



**93RD GENERAL ASSEMBLY**  
**State of Illinois**  
**2003 and 2004**  
**HB4245**

Introduced 1/28/2004, by Angelo Saviano

**SYNOPSIS AS INTRODUCED:**

New Act

Creates the Patient Safety Act. Requires hospitals to implement a written staffing plan for nursing services, and sets forth requirements for the plan. Requires a hospital to establish a committee to develop and monitor implementation of the plan. Restricts a hospital's authority to require nurses to work overtime, making exceptions for emergencies. Provides for civil penalties for violations of the Act. Effective immediately.

LRB093 16079 DRJ 45097 b

**A BILL FOR**

1 AN ACT concerning health facilities.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the  
5 Patient Safety Act.

6 Section 5. Findings. The legislature finds and declares all  
7 of the following:

8 (1) Health care services are becoming complex and it is  
9 increasingly difficult for patients to access integrated  
10 services.

11 (2) Quality of patient care could be impacted by  
12 staffing changes implemented in response to managed care.

13 (3) To ensure the adequate protection of patients in  
14 acute care settings, it is essential that qualified  
15 registered nurses be accessible and available to meet the  
16 needs of patients.

17 (4) The basic principles of staffing in the acute care  
18 setting should be based on the patient's care needs, the  
19 severity of the condition, prevailing national standards  
20 of nursing care, services needed, and the complexity  
21 surrounding those services, as well as the experience  
22 level, clinical competencies, and education of the  
23 licensed nurses providing patient care services.

24 Section 10. Definitions. In this Act:

25 "Hospital" means an entity licensed under the Hospital  
26 Licensing Act or a University of Illinois hospital as defined  
27 in the University of Illinois Hospital Act.

28 "Nurse" means a person licensed as a licensed practical  
29 nurse or registered professional nurse under the Nursing and  
30 Advanced Practice Nursing Act.

31 "Overtime" means work in excess of an agreed-to,

1 predetermined scheduled work shift not to exceed 12 hours, or  
2 work in excess of 40 hours in one work week, except in the case  
3 of an unforeseen emergent circumstance when overtime is used  
4 only as a last resort.

5 "Patient classification system" means a mechanism used by a  
6 health care facility to determine and differentiate health care  
7 needs of all patients receiving care within the facility.

8 "Unforeseen emergent circumstance" means a circumstance in  
9 which the employer has no foreseeable control, as in the  
10 instance of war, a national disaster, or a declared state of  
11 emergency. The term does not mean a situation in which the  
12 employer has reasonable knowledge of a decreased facility  
13 staffing plan, for reasons including, but not limited to,  
14 scheduled vacations, employee illness, or increased patient  
15 census.

16 "Workplace design to prevent and mitigate errors" means a  
17 nursing work environment and care process to reduce errors and  
18 enhance patient safety.

19 "Written staffing plan for nursing services" means a  
20 written plan of direct care personnel staffing requirements  
21 that are appropriate to ensure that all patients receive  
22 quality health care based on the patient classification system  
23 under normal and emergent circumstances.

24 Section 15. Written staffing plan for nursing services.

25 (a) Every hospital is responsible for the development and  
26 implementation of a hospital-wide written staffing plan for  
27 nursing services. The hospital shall appoint a patient  
28 classification committee as provided in Section 20 to develop  
29 and implement its written staffing plan for nursing services by  
30 creating a patient classification system. The staffing plan  
31 shall be an integral part of the overall hospital  
32 organizational plan and shall be available to all nursing  
33 personnel. The staffing plan shall be developed in a manner  
34 that enables the patient care unit to meet or exceed the nurse  
35 staffing requirements that are derived from the computation

1 used in the patient classification system. The staffing plan  
2 developed for each patient care unit for each work shift must  
3 be consistent with acceptable and prevailing standards of safe  
4 nursing care and with the American Nurses Association's  
5 Principles for Nurse Staffing. After developing the staffing  
6 plan, the committee shall monitor the implementation of the  
7 plan, with no less than an annual evaluation and requisite  
8 modification.

9 (b) The staffing plan must be developed for each patient  
10 care unit for each work shift and must be consistent with  
11 acceptable and prevailing standards of safe nursing care and  
12 with the American Nurses Association's Principles for Nurse  
13 Staffing. The staffing plan must take into account, but need  
14 not be limited to, all of the following:

15 (1) The plan must be based on the nursing care required  
16 by the aggregate and individual needs of patients in each  
17 nursing unit. This nursing care shall be the major  
18 consideration in determining the number and categories of  
19 nursing staff needed.

20 (2) The plan must establish minimum numbers of nursing  
21 staff, including licensed nurses and nursing assistants,  
22 on specified shifts. The number of nursing staff on duty  
23 shall be sufficient (as determined by the committee  
24 established under Section 20) to ensure that the nursing  
25 care needs of each patient are met

26 (3) The plan must be based on the specialized  
27 qualifications and competencies of the nursing staff. The  
28 skill mix and the competency of the staff shall ensure that  
29 the nursing care needs of the patients are met and shall  
30 ensure patient safety.

31 (4) The plan must be consistent with the scopes of  
32 practice for registered professional nurses and licensed  
33 practical nurses and with the authorized duties of nursing  
34 assistants as delegated by the registered professional  
35 nursing staff.

36 (5) The plan must provide that registered professional

1 nurses must be present whenever patient care is delivered.

2 (6) The plan must require that the hospital  
3 administration make provisions for replacement staff in  
4 the event of sickness, vacations, vacancies, breaks, and  
5 other absences of nursing staff, with the exception of  
6 unforeseen emergent circumstances, and that provides a  
7 sufficient number of replacement staff (as determined by  
8 the committee established under Section 20) for the  
9 hospital on a regular basis.

10 (c) The patient classification committee established under  
11 Section 20 shall develop an internal review mechanism for use  
12 in evaluating whether the hospital's staffing plan results in  
13 sufficient staffing requirements to meet the health care needs  
14 of the hospital's patients. The committee shall develop a  
15 review mechanism that takes into account changes in the  
16 characteristics of the hospital or the environment, as well as  
17 changes that may have occurred in the overall acuity level of  
18 the patients being treated in the hospital. Evaluation tools  
19 that may be used in the review mechanism shall include, but  
20 need not be limited to, the following:

21 (1) Patient outcome indicators that have been shown to  
22 correlate with nurse staffing, as those indicators are  
23 developed by nationally recognized nursing organizations.

24 (2) Acceptable and prevailing standards of safe  
25 nursing care.

26 (3) Hospital reports and analysis of incidents and  
27 injuries to patients, nursing staff, and other nursing  
28 personnel.

29 (4) Available reports and surveys of patient  
30 satisfaction and nurse satisfaction that correlate to the  
31 quality of nursing care provided in the hospital.

32 (5) Criteria required by State or federal law for  
33 assessing the quality of patient care provided by a  
34 hospital.

35 (6) American Nurse Credentialing Center Magnet  
36 Hospital elements and American Nurses Association

1 Principles for Nurse Staffing.

2 (7) Any other criteria the committee considers  
3 appropriate.

4 (d) Not later than 6 months after the effective date of  
5 this Act, the committee shall complete its development of the  
6 internal review mechanism and conduct an internal review of the  
7 staffing plan it has selected. Thereafter, the committee shall  
8 conduct an internal review of the plan at least once each year  
9 and shall report to the hospital leaders on the data analysis  
10 regarding staffing effectiveness and any actions taken to  
11 improve staffing.

12 (e) Whenever the committee determines that the staffing  
13 plan that the committee has selected for the hospital no longer  
14 meets the staffing requirements necessary to meet the health  
15 care needs of the hospital's patients, the committee shall  
16 select a different written staffing plan pursuant to this  
17 Section.

18 (f) Staff nurses shall collect unit-level-specific data  
19 for analysis of the patient classification committee on a  
20 routine basis.

21 (g) The hospital shall provide training to support all  
22 staff nurses in their roles in analyzing data and to provide  
23 training on data elements and their relevance to staffing to  
24 best support the development and ongoing review of the written  
25 staffing plan.

26 (h) A hospital's staffing plan is subject to inspection by  
27 the Department of Public Health.

28 Section 20. Patient classification committee. Every  
29 hospital shall establish a patient classification committee  
30 for the purpose of selecting the patient classification system  
31 to be used in establishing staffing requirements pursuant to  
32 Section 15. A hospital shall appoint members of the committee  
33 in accordance with the following:

34 (1) At least 50% of the members of the committee shall  
35 be comprised of registered professional nurses who are

1 staff nurses providing direct patient care.

2 (2) If the hospital has entered into a collective  
3 bargaining agreement with its nursing staff, the  
4 leadership of the collective bargaining unit shall appoint  
5 their own committee members.

6 Section 25. Patient classification system. The patient  
7 classification committee of a hospital shall select a patient  
8 classification system that does all of the following:

9 (1) Computes staffing requirements that are  
10 appropriate to ensure that all patients in the hospital  
11 receive quality health care according to an analysis of  
12 their individual and aggregate needs.

13 (2) Specifies staffing requirements to be filled by  
14 licensed nurses and other personnel utilized in the  
15 provision of direct patient care or the support of other  
16 unit activities.

17 (3) Includes methods to ensure the validity and  
18 reliability of its projection of staffing requirements.

19 (4) Incorporates standards that are consistent with  
20 acceptable and prevailing standards of safe nursing care  
21 and with the American Nurses Association's Principles for  
22 Nurse Staffing.

23 Section 30. Workplace design to prevent and mitigate  
24 errors.

25 (a) To reduce error-producing fatigue, a hospital may not  
26 require nursing staff to provide patient care in any  
27 combination of scheduled shifts, mandatory overtime in excess  
28 of 12 hours in any 24-hour period, and mandatory overtime in  
29 excess of 60 hours in any 7-day period.

30 (b) The hospital administration is responsible for  
31 implementing the staffing plan for nursing developed under  
32 Section 15 to obtain registered professional nurses for the  
33 unfilled hours or shifts.

34 (c) A hospital may not require a nurse to work:

- 1 (1) more than 12 hours in any 24-hour period; or  
2 (2) more than 60 hours in any 7-day period.

3 (d) A hospital must dedicate budgetary resources equal to  
4 a defined percentage of nursing payroll to support nursing  
5 staff in their ongoing acquisition and maintenance of knowledge  
6 and skills. These resources should be sufficient for and used  
7 to implement policies and practices that:

- 8 (1) assign experienced nursing staff to precept nurses  
9 newly practicing in a clinical area to address knowledge  
10 and skill gaps; and  
11 (2) provide education and training of staff as new  
12 technology or changes in the workplace are introduced.

13 Section 35. Compliance with staffing requirements.

14 (a) A hospital must do all of the following:

15 (1) The hospital must comply with the staffing  
16 requirements established under subsection (b) of Section  
17 15.

18 (2) The hospital must comply with the working  
19 scheduling limitations by employing a sufficient number of  
20 employees to perform duties that are non-nursing such as  
21 housekeeping, clerical duties, and administrative duties.

22 (3) The hospital may not require an employee to accept  
23 overtime work except in the case of an unforeseen emergent  
24 circumstance when overtime is required only as a last  
25 resort. The acceptance by any employee of overtime work  
26 must be strictly voluntary, and the refusal to accept such  
27 overtime work may not be grounds for discrimination,  
28 dismissal, discharge, or retaliation, or any other  
29 employment decision adverse to the employee.

30 (b) If subdivisions (1) and (2) of subsection (a) are both  
31 violated in the same work shift, each violation is a separate  
32 violation for purposes of Section 40. If subdivisions (1) and  
33 (2) of subsection (a) are violated in different patient care  
34 units at the same time, each violation is a separate violation  
35 for purposes of Section 40.



1 (c) The provisions of this Section do not apply to nursing  
2 staff needs in the event of a national or State emergency or  
3 circumstances requiring the implementation of a hospital  
4 disaster plan.

5 Section 40. Violations; penalties.

6 (a) If the Department of Public Health determines, after an  
7 investigation, that a hospital has violated subdivision (1) or  
8 (2) of subsection (a) of Section 35, the Department shall  
9 impose a civil penalty against the hospital in accordance with  
10 subsection (b) of this Section. In determining the amount of  
11 the civil penalty to be imposed, the Department shall consider  
12 the severity of this violation, the hospital's efforts to  
13 correct the violation, whether the violation has been  
14 corrected, and whether the hospital's failure to correct the  
15 violation is the result of a willful disregard of the  
16 requirements of this Act.

17 (b) In the case of a first violation of subdivision (1) or  
18 (2) of subsection (a) of Section 35, the Department of Public  
19 Health shall impose a civil penalty in an amount that is not  
20 less than \$2,000 for each week in which the violation occurs.  
21 In the case of a subsequent violation, for each day of the  
22 first week in which the violation occurs, the Department shall  
23 impose a civil penalty in an amount that is not less than  
24 \$8,000 and not more than \$15,000. During each week thereafter,  
25 the Department shall impose a civil penalty for each day of the  
26 violation in an amount that is 3 times the amount imposed per  
27 day in the immediately preceding week.

28 (c) The Department of Public Health may impose a civil  
29 penalty under this Section only after notice to the hospital  
30 and an opportunity for the hospital to be heard on the matter.

31 (d) The Attorney General may bring an action in the circuit  
32 court to enforce the collection of any civil penalty imposed  
33 under this Section.

34 (e) Notice of a hospital's violation of this Act shall be  
35 posted in a public area of the hospital's premises. Violations

1 must also be included in a hospital's quarterly reports to the  
2 Department of Public Health under Section 25 of the Hospital  
3 Report Card Act.

4 (f) Amounts collected under this Section shall be allocated  
5 to the Department of Public Health for nursing scholarships  
6 awarded pursuant to the Nursing Education Scholarship Law.

7 Section 99. Effective date. This Act takes effect upon  
8 becoming law.