



**Bill:** HB 905 - Hospitals - Clinical Staffing Committees and Plans - Establishment (Safe Staffing Act of 2025)

**Committee:** Health and Government Operations

**Position:** Favorable

**Date:** February 21, 2025

On behalf of the 127,200 Marylanders living with Alzheimer's disease and their 247,000 caregivers, the Alzheimer's Association supports HB 905 - Hospitals - Clinical Staffing Committees and Plans - Establishment (Safe Staffing Act of 2025). This bill will establish hospital safe staffing committees, composed of 50% direct care workers, at each hospital that will help drive solutions to staffing and safety issues.

The Alzheimer's Association works with healthcare systems, including hospital settings, to address the rising costs of dementia care and improve patient care and outcomes. HB 905 can further the mission of improving patient care and outcomes through offering an approach to addressing staffing conditions and burnout that contribute to high staff turnover and impacts on patient care.

Poor staffing conditions are associated with higher mortality rates and longer lengths of stay for patients. Longer lengths of stay for patients with dementia can be especially devastating as this is a significant change from their routine and can lead to increased confusion. Staffing conditions and staff burnout must be addressed – if they are not, we know it will be increasingly difficult for patients to get care when they need it, health costs will rise, and health disparities will increase.

A staffing committee, like the one proposed in HB 905, ensures there is open and transparent dialogue between the state, hospital administrations, and direct care workers to address a staffing crisis. Staffing committees allow each hospital to tailor staffing plans to its most pressing needs, and HB 905 does not mandate staffing ratios or force a hospital to make fiscal decisions that negatively impact quality of care.

HB 905 is important legislation that will strengthen our healthcare workforce at hospitals and improve the quality of care for Marylanders. The Alzheimer's Association urges a favorable report on HB 905. Please contact Megan Peters, Director of Government Affairs at [mrpeters@alz.org](mailto:mrpeters@alz.org) with any questions.