

THE NURSE STAFFING PLAN DISCLOSURE ACT

Public reporting of staffing levels

- All Minnesota hospitals were required to prepare an annual nurse staffing plan by Jan. 1, 2014, and those plans were posted on the Minnesota Hospital Association's quality website on Apr. 1, 2014.
- Hospitals are required to, on a quarterly basis, report how their actual nurse staffing levels and patient census compared to their nurse staffing plans. This information has been posted online since July 1, 2014 and is updated quarterly.

MDH's nurse staffing and patient outcomes study

The Department of Health shall convene a work group to consult with the department as they study the correlation between nurse staffing levels and patient outcomes. This report shall be presented to the chairs and ranking minority members of the Health and Human Services Committees in the House of Representatives and the Senate by January 15, 2015."

- The Minnesota Department of Health convened a Nurse Staffing and Patient Outcomes Study Workgroup (workgroup) comprised of three hospital representatives, three Minnesota Nurses Association (MNA) representatives and other individuals with backgrounds in higher education, patient safety, and one consumer representative. The work group held five meetings.
- From the beginning of the work group, MHA stressed that MDH could do the study using already publicly reported quality information. Given the depth and breadth of quality data that is already publicly reported, MHA asked MDH to not add additional burden or costs to hospitals.
- Hospital staffing, of course, plays a role in patient outcomes. However, despite multiple studies by academic researchers throughout the country, no one has identified a definitive staffing level required to ensure quality outcomes for patients. Instead, staffing is inherently dynamic and constantly adjusted based on factors such as: the particular needs of the individual patient; the experience level of the nursing staff, physicians and other members of the care team; the physical layout of the specific unit; and a whole host of other variables. Moreover, staffing levels are just one factor in a multitude of drivers that determine patient outcomes.
- **Attempting to match patient outcomes to staffing**
 - From the beginning of the workgroup, MHA encouraged MDH to use the large volume of publicly available patient outcomes data that focus on nurse-sensitive measures.
 - Because MHA members have not collected staffing data for periods earlier than the first quarter of 2014 or quality data for periods after 2012, it simply will not be possible to match the time period of staffing data with that of outcomes data which is older.
 - It was not possible to obtain similar staffing data for time periods that preceded the development of these definitions and processes – hospitals never collected such data.
 - Moreover, publicly available outcomes data are exclusively collected at the hospital level, not at the unit level.

Hospital Report Card Staffing Disclosure

**United States. Congress. House.
Committee on Ways and Means.
Subcommittee on Health**

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Hospital Report Card Staffing Disclosure Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Hospital Report Card Staffing Disclosure**," written by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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