

House Bill 905- Hospitals - Clinical Staffing Committees and Plans - Establishment

Position: *Oppose*

April 1, 2025

Senate Finance Committee

On behalf of Holy Cross Health, including Holy Cross Hospital in Silver Spring and Holy Cross Germantown Hospital, we appreciate the opportunity to comment in opposition of House Bill 905.

To meet the needs of our patients our hospitals review staffing on all unit twice daily in light of patient volume, bed availability, acuity and staffing mix. A nursing executive is assigned a week at a time with 24/7 responsibility to manage appropriate staffing throughout the hospital. These processes are informed by The Joint Commission and Centers for Medicare and Medicaid Services. These organizations establish requirements and national guidelines which prioritize patient safety and positive clinical outcomes.

Holy Cross Health recognizes the importance of engaging our frontline team members. Twice daily each unit has a huddle that addresses staffing, announcements, recognition, identification of high risk patients and any goals for the day. Each unit has huddle boards that track progress on department-specific initiatives. This collaborative approach ensures that those directly involved in patient care have a voice in shaping the work environment and priorities.

For longer term planning, all nursing units are represented in our Professional Governance Council. Most units also have Comprehensive Unit-based Safety Program (CUSP) initiatives to engage the clinical staff in performance improvement initiatives prioritized by the staff.

We are concerned that a single, centralized staffing committee could not be sufficiently responsive to the dynamic nature of hospital operations.

Holy Cross Health is deeply committed to supporting our workforce and to collaborating on solutions that strengthen our workforce and advance health care in Maryland. We are concerned that HB 905 fails to reflect the complexities of hospital staffing and does not address the root cause of workforce shortages.

For these reasons, we request an *unfavorable* report on HB 905.