

Michigan Nurses More Than a Number

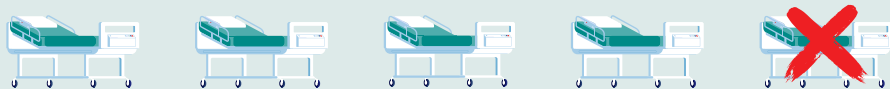
Michigan hospitals are focused on addressing staffing challenges and implementing safe nurse staffing models that provide the best quality care for their patients and communities. Hospitals are committed to hiring more nurses, but legislatively mandated, harmful registered nurse (RN) staffing requirements will restrict important access to healthcare services for Michigan patients.

The proposed legislation will not solve staffing shortages or improve patient outcomes. Instead, it will cause harm to patients. Instituting a one-size-fits-all approach places hospitals in an untenable situation: either accept financial penalties for fulfilling the mission of providing care to those who need it or turn patients away and risk a worse outcome for a person in need of care. In addition, it will cost Michigan hospitals approximately \$1.1 billion to comply with the potential law change, leading to hospital closures, removal of service lines such as obstetrics and ultimately higher healthcare costs. Overall, it will significantly prolong the time it takes for a patient to receive care in many communities.

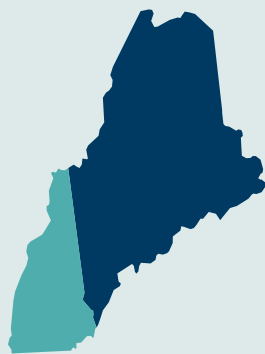
Impact on Patient Care

A survey of 109 Michigan hospitals conducted in July 2023 shows Michigan is at risk of losing up to 5,100 hospital beds across the state if this legislation is implemented. Michiganders do not deserve to lose access to care.

WHAT 5,100 HOSPITAL BEDS LOOKS LIKE



Michigan risks losing 1 of every 5 hospital beds from its total statewide bed capacity.



The loss in beds is equivalent to the total hospital bed capacity for New Hampshire and Maine combined.



Losing 5,100 beds is the equivalent to the state losing Michigan's six largest hospitals.



The loss in statewide capacity would be the same as if all hospitals north of Grand Rapids and Flint closed.

Nurse Staffing Needs



Results from the MHA member survey indicate Michigan hospitals would need to hire at least 13,000 more nurses to comply with the mandated ratios, which is the equivalent of every licensed and working RN in the state of New Hampshire. This is despite a national nursing shortage that has Michigan hospitals currently seeking to hire 8,438 nurses.

13,000+ Nurses

The Facts of Mandated Staffing Ratios

One-size-fits-all staffing ratios for hospital RNs **will not** solve the nationwide nurse shortage.

Practical Impact of Mandated Staffing Ratios

- › Mandated ratios do not and will not produce more nurses or health professionals to care for Michiganders.
- › The ratios are specific to RNs and come at the expense of licensed practical nurses, patient care techs and other vital members of a care team.
- › When workforce shortages make it impossible for hospitals to meet the mandates, they will be forced to close beds/units, emergency department waits will increase and access to care will decrease.
- › Healthcare teams make complex, real-time, evidence-based decisions with consideration for individual patients, groups of patients, provider skills and other factors. One-size-fits-all mandated ratios remove professional judgement and flexibility and substitute government decision making.

Reality of Statewide Mandated Nurse Ratios

California is the only state currently with mandated one-size-fits-all nurse ratios.

- › California patients have fewer service opportunities, longer emergency department wait times and higher costs than before the mandate was implemented over 20 years ago.
- › California's patient outcomes do not consistently rank higher than other states.
- › California currently has a higher demand for nurses per capita than Michigan.

Why Healthcare Staffing Shortages Exist

- › An aging and retiring healthcare workforce.
- › Too few educators and clinical training opportunities for healthcare professionals.
- › Too few graduates of nursing and healthcare education programs and declining enrollment in nursing programs nationwide.
- › An older and sicker overall population who need acute hospital-based care.
- › Increased desire for flexible staffing options stemming from the pandemic.

How Hospitals Are Addressing Staffing Challenges

1 Launched a statewide public awareness campaign targeting high school students and professionals considering a career change to express the value of healthcare careers. Learn more at **MiHospitalCareers.com**.

2 Obtained a total of \$300 million in state funding that has benefitted at least 69,000 healthcare workers for the purposes of the recruitment, retention and training through Public Act 9 of 2022 and Public Act 5 of 2023.

3 Secured additional nurse training opportunities including expanded state policy allowing four-year BSN programs at community colleges.

4 Expanded Michigan Reconnect to allow funds to support Michiganders in their healthcare career pursuits.

Public Polling Indicates Strong Opposition to Mandated Staffing Ratios



82% of Michiganders do not believe government should mandate one-size-fits-all nurse-to-patient ratios in every hospital.



83% of Michiganders would be concerned about their ability to receive care in the emergency room if a law mandating nurse-to-patient ratios for all Michigan hospitals was signed.



67% of Michiganders believe Michigan should pass a law allowing nurses licensed and in good standing in other states to practice in Michigan without further certification.

*Results are from an EPIC MRA statewide poll of active and likely voters conducted August 2023