

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1991

H

2

HOUSE BILL 314*
Committee Substitute Favorable 4/18/91

Short Title: Nursing Shortage Remedies.

(Public)

Sponsors:

Referred to:

March 25, 1991

1 A BILL TO BE ENTITLED
2 AN ACT TO PROVIDE FOR THE IMPLEMENTATION OF PROGRAMS TO
3 ADDRESS THE NURSING SHORTAGE IN NORTH CAROLINA.

4 The General Assembly of North Carolina enacts:

5 Section 1. G.S. 90-171.61(b) reads as rewritten:

6 "(b) The Nursing Scholars Program shall be used to provide the following:

7 (1) A four-year scholarship loan in the amount of five thousand dollars
8 (\$5,000) per year, per recipient, to North Carolina high school seniors
9 or other persons interested in preparing to become a registered nurse
10 through a baccalaureate degree program.

11 (2) A two-year scholarship loan in the amount of three thousand dollars
12 (\$3,000) per year, per recipient, to persons interested in preparing to be
13 a registered nurse through an associate degree nursing program or a
14 diploma nursing program.

15 (3) A two-year scholarship loan in the amount of three thousand dollars
16 (\$3,000) per year, per recipient, for two years of baccalaureate nursing
17 study for college juniors or community college graduates interested in
18 preparing to be a registered nurse.

19 (4) A two-year scholarship loan of three thousand dollars (\$3,000) per
20 year, per recipient, for two years of baccalaureate study in nursing for
21 registered nurses who do not hold a baccalaureate degree in nursing.

(5) A two-year scholarship loan of six thousand dollars (\$6,000) per year, per recipient, for two years of study leading to a master of science in nursing degree for people already holding a baccalaureate degree in nursing."

Sec. 2. G.S. 116-37(d) reads as rewritten:

"(d) Personnel. – The University of North Carolina Hospitals at Chapel Hill shall maintain a personnel office for personnel administration. Notwithstanding the provisions of Chapter 126 of the General Statutes to the contrary, the Board of Directors of the University of North Carolina Hospitals at Chapel Hill shall establish policies and rules governing the study and implementation of competitive position classification and compensation plans for registered and licensed practical nurse positions that have been approved by the Board of Directors. These plans shall provide for minimum, maximum, and intermediate rates of pay, and may include provisions for range revisions and shift premium pay and for salary adjustments to address internal inequities, job performance, and market conditions. The Office of State Personnel shall review the classification and compensation plans on an annual basis. All changes in compensation plans for these registered and licensed practical nurse positions shall be submitted to the Office of State Personnel upon implementation."

Sec. 3. Chapter 90 of the General Statutes is amended by adding a new Article to read:

"ARTICLE 9F.

"NORTH CAROLINA CENTER FOR NURSING.

"§ 90-171.70. North Carolina Center for Nursing; establishment; goals.

There is established the North Carolina Center for Nursing to address issues of supply and demand for nursing, including issues of recruitment, retention, and utilization of nurse manpower resources. The General Assembly finds that the Center will repay the State's investment by providing an ongoing strategy for the allocation of the State's resources directed towards nursing. The primary goals for the Center shall be:

- (1) To develop a strategic statewide plan for nursing manpower in North Carolina by:
 - a. Establishing and maintaining a database on nursing supply and demand in North Carolina, to include (i) current supply and demand, and (ii) future projections; and
 - b. Selecting priorities from the plan to be addressed.
- (2) To convene various groups representative of nurses, other health care providers, business and industry, consumers, legislators, and educators to:
 - a. Review and comment on data analysis prepared for the Center;
 - b. Recommend systemic changes, including strategies for implementation of recommended changes; and
 - c. To evaluate and report the results of these efforts to the General Assembly and others.

- 1 (3) To enhance and promote recognition, reward, and renewal activities
2 for nurses in North Carolina by:
3 a. Promoting continuation of Institutes for Nursing Excellence
4 programs as piloted by the Area Health Education Centers in
5 1989-90 or similar options;
6 b. Proposing and creating additional reward, recognition, and
7 renewal activities for nurses; and
8 c. Promoting media and positive image-building efforts for
9 nursing.

10 **"§ 90-171.71. North Carolina Center for Nursing; governing board.**

11 (a) The North Carolina Center for Nursing shall be governed by a policy-setting
12 board of directors. The Board shall consist of 16 members, with a simple majority of
13 the Board being nurses representative of various practice areas. Other members shall
14 include representatives of other health care professions, business and industry, health
15 care providers, and consumers. The Board shall be appointed as follows:

- 16 (1) Four members appointed by the General Assembly upon
17 recommendation of the President Pro Tempore of the Senate, at least
18 one of whom shall be a registered nurse and at least one other a
19 representative of the hospital industry;
20 (2) Four members appointed by the General Assembly upon the
21 recommendation of the Speaker of the House of Representatives, at
22 least one of whom shall be a registered nurse and at least one other a
23 representative of the long-term care industry;
24 (3) Four members appointed by the Governor, two of whom shall be
25 registered nurses; and
26 (4) Four nurse educators, one of whom shall be appointed by the Board of
27 Governors of The University of North Carolina, one other by the State
28 Board of Community Colleges, one other by the North Carolina
29 Association of Independent Colleges and Universities, and one by the
30 Area Health Education Centers Program.

31 (b) The initial terms of the members shall be as follows:

- 32 (1) Of the members appointed pursuant to subdivision (1) of subsection
33 (a) of this section, two shall be appointed for terms expiring June 30,
34 1994, one for a term expiring June 30, 1993, and one for a term
35 expiring June 30, 1992;
36 (2) Of the members appointed pursuant to subdivision (2) of subsection
37 (a) of this section, one shall be appointed for a term expiring June 30,
38 1994, two for terms expiring June 30, 1993, and one for a term
39 expiring June 30, 1992;
40 (3) Of the members appointed pursuant to subdivision (3) of subsection
41 (a) of this section, one shall be appointed for a term expiring June 30,
42 1994, one for a term expiring June 30, 1993, and two for terms
43 expiring June 30, 1992; and

1 (4) Of the members appointed pursuant to subdivision (4) of subsection
2 (a) of this section, one shall be appointed for a term expiring June 30,
3 1994, one for a term expiring June 30, 1993, and one for a term
4 expiring June 30, 1992.

5 After the initial appointments expire, the terms of all of the members shall be three
6 years, with no member serving more than two consecutive terms.

7 (c) The Board of Directors shall have the following powers and duties:

8 (1) To employ the executive director;

9 (2) To determine operational policy;

10 (3) To elect a chairperson and officers, to serve two-year terms. The
11 chairperson and officers may not succeed themselves;

12 (4) To establish committees of the Board as needed;

13 (5) To appoint a multidisciplinary advisory council for input and advice
14 on policy matters;

15 (6) To implement the major functions of the Center for Nursing as
16 established in the goals set out in subsection (a) of this section; and

17 (7) To seek and accept non-State funds for carrying out Center policy.

18 (d) The Board shall receive the per diem and allowances prescribed by G.S. 138-
19 5 for State boards and commissions.

20 **"§ 90-171.72. North Carolina Center for Nursing; State support.**

21 The General Assembly finds that it is imperative that the State protect its investment
22 and progress made in its nursing efforts to date. The General Assembly further finds
23 that the North Carolina Center for Nursing is the appropriate means to do so. The
24 Center shall have State budget support for its operations so that it may have adequate
25 resources for the tasks the General Assembly has set out in this Article."

26 Sec. 4. The Board of Nursing shall review the current nursing curricula
27 requirements, including those in clinical settings, for their relevancy in current practice
28 settings in North Carolina. This review shall focus on ensuring the use of all available
29 clinical settings in order to serve the maximum number of nursing students, on an
30 educationally sound basis.

31 Sec. 5. The Department of Community Colleges shall encourage those
32 community colleges with both associate degree nursing programs and college transfer
33 programs to counsel their nursing students to take as many of their courses as practical
34 from the college transfer course offerings. The intent of this counseling is to enhance
35 the educational mobility of nurses by increasing the number of community college
36 courses transferable to baccalaureate nursing programs.

37 Sec. 6. Funding authorized for the development of clinical sites in Section 2
38 of Chapter 794 of the 1989 Session Laws may be used to train preceptors at self-
39 selected clinical sites if these sites meet the rural, long-term care, and critical care,
40 shortage guidelines specified in Section 1 of Chapter 560 of the 1989 Session Laws.
41 These funds may also be used to develop clinical sites not meeting these shortage areas
42 if the new sites will specifically expand enrollment capacity at a school of nursing.

43 Sec. 7. The General Assembly finds that the State should expand its efforts to
44 recruit nurses to rural areas and long-term care settings. The Department of Community

1 Colleges and the Board of Governors of The University of North Carolina shall ensure
2 that the schools of nursing in the community college system and in The University of
3 North Carolina system make every effort to provide their students with exposure to
4 clinical experience in rural areas and at long-term care sites.

5 Sec. 8. The Office of State Personnel shall review the improvements in nurse
6 recruitment at the University of North Carolina Hospitals at Chapel Hill to determine if
7 similar improvements would be possible elsewhere in State government.

8 Sec. 9. The General Assembly finds that vacancies in public health agencies
9 have a significant impact on the State's implementation of various health programs. The
10 General Assembly urges counties to keep salaries for public health nurses competitive
11 with the salaries of other nurses.

12 Sec. 10. The Department of Public Instruction shall meet with admissions
13 officers from those community colleges, constituent institutions of The University of
14 North Carolina, and private colleges and universities, that have nursing programs, to
15 acquaint admissions officers with the academic requirements, changes, and academic
16 content of the Health Occupations curriculum.

17 Sec. 11. The Department of Community Colleges, the Board of Governors of
18 The University of North Carolina, and the North Carolina Association of Private and
19 Independent Colleges and Universities shall continue efforts to require that their schools
20 of nursing attract nursing students from minority populations and nontraditional student
21 groups.

22 Sec. 12. The General Assembly urges the health care industry to cooperate
23 with the Area Health Education Centers and with schools of nursing in providing
24 expanded summer experiences in health care for high school students. The General
25 Assembly encourages the health care industry to continue and to expand its financial
26 assistance in providing these programs.

27 Sec. 13. The General Assembly finds that differentiated practice models that
28 are based on clinical experience and expertise and then used as personnel deployment
29 systems can have positive impacts on the quality of patient care and satisfaction and
30 retention of experienced nurses in the practice setting. Therefore, the Office of State
31 Personnel shall select a State institution employing nurses to experiment with such a
32 differentiated practice model. For the duration of the experiment, the State Personnel
33 Commission may waive rules adopted to implement Chapter 126 of the General Statutes
34 regulating the hiring and paying of State employees, other than those that guarantee
35 freedom from race, gender, and age discrimination, that are necessary to carry out the
36 experiment. The Office of State Personnel shall report the results of the experiment by
37 June 1, 1993, including recommendations on changes that would need to be made to
38 Chapter 126 of the General Statutes if the report concludes that the experiment should
39 be continued, or made a statewide program.

40 Sec. 14. Nothing contained in this act shall be construed as obligating the
41 General Assembly to appropriate funds. Sections of this act requiring State funding for
42 implementation shall not become effective until such funds are appropriated.

43 Sec. 15. This act becomes effective July 1, 1991.