nursing sensitive outcomes, and benchmarking
- Establishing multiple educational venues (workshops, on-line, self-study modules)
- Development of Q&A networking system

Timeline for Implementation

- May & June: Composition and selection of nurse staffing committee members
- July & August: Regional joint training of committee members by stakeholders
- September 1: Deadline for establishment of staffing committee at each hospital
- Fall: Ongoing additional training & education by WSNA