

Support HB3092 Nurses In-House Registry

The Illinois Nurses Association (INA) is advocating for the passage of **HB 3092** which creates a Nurses In-House Registry Program at the Illinois Department of Corrections. The purpose of the in-house-registry is to provide an available pool of highly trained and experienced nurses who will be available to provide the high level health care required to meet the needs and requirements of the Department of Corrections. The in-house-registry will provide access to trained and experience nurses, provide quality patient care and patient safety and address the potential nurses' shortage that may occur with the reduction and/or elimination of mandatory overtime for nurses.

Background:

There is currently movement by several states across our great nation to cap hospital mandated overtime. To date, 16 states have adopted rules restricting mandatory overtime hours for nurses with **Illinois (PA94-0349)** being one of them. The reduction and/or elimination of mandatory overtime have potential to exacerbate the shortage of experienced nurses working at the Department of Corrections. The nurses-in-house registry would be utilized as an available resource as health care providers and institutions that provide some form of health care begin to transition away from mandatory overtime for nurses and assuring the avoidance of any potential shortage of nurses at the Illinois Department of Corrections.

Key Points:

- ❖ **In the Nurse Staffing Strategies In Hospitals In Community Tracking Study (CTS) 2005.** Ten CTS respondent hospitals reported using internal staffing agencies or float pools to meet short-term staffing needs. Hospitals realize cost savings through this strategy because although internal-agency nurses are paid a premium above staff nurses, this is typically below payments for external-agency nurses. Hospitals also achieve greater confidence in the quality of nursing care because internal pools often rely on nurses currently on staff who are seeking additional shifts or previously employed nurses who desire fewer hours or more flexibility. The twelve communities studied in depth as part of the CTS are Boston; Cleveland; Greenville, SC; Indianapolis; Lansing, MI; Little Rock, AR; Miami; northern New Jersey; Orange County, CA; Phoenix; Seattle; and Syracuse, NY.
- ❖ Payment for work performed by an in-house registry nurse is made on an hourly basis and there are **not any** employee benefits attached to this service.
- ❖ The in-house-registry **will not** be used to replace any Department of Corrections budgeted positions for full-time Correctional Nurse I.
- ❖ The in-house registry will be developed through the current registered nurse bargaining unit currently employed at the Department of Corrections.
- ❖ The nurses- in-house-registry is a **cost effective alternative** to extensive overtime pay and the high cost of outside contracts.

Nurses are the fundamental backbone for success of patient care and safety .All nurses should be allowed to work to the full extent of their education and experience in order to meet the need of increased patient demand while providing high-quality cost-efficient health care services.