

HOUSE BILL 624

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6lr2315
CF SB 411

By: **Delegates White Holland, Addison, Allen, Bagnall, Bhandari, Boafo, Boyce, Cullison, Fair, Guzzone, Hill, Kaufman, Martinez, McCaskill, Pasteur, Stewart, Taveras, and Woods**

Introduced and read first time: January 30, 2026

Assigned to: Health

A BILL ENTITLED

1 AN ACT concerning

2 **Hospitals – Clinical Staffing Committees and Plans – Establishment**
3 **(Safe Staffing Act of 2026)**

4 FOR the purpose of requiring certain hospitals licensed in the State to establish and
5 maintain a clinical staffing committee and to implement a clinical staffing plan;
6 requiring each clinical staffing committee to develop a clinical staffing plan; and
7 generally relating to hospitals and clinical staffing committees and plans.

8 BY adding to

9 Article – Health – General

10 Section 19–393 through 19–397 to be under the new part “Part XIII. Clinical Staffing
11 Committees and Plans”

12 Annotated Code of Maryland

13 (2023 Replacement Volume and 2025 Supplement)

14 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
15 That the Laws of Maryland read as follows:

16 **Article – Health – General**

17 **19–391. RESERVED.**

18 **19–392. RESERVED.**

19 **PART XIII. CLINICAL STAFFING COMMITTEES AND PLANS.**

20 **19–393.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (A) IN THIS PART THE FOLLOWING WORDS HAVE THE MEANINGS
2 INDICATED.

(2) "ANCILLARY MEMBER OF THE FRONTLINE TEAM" INCLUDES:

7 (I) A DIETARY WORKER;

8 (II) A PATIENT CARE TECHNICIAN; AND

11 (C) "CLINICAL STAFFING COMMITTEE" MEANS A COMMITTEE ESTABLISHED
12 BY A HOSPITAL IN ACCORDANCE WITH SUBSECTION (C) OF THIS SECTION.

13 **(D) "CLINICAL STAFFING PLAN"** MEANS A PLAN DEVELOPED UNDER
14 SUBSECTION (D) OF THIS SECTION.

15 19-394.

16 (A) THIS PART DOES NOT APPLY TO STATE HOSPITALS.

17 **(B) (1) EACH HOSPITAL LICENSED UNDER THIS TITLE SHALL ESTABLISH**
18 **AND MAINTAIN A CLINICAL STAFFING COMMITTEE THAT HAS EQUAL MEMBERSHIP**
19 **FROM MANAGEMENT AND EMPLOYEES.**

22 (I) A CERTIFIED NURSING ASSISTANT;

23 (II) A DIETARY AIDE;

24 (III) AN EMERGENCY ROOM NURSE;

25 (IV) AN ENVIRONMENTAL SERVICE WORKER;

26 (v) A RESIDENT, IF THE COMMITTEE IS IN A TEACHING
27 HOSPITAL;

1 (VI) A STAFF PHYSICIAN WHO IS NOT A HOSPITAL EMPLOYEE OR
2 ADMINISTRATOR; AND

3 (VII) A TECHNICIAN.

4 (3) A CLINICAL STAFFING COMMITTEE ESTABLISHED UNDER
5 PARAGRAPH (1) OF THIS SUBSECTION MAY INCLUDE A PATIENT ADVOCATE.

6 (C) EACH CLINICAL STAFFING COMMITTEE SHALL DEVELOP A CLINICAL
7 STAFFING PLAN THAT MEETS PATIENT NEEDS.

8 (D) WHEN DEVELOPING A CLINICAL STAFFING PLAN, THE CLINICAL
9 STAFFING COMMITTEE SHALL CONSIDER:

10 (1) EXISTING STAFFING LEVELS;

(3) EXISTING GAPS IN STAFFING AND HOW TO ADDRESS THE GAPS;

(5) A SCHEDULE FOR PERIODIC REVIEW OF THE STAFFING PLAN.

15 (E) ON OR BEFORE JULY 1 EACH YEAR, EACH HOSPITAL, THROUGH THE
16 CLINICAL STAFFING COMMITTEE, SHALL CONDUCT A REVIEW OF THE CLINICAL
17 STAFFING PLAN TO:

22 (3) DEVELOP A PROCESS FOR RECEIVING, RESOLVING, AND
23 TRACKING COMPLAINTS RELATED TO THE CLINICAL STAFFING PLAN.

24 (F) IN DEVELOPING THE CLINICAL STAFFING PLAN, THE CLINICAL
25 STAFFING COMMITTEE SHALL CONSIDER:

26 (1) THE AVERAGE NUMBER OF PATIENTS ON EACH UNIT ON EACH
27 SHIFT DURING THE IMMEDIATELY PRECEDING YEAR AND RELEVANT INFORMATION
28 REGARDING PATIENT DISCHARGES, POTENTIAL ADMISSIONS, AND TRANSFERS;

4 (3) AN ESTIMATE OF THE APPROPRIATE COMBINATION OF SKILL,
5 EXPERIENCE LEVEL, AND SPECIALTY CERTIFICATION OR TRAINING OF STAFF FOR
6 EACH UNIT ON EACH SHIFT THAT IS REQUIRED TO ADEQUATELY PROVIDE CARE.

7 19-395.

8 (A) ON OR BEFORE JANUARY 1 EACH YEAR, BEGINNING IN 2028, EACH
9 HOSPITAL SHALL:

14 (B) A REGISTERED NURSE, A LICENSED PRACTICAL NURSE, AN ANCILLARY
15 MEMBER OF THE FRONTLINE TEAM, OR AN APPLICABLE EXCLUSIVE
16 REPRESENTATIVE MAY SUBMIT A COMPLAINT TO THE CLINICAL STAFFING
17 COMMITTEE REGARDING ANY VARIATION WHERE PERSONNEL ASSIGNMENT IN A
18 PATIENT CARE UNIT IS NOT IN ACCORDANCE WITH THE ADOPTED CLINICAL
19 STAFFING PLAN.

20 (C) THE CLINICAL STAFFING COMMITTEE SHALL DETERMINE, BY A
21 MAJORITY VOTE, WHETHER A COMPLAINT HAS BEEN ADEQUATELY RESOLVED.

22 19-396.

23 (A) SUBJECT TO SUBSECTION (B) OF THIS SECTION, ON OR BEFORE
24 JANUARY 1 EACH YEAR, EACH HOSPITAL SHALL:

(2) ENSURE THAT A COPY OF THE CLINICAL STAFFING PLAN IS
AVAILABLE, ON REQUEST, ON EACH PATIENT UNIT.

30 (B) IF A CLINICAL STAFFING PLAN FOR A UNIT IS AMENDED AFTER IT IS
31 IMPLEMENTED, THE HOSPITAL SHALL POST OR PROVIDE THE AMENDED CLINICAL

1 STAFFING PLAN FOR THE UNIT IN THE MANNER REQUIRED UNDER SUBSECTION (A)
2 OF THIS SECTION IN A TIMELY MANNER.

3 **19-397.**

4 (A) ON OR BEFORE JULY 1 EACH YEAR, BEGINNING IN 2030, EACH
5 HOSPITAL LICENSED UNDER THIS TITLE SHALL SUBMIT A REPORT TO THE
6 MARYLAND HEALTH CARE COMMISSION SUMMARIZING HOW THE HOSPITAL'S
7 CLINICAL STAFFING COMMITTEE HAS ADDRESSED SAFE HOSPITAL STAFFING
8 THROUGH THE HOSPITAL'S CLINICAL STAFFING PLAN DURING THE IMMEDIATELY
9 PRECEDING YEAR.

10 (B) THE MARYLAND HEALTH CARE COMMISSION SHALL:

11 (1) COMPILE THE REPORTS SUBMITTED UNDER SUBSECTION (A) OF
12 THIS SECTION; AND

13 (2) MAKE THE COMPILED REPORT PUBLICLY AVAILABLE BY
14 PUBLISHING THE COMPILATION ON THE MAIN PAGE OF ITS WEBSITE.

15 SECTION 2. AND BE IT FURTHER ENACTED, That each hospital shall establish
16 a clinical staffing committee as required under § 19-394 of the Health – General Article,
17 as enacted by Section 1 of this Act, on or before January 1, 2027.

18 SECTION 3. AND BE IT FURTHER ENACTED, That each clinical staffing
19 committee shall develop a clinical staffing plan as required under § 19-394 of the
20 Health – General Article, as enacted by Section 1 of this Act, on or before July 1, 2027.

21 SECTION 4. AND BE IT FURTHER ENACTED, That this Act shall take effect
22 October 1, 2026.