

Submitter: Gabrielle Phan
On Behalf Of:
Committee: House Committee On Health Care
Measure, Appointment or Topic: HB4074

I am writing in strong opposition to House Bill 4074.

As a bedside nurse, I see firsthand how safe staffing ratios support sustainable workloads for healthcare workers, improve patient safety and satisfaction outcomes, and reduce burnout. Adequate and safe staffing directly impacts our ability to respond effectively to emergent situations, administer medications in a timely manner, closely monitor acute deteriorations in patient conditions, and engage in essential tasks such as providing education. This bill would lead to increased nurse burden, which in turn would lead to poorer patient outcomes and increased adverse patient events. Not only that, but it would also accelerate nurses leaving inpatient bedside roles due to burnout. Unsafe staffing WILL lead to significant nurse turnover. HB 4074 would unfairly shift the risk onto nurses rather than holding hospital systems accountable for attempting to normalize unsafe conditions for both patients and nurses on a structural level. Poor staffing policies also neglect downstream costs from higher readmission rates, higher turnover and recruitment costs, and longer inpatient hospital stays.

The current language in this bill would set back significant patient safety precautions. I strongly urge you to instead support policies that would strengthen - not dismantle - safe nurse staffing standards and ratios in Oregon.

Thank you for your time and consideration.
Gabrielle Phan, RN