Minnesota’s 2013 Nurse Staffing Law

Link to 2013 Nurse Staffing Law

Background/Context

- Minnesota Nurses Association (MNA) seeks mandatory nurse staffing ratios; MHA opposes

- Post-2012 elections, MN House of Representatives and Senate became DFL-controlled, along with governor
  - The L in DFL stands for Labor

- 2013 Legislature -- mandatory ratio legislation defeated, but
  - New data reporting for hospitals, and
  - A study conducted by Dept. of Health to correlate staffing and outcomes

This is not the end of the battle
Part 1: Data Reporting

- Hospitals must submit “core staffing plans” to MHA by Jan. 1, 2014
  - "Core staffing plan" means the projected number of nonmanagerial care staff that will be assigned in a 24-hour period to an inpatient unit.
    - Nonmanagerial care staff means nurses and other assistive personnel that spend at least 50% of their time in direct patient care
  - Key statistic is “staffing hours per patient day”
    - So, need to also collect average number of patients seen per 24-hour period on each unit
- All hospitals, all inpatient units
  - Include units that do more than inpatient (e.g. observation or swing beds)
- Core staffing plans must be shared internally prior to submission

Data Reporting (cont.)

- Hospitals provide average direct hours worked per 24-hour period for:
  - Nurses
  - Other assistive personnel
- Also collecting:
  - Type of unit (e.g. Med/Surg or ICU)
  - Other care team members available
  - Patient days
- Each hospital has appointed a data contact person
Timeline

- January 1: Core staffing plans due to MHA
- April 1: MHA displays unit-level staffing plan data on its website
- May 15: First quarter actual staffing data due to MHA
- July 1: MHA displays both planned and actual data on its website
- Hospitals then continue to submit actual data every quarter and plans once a year

Part 2: MDH study

- Study the correlation between nurse staffing levels and patient outcomes
  - MDH must convene a work group to consult with the department
  - Report will be submitted to legislature by January 15, 2015
    - Not a lot of time to collect new data
- MHA workgroup reviewing literature on this subject
Takeaway Messages

1. Reporting:
   - All hospitals have a new requirement for submitting unit-level staffing info by 1/1/14
   - Public website of this data coming 4/1/14
2. MDH study on correlation between staffing and outcomes:
   - Coming 1/15/15
3. Stay tuned, this is not the end of nurse staffing discussion at the capitol
   - Keep talking about improving quality & patient safety