

Maryland Hospitals' Clinical Staffing Commitments



Maryland's hospitals are dedicated to delivering the highest quality health care to the community. This cannot happen without supporting the heartbeat of the hospital – the workforce. Following the conclusion of the 2025 legislative session, the Maryland Hospital Association (MHA) convened a work group of hospital representatives to examine how staffing decisions are made, the current regulations that guide these decisions, and ways that hospitals are supporting their workforce. MHA also surveyed Chief Nursing Officers across acute and specialty hospitals to understand their approach to staffing and staff well-being. Using this information, the work group identified opportunities to build on existing efforts to empower staff, elevate their voice in staffing decisions, and improve their well-being. This report and the following Clinical Staffing Commitments are the culmination of these efforts.

MHA member hospitals commit to adopt the following framework to enhance collaboration between frontline clinical staff and hospital leadership, while allowing flexibility for individual hospitals to implement these actions in a manner that is appropriate to their unique culture, organizational structure, and patient population.

MHA member hospitals will:

- Include efforts to continuously improve staff engagement and work-life balance as part of the hospital's annual operating plans.
 - ➔ Engage frontline clinical staff in developing staffing plans and policies
 - ➔ Create and promote forums for frontline clinical staff to discuss issues and share feedback
 - ➔ Establish metrics to ensure accountability and foster a collaborative working environment
- Continue to build and promote programs and supports to prioritize staff well-being and value
- Provide opportunities for career progression, mentorship, and professional development
- Provide a readily available, anonymous system to solicit staff feedback
- Participate in forums hosted by the Maryland Hospital Association to share progress on implementation of these efforts

Hospital Endorsements



Adventist HealthCare	GBMC HEALTHCARE	Luminis Health. Anne Arundel Medical Center	UNIVERSITY of MARYLAND BALTIMORE WASHINGTON MEDICAL CENTER
Adventist HealthCare Fort Washington Medical Center	GRACE MEDICAL CENTER A LifeBridge Health Center CARE BRAVELY	Luminis Health.	UNIVERSITY of MARYLAND CAPITAL REGION HEALTH
Adventist HealthCare Shady Grove Medical Center	HC HOLY CROSS GERMANTOWN HOSPITAL	MedStar Health	UNIVERSITY of MARYLAND CHARLES REGIONAL MEDICAL CENTER
Adventist HealthCare White Oak Medical Center	HC HOLY CROSS HEALTH A Member of Trinity Health	Mercy BALTIMORE, MD	UNIVERSITY of MARYLAND LAUREL REGIONAL HOSPITAL
Ascension Saint Agnes	JOHNS HOPKINS MEDICINE JOHNS HOPKINS BAYVIEW MEDICAL CENTER	Mt. Washington Pediatric Hospital	UNIVERSITY of MARYLAND MEDICAL CENTER
ATLANTIC GENERAL HOSPITAL	JOHNS HOPKINS MEDICINE Howard County Medical Center	NORTHWEST HOSPITAL A LifeBridge Health Center CARE BRAVELY	UNIVERSITY of MARYLAND MEDICAL CENTER MIDTOWN CAMPUS
CalvertHealth	JOHNS HOPKINS MEDICINE THE JOHNS HOPKINS HOSPITAL	Sheppard Pratt	UNIVERSITY of MARYLAND SHORE REGIONAL HEALTH
CARROLL HOSPITAL A LifeBridge Health Center CARE BRAVELY	Kennedy Krieger	SINAI HOSPITAL A LifeBridge Health Center CARE BRAVELY	UM ST. JOSEPH MEDICAL CENTER
Frederick Health	LIFEBRIDGE HEALTH.	SUBURBAN HOSPITAL JOHNS HOPKINS MEDICINE	UNIVERSITY of MARYLAND MEDICAL SYSTEM
GARRETT REGIONAL MEDICAL CENTER WVU Medicine	TidalHealth.	UPMC WESTERN MARYLAND	