

107TH CONGRESS
1ST SESSION

H. R. 3589

To direct the Secretary of Health and Human Services to award grants to eligible entities to implement and evaluate demonstrations of models and best practices in nursing care and to develop innovative strategies for retention of professional nurses.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 20, 2001

Mr. MALONEY of Connecticut introduced the following bill; which was referred to the Committee on Energy and Commerce

A BILL

To direct the Secretary of Health and Human Services to award grants to eligible entities to implement and evaluate demonstrations of models and best practices in nursing care and to develop innovative strategies for retention of professional nurses.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. DEVELOPING BEST PRACTICES AND RETEN-**
2 **TION STRATEGIES IN NURSING STAFF MAN-**
3 **AGEMENT.**

4 Title VIII of the Public Health Service Act (42
5 U.S.C. 296 et seq.) is amended by adding at the end the
6 following:

7 **“PART H—DEVELOPING BEST PRACTICES AND**
8 **RETENTION STRATEGIES IN NURSING STAFF**
9 **MANAGEMENT**

10 **“SEC. 851. GRANTS.**

11 “(a) PROGRAM AUTHORIZED.—The Secretary shall
12 award grants to eligible entities to carry out and evaluate
13 demonstrations of models and best practices in nursing
14 care and to develop innovative strategies or approaches for
15 retention of professional nurses.

16 “(b) DEFINITIONS.—In this section:

17 “(1) ELIGIBLE ENTITY.—The term ‘eligible en-
18 tity’ means—

19 “(A) a partnership or coalition containing
20 a health care facility and a baccalaureate, asso-
21 ciate degree, or diploma school of nursing or
22 another organization with expertise in outcome
23 and cost-effectiveness measurement; or

24 “(B) a health care facility demonstrating
25 proficiency (as evidenced by accreditation by an

1 accepted organization) in outcomes and cost-ef-
2 fectiveness measurement.

3 “(2) HEALTH CARE FACILITY.—The term
4 ‘health care facility’ means a hospital, skilled nurs-
5 ing facility, long-term care facility, home health care
6 agency, federally qualified health center, nurse-man-
7 aged health center, rural health clinic, public health
8 clinic, or any other entity as designated by the Sec-
9 retary.

10 “(3) NURSE LEADERSHIP.—The term ‘nurse
11 leadership’ includes nurse executives, nurse adminis-
12 trators, and nurse managers.

13 “(4) PROFESSIONAL NURSE.—The term ‘profes-
14 sional nurse’ means a registered nurse who holds a
15 valid and unrestricted license to practice nursing in
16 a State.

17 “(c) DISTRIBUTION OF GRANTS.—Grants awarded
18 under this section shall be distributed among eligible enti-
19 ties representing a variety of geographic regions and a
20 range of different types and sizes of health care facilities.

21 “(d) DURATION OF GRANTS.—Grants awarded under
22 this section shall be awarded for a period not greater than
23 2 years (and may be renewable only once).

24 “(e) ALLOCATION.—The Secretary shall determine
25 the amount of a grant awarded under this section for the

1 nursing services of a health care facility based on the num-
2 ber of staffed beds of the facility as follows, and, if the
3 Secretary deems appropriate, these amounts may be ad-
4 justed:

5 “(1) A maximum of \$200,000 for a facility with
6 fewer than 100 staffed beds.

7 “(2) A maximum of \$400,000 for a facility with
8 fewer than 400 staffed beds.

9 “(3) A maximum of \$600,000 for a facility with
10 400 or more staffed beds.

11 “(f) PRIORITY CRITERIA.—In awarding grants under
12 this section, the Secretary shall give priority to—

13 “(1) health care facilities that have not pre-
14 viously received grant funds under this section; or

15 “(2) in the case of a grant renewal, grant re-
16 cipients who have demonstrated outcome improve-
17 ments or have been designated as a magnet hospital
18 by the American Nurses Credentialing Center.

19 “(g) USE OF FUNDS.—An eligible entity that receives
20 a grant under subsection (a) shall use such grant funds
21 to do 1 or more of the following:

22 “(1) Improve the quality of the health care fa-
23 cility work environment, including improving com-
24 munication and collaboration among health care pro-
25 fessionals.

1 “(2) Initiate or maintain aggressive nurse re-
2 tention programs, including other initiatives as
3 deemed appropriate by the nurse retention com-
4 mittee at the health care facility.

5 “(3) Reduce workplace injuries.

6 “(4) Reduce rates of nursing sensitive patient
7 outcomes.

8 “(5) Provide high-quality evaluations of the
9 cost-effectiveness and patient outcomes of best prac-
10 tices, to assist health care facility decisionmakers in
11 determining appropriate nurse retention strategies.

12 “(6) Promote continuing nursing education and
13 career development.

14 “(h) APPLICATION.—

15 “(1) IN GENERAL.—An eligible entity desiring a
16 grant under subsection (a) shall submit an applica-
17 tion to the Secretary at such time, in such manner,
18 and containing such information as the Secretary
19 may reasonably require.

20 “(2) CONTENTS.—An application submitted
21 under paragraph (1) shall include a description of—

22 “(A) the project or projects proposed to be
23 carried out with grant funds;

24 “(B) the means by which to evaluate the
25 project with respect to its cost-effectiveness and

1 outcomes as they relate to staff turnover, work-
2 place injuries, and patient care outcomes that
3 are sensitive to nursing care;

4 “(C) the system of patient outcomes meas-
5 ure, which shall be described by the nurse lead-
6 ership and professional nurses of the health
7 care facility, shall be sensitive to nursing care,
8 shall evaluate the specific needs of the patients
9 served by the health care facility and the edu-
10 cational needs of the nursing staff at such facil-
11 ity to meet the needs of the patients, and shall
12 be allocated by the health care facility sufficient
13 funds to carry out the system; and

14 “(D) the health care facility’s organiza-
15 tional and clinical decisionmaking processes
16 that incorporate the input of the nursing staff,
17 including the development of a nurse retention
18 committee, the inclusion of nurse executive par-
19 ticipation in senior level management of the
20 health care facility, and a nurse residency train-
21 ing program for new graduate nurses entering
22 the workforce on a full-time basis, or nurses re-
23 turning to work at a health care facility on a
24 full-time basis after an absence of not less than
25 3 years without working in the nursing field.

1 “(i) AUTHORIZATION OF APPROPRIATIONS.—There is
2 authorized to be appropriated to carry out this section
3 \$10,000,000 for each of fiscal years 2002 through 2007.”.

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