

# FLORIDA

## Additions Made in 2003 Appear in Bold

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
<b>Wages</b> (includes wage pass-throughs)	<b>Benefits</b>	(Includes career ladders) <ul style="list-style-type: none"> <li>• <b>Florida Nursing Edloan program to provide low interest loans to make education in nursing professions accessible and affordable</b></li> <li>• <b>Florida Board of Nursing has developed new rules to better govern the practice, discipline, education and testing of CNAs. There are new rules on standards for training, standardized curriculum, testing and competency evaluation, in-service training and disciplinary guidelines.</b></li> </ul>	<ul style="list-style-type: none"> <li>• 1999 Task Force of Department of Elder Affairs researched and reported recruitment, training employment, and retention of CNAs in nursing homes <a href="http://elderaffairs.state.fl.us">elderaffairs.state.fl.us</a></li> <li>• Task Force on Availability and Affordability of Long Term Care, Informational Report February 16, 2001 - University of South Florida, Florida Policy Exchange Center on Aging <a href="http://www.fpeca.usf.edu">www.fpeca.usf.edu</a></li> </ul>

4. STAFFING RATIOS	5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE
Senate Bill 1202 (2001 Fla. Legislature) <ul style="list-style-type: none"> <li>• CNA – 2.3 hr/pt day beginning 1/1/02 Licensed nursing staff – 1.0 hr/pt day beginning 1/1/02</li> <li>• Increase to 2.6 by January 1, 2003 and to 2.9 by January 1, 2004. No facility below 1 CNA per 20 residents</li> <li>• Licensed Nurses 1 hour direct care per resident per day with never less than 1 per 40 residents</li> </ul>		<ul style="list-style-type: none"> <li>• Include nurse-aide issue as part of overall labor shortage in low-wage jobs</li> <li>• <b>Florida statute requires turnover data to be collected from nursing facilities. Statute stipulates reporting protocols and calculation method (section 400.141(15)(b))</b></li> <li>• <b>Florida’s nurse aide workforce issues are being reviewed as part of a multi-state review by Harvard University, John F. Kennedy School of Government, Malcolm Wiener Center for Social Policy.</b></li> </ul>