

## HB 3324 -1 STAFF MEASURE SUMMARY

### House Committee On Behavioral Health and Health Care

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**Sub-Referral To:** Joint Committee On Ways and Means

**Meeting Dates:** 3/29, 4/3

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#### WHAT THE MEASURE DOES:

Directs Oregon Health Authority (OHA) to establish program to provide incentives to increase recruitment and retention of nurse instructors, including but not limited to increasing salaries. Establishes Nursing Programs Salary Fund and continuously appropriates moneys from fund to OHA for nurse instructor incentive program.

#### ISSUES DISCUSSED:

- [missed]
- Pay gaps between nurses and nurse educators
- Incentive programs in other states

#### EFFECT OF AMENDMENT:

-1 Specifies name of program as Nurse Educator Workforce Stipend Program and clarifies nurse program faculty members eligible for incentives. Appropriates \$16 million General Fund to OHA. Takes effect on 91st day following adjournment sine die.

*FISCAL: Fiscal impact issued*

*REVENUE: No revenue impact*

#### BACKGROUND:

In 2022, the Legislative Assembly passed House Bill 4003, directing the Oregon Health Care Workforce Committee to conduct a study of Oregon's nursing workforce and describe challenges in addressing staffing shortages in nursing. The resulting report, "The Future of Oregon's Nursing Workforce: Analysis and Recommendations", cited the inability to expand capacity in Oregon's nursing education programs to increase the number of new graduates as a major factor contributing to an inadequate supply of new entrants into the nursing workforce. The report noted that this has been a challenge for more than 15 years and pointed to nursing program' inability to recruit and hire for open nurse faculty positions as a principal factor in limiting those programs' expansion. A 2017 study by the Oregon Center for Nursing reported noncompetitive pay has the main reason why it is so hard to attract faculty, with the nurse teachers and instructors making an annual salary that is more than \$10,000 less than that of the average registered nurse.

House Bill 3324 would direct the Oregon Health Authority to establish a program to provide incentives to increase recruitment and retention of nurse instructors, including but not limited to increasing salaries.