

Mandatory Nurse Overtime

Data from August 2013 to May 2014

Law on Mandatory Nurse Overtime (MNO)

Section 226 of Chapter 111 M.G.L. (Section 103 of Chapter 224 of the Acts of 2012) provides in pertinent part that:

b) ... a hospital shall not require a nurse to work mandatory overtime except in the case of an emergency situation where the safety of the patient requires its use and when there is no reasonable alternative.

c) Under section (b), whenever there is an emergency situation where the safety of a patient requires its use and when there is no reasonable alternative, the facility shall, before requiring mandatory overtime, make a good faith effort to have overtime covered on a voluntary basis. Mandatory overtime shall not be used as a practice for providing appropriate staffing for the level of patient care required.

d) Under subsection (c), the health policy commission established under section 2 of chapter 6D, shall develop guidelines and procedures to determine what constitutes an emergency situation for the purposes of allowing mandatory overtime.

- HPC guidelines adopted June 19, 2013

www.mass.gov/anf/docs/hpc/regs-and-notice/hpc-mno-guidelines.pdf

e) Hospitals shall report all instances of mandatory overtime and the circumstances requiring its use to the department of public health.

- Shortly after HPC guidelines were adopted, DPH directed hospitals to report instances of MNO using the Health Care Facility Reporting System (HCFRS)

Reason for MNO USE

Pursuant to Health Policy Commission guidelines, an “emergency situation” is a:

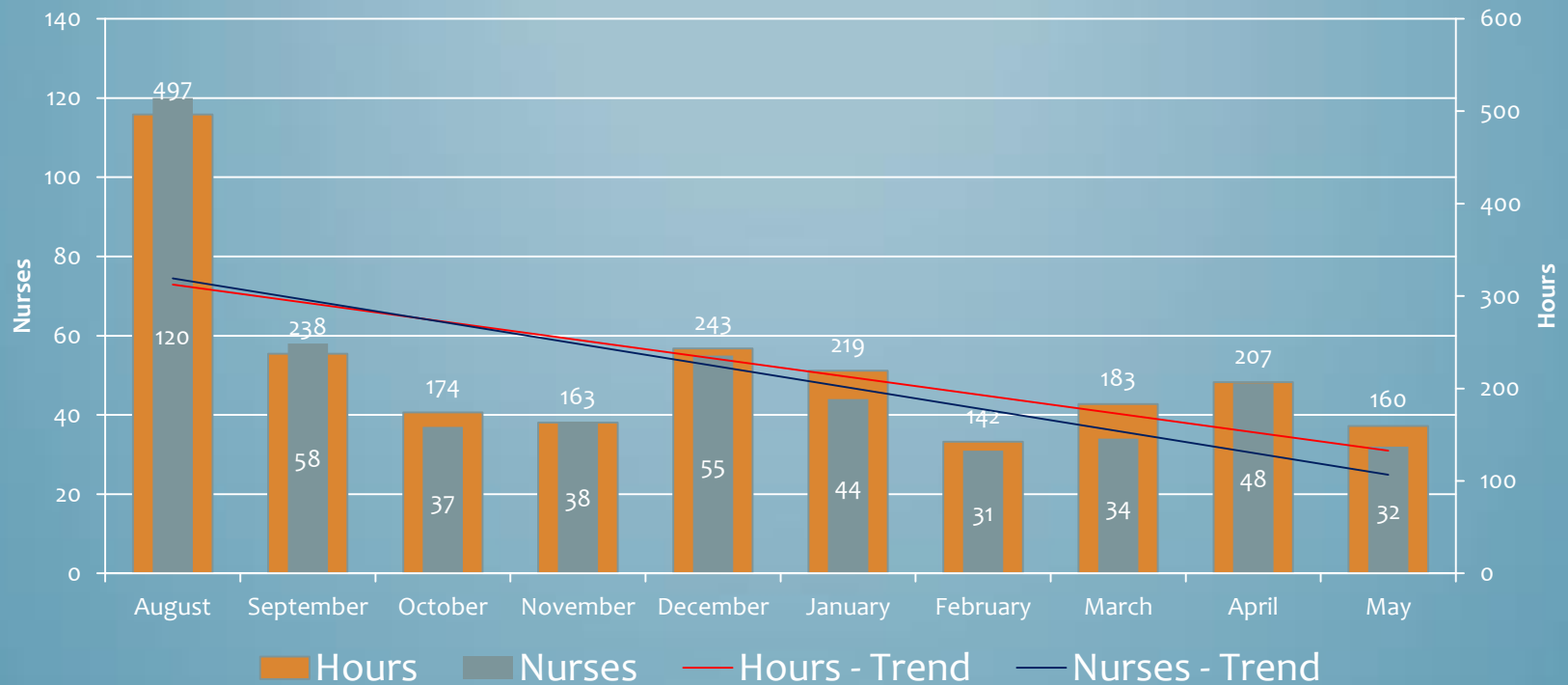
- A) Government declaration of emergency;*
- B) Catastrophic event; or*
- C) Hospital Emergency.*

“Hospital Emergency” was the reason provided for the MNO in all reports

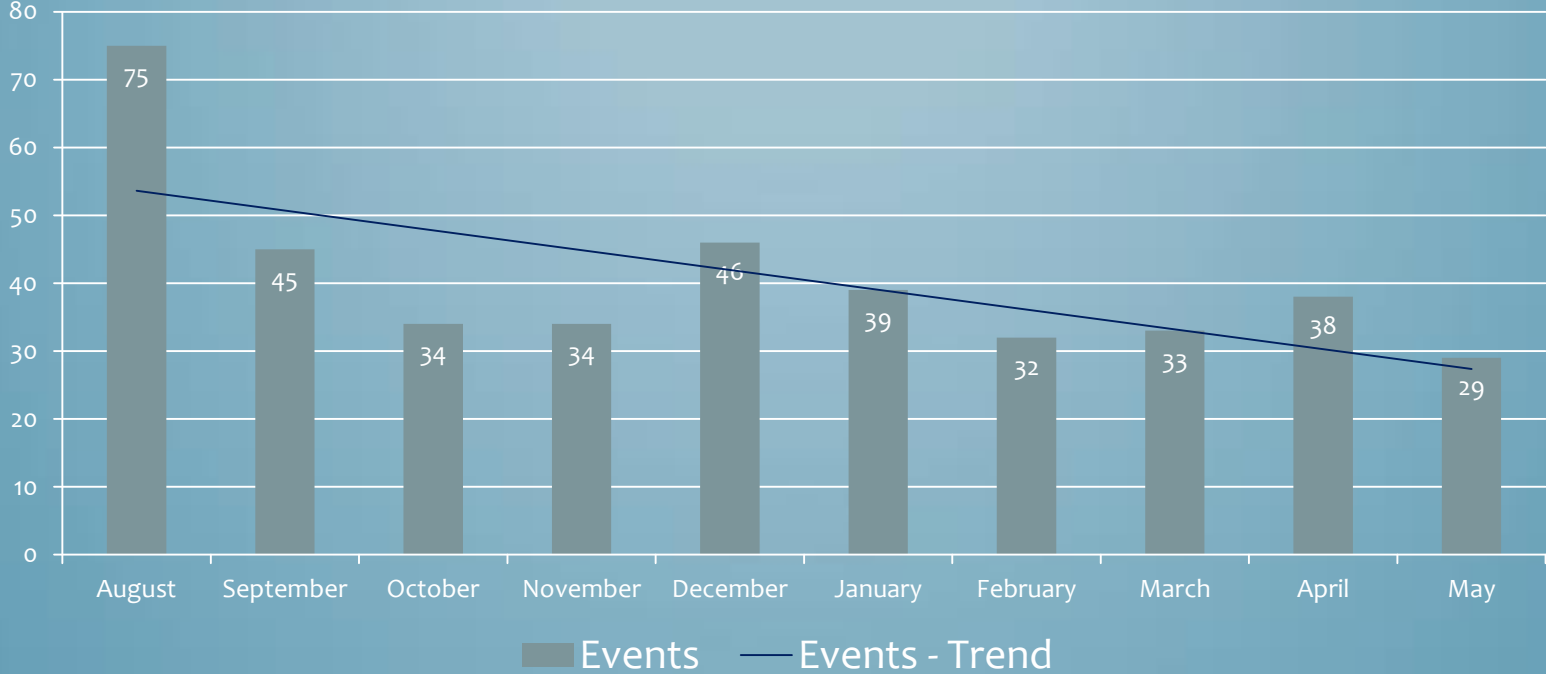
Data collection

- *Preliminary data was presented to the HPC in December 2013. This presentation provides updates through May 2014.*
- *For August 2013 – May 2014, DPH collected reports from DPH and DMH licensed hospitals as well as information from Commonwealth-operated facilities.*
- *In total, for the 10-month period, DPH received data from 37 Hospitals, with 405 total MNO events involving 497 nurses and 2,226 hours of mandatory overtime.*

Mandatory Nurse Overtime, Number of Nurses and Hours, August 2013 to May 2014



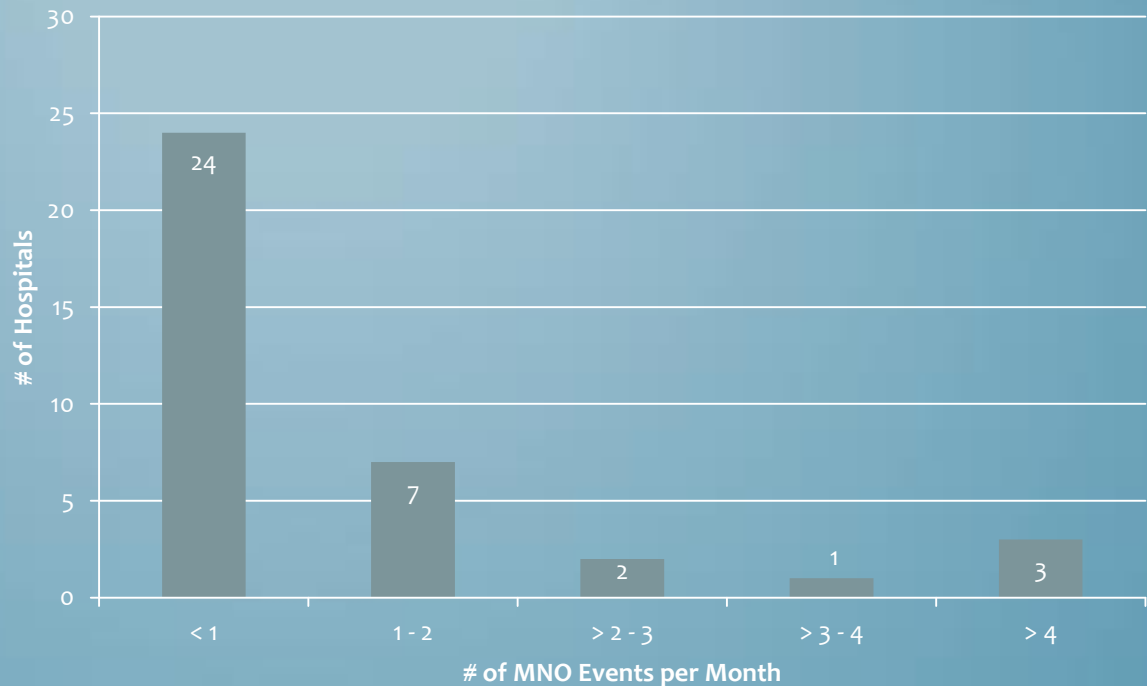
Mandatory Nurse Overtime, Number of Events, August 2013 to May 2014



Events per Month

- Of those hospitals that reported at least 1 event of MNO, 84% reported using MNO an average of 2 times or fewer per month

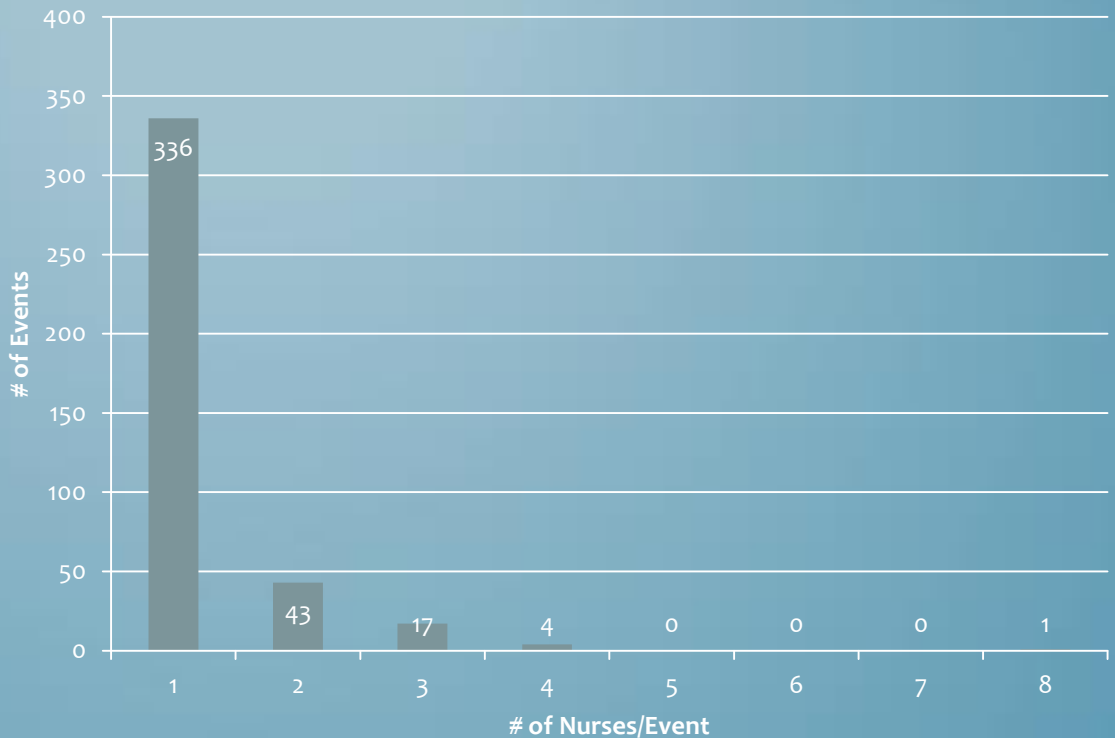
Number of Hospitals by Average Number of Events per Month, August 2013 to May 2014



Nurses per Event

- 84% of MNO cases involved only 1 nurse
- 1% of cases involved 4 or more nurses

Number of Events by Number of Nurses Involved per Event, August 2013 to May 2014

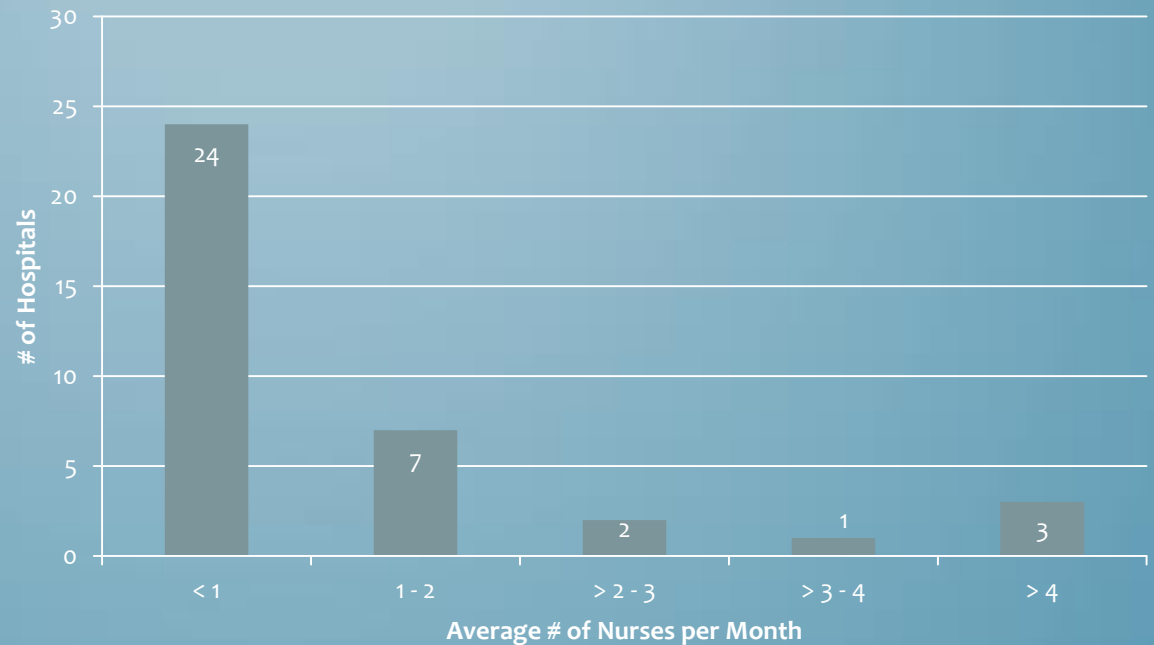


Note: Four event reports did not specify the number of nurses involved (not shown)

Nurses per Month

Number of Hospitals by Average Number of Nurses Per Month Involved in MNO, August 2013 to May 2014

- 84% of hospitals* reported an average of 2 or fewer nurses per month involved in MNO

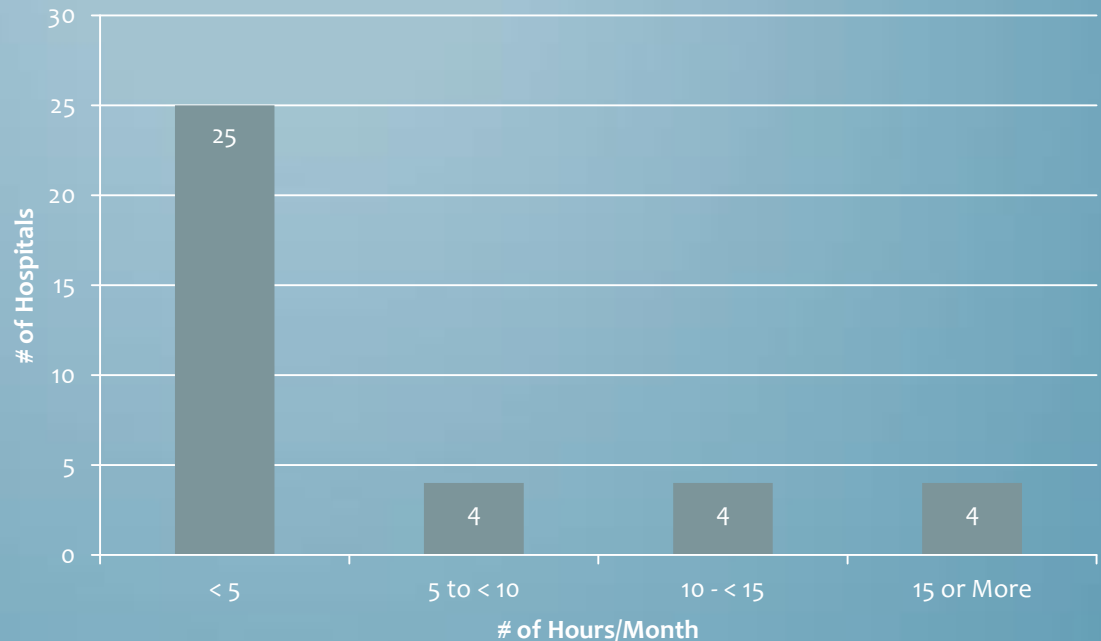


*Of those hospitals that reported at least 1 event of MNO

Hours per Month

- 78% of hospitals* reported using an average of less than 10 hours of MNO per month
- 11% of hospitals* reported using an average of 15 hours or more of MNO per month

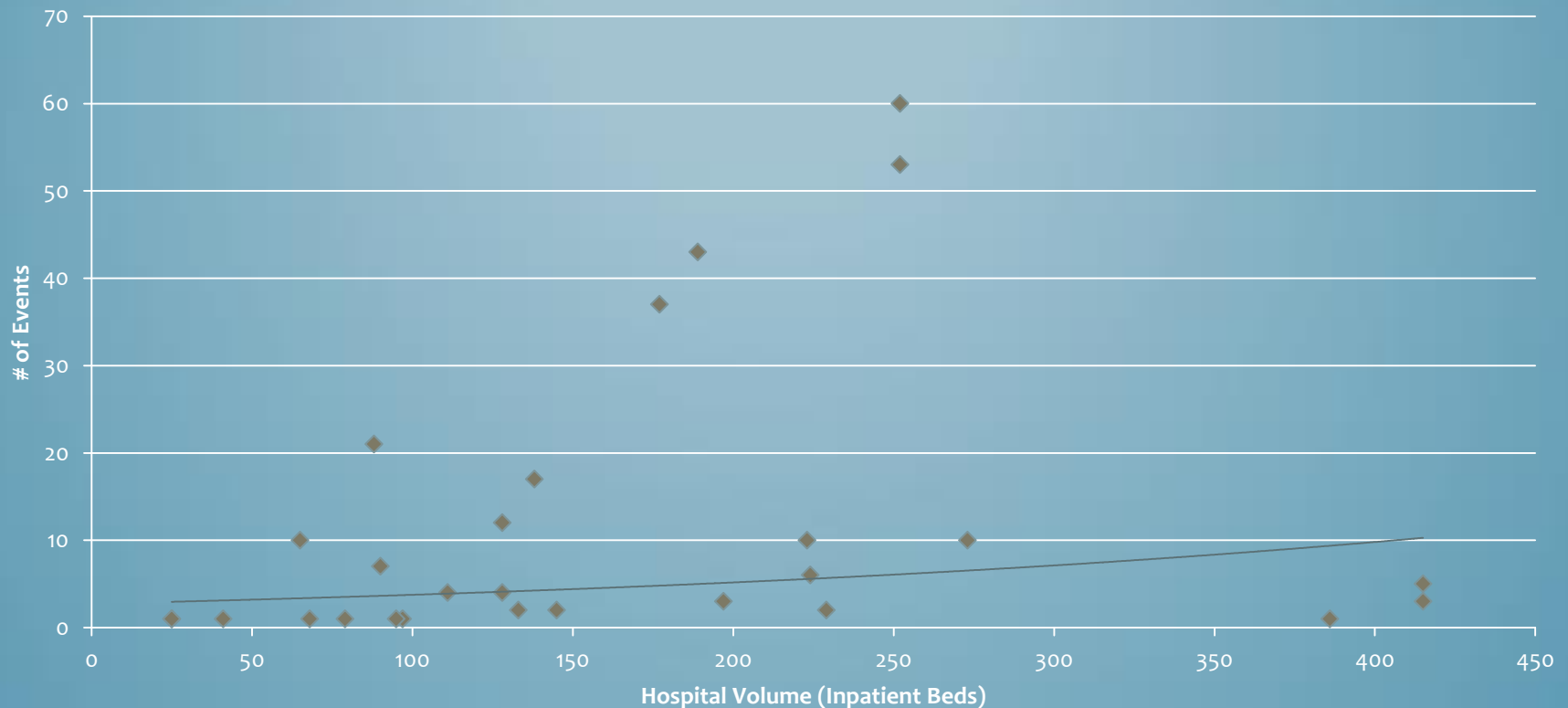
Number of Hospitals by Average Number of Hours MNO per Month, August 2013 to May 2014



*Of those hospitals that reported at least 1 event of MNO

Events by Hospital Size

Number of Combined MNO Events by Hospital Size for August 2013 - May 2014



*Licensed bed capacity from Bureau of Health Care Safety and Quality, last updated August 8, 2014. State facilities are not included.

Next steps

- *Bureau of Health Care Safety and Quality (BHCSQ) will be integrating reporting functionality, new data entry fields have been/will be added to HCFRS to improve the availability and analysis of data.*
- *BHCSQ will follow-up with individual facilities who have not reported any MNO events to ascertain whether they actually have no events.*