

SENATE, No. 2981

STATE OF NEW JERSEY

222nd LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2026 SESSION

Sponsored by:

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District 19 (Middlesex)

Senator ANGELA V. MCKNIGHT

District 31 (Hudson)

Senator ANTHONY M. BUCCO

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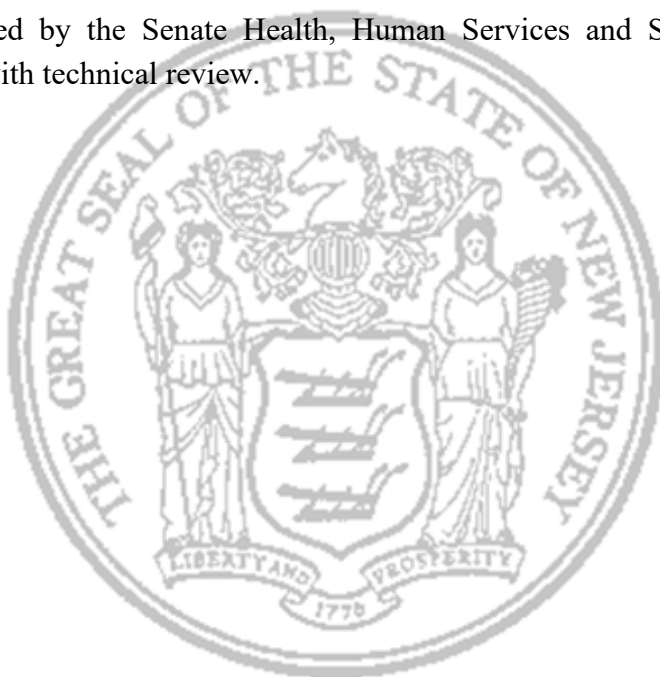
Senator Burgess

SYNOPSIS

Establishes certain requirements and initiatives related to nurses; appropriates funds.

CURRENT VERSION OF TEXT

As reported by the Senate Health, Human Services and Senior Citizens Committee with technical review.



1 AN ACT concerning nurses, revising various parts of the statutory
2 law, supplementing P.L.2002, c.116 (C.18A:65-89 et seq.) and
3 P.L.1947, c.262 (C.45:11-23 et seq.), and making an
4 appropriation.

5

6 **BE IT ENACTED** *by the Senate and General Assembly of the State*
7 *of New Jersey:*

8

9 1. (New section) The New Jersey Collaborating Center for
10 Nursing (“NJCCN”) shall establish a program through which
11 facilities for acute care, long-term care, public health, ambulatory
12 care, home care and hospice providers, veterans’ memorial homes,
13 and other qualifying facilities or providers may apply to receive
14 financial, material, and technical support from the NJCCN to
15 implement a transition-to-practice program created in accordance
16 with P.L. , c. (C.) (pending before the Legislature as this
17 bill) for licensed practical nurses and registered professional nurses,
18 or one of these professions.

19

20 2. (New section) a. The NJCCN shall:

21 (1) establish and update, as necessary, requirements for a
22 transition-to-practice program created in accordance with
23 P.L. , c. (C.) (pending before the Legislature as this bill).
24 The requirements shall include, at a minimum:

25 (a) a 12-month timeline for a transition-to-practice program;
26 (b) a full-time schedule for program participants;
27 (c) support for program participants by a preceptor or mentor;
28 and

29 (d) collection of data by the facility or provider to send to the
30 NJCCN regarding the number of individuals who completed a
31 transition-to-practice program with the facility or provider and
32 remained at the facility or with the provider after program
33 completion for full-time employment; and

34 (2) establish criteria for eligibility of facilities and providers to
35 participate in the program created in accordance with section 1 of
36 P.L. , c. (C.) (pending before the Legislature as this bill).

37 b. To participate in the program, established pursuant to section
38 1 of P.L. , c. (C.) (pending before the Legislature as this
39 bill), a facility or provider shall submit an application, through an
40 application process developed by the NJCCN, and shall include the
41 following information:

42 (1) the number of spots to be offered in the facility or provider’s
43 transition-to-practice program;

44 (2) the type of facility or provider seeking approval; and

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 (3) whether the facility or provider's transition-to-practice
2 program is newly established or being updated.

3 c. Applications shall be approved by the NJCCN on a first-
4 come, first-served basis, with priority given to veterans' memorial
5 homes, long-term care facilities, and home care providers.

6 d. Upon approval of an application by the NJCCN, the New
7 Jersey Board of Nursing shall provide funding to the NJCCN to
8 offer the financial, material, and technical support to the approved
9 facility or provider, in an amount determined based on various
10 criteria, including, but not limited to, the information submitted in
11 the application pursuant to paragraphs (1) through (3) of subsection
12 b. of this section.

13 e. At no time shall the New Jersey Board of Nursing allocate
14 an amount exceeding \$2 million annually to the NJCCN for the
15 financial, material, and technical support to facilities and providers
16 participating in the program established pursuant to section 1 of
17 P.L. , c. (C.) (pending before the Legislature as this bill).

18

19 3. Section 3 of P.L.2002, c.116 (C.18A:65-91) is amended to
20 read as follows:

21 3. The New Jersey Collaborating Center for Nursing shall be
22 governed by a 17-member board. A majority of the members first
23 appointed to the board shall include nurse representatives from
24 among the members of the New Jersey Colleagues in Caring
25 collaborative.

26 a. The members shall be appointed as follows:

27 (1) four members appointed by the President of the Senate who
28 include: one representative of acute care facilities recommended by
29 the New Jersey Hospital Association; one representative of long-
30 term care facilities recommended by the Health Care Association of
31 New Jersey; one registered professional nurse recommended by the
32 New Jersey State Nurses Association; and one representative of
33 home health care agencies recommended by the Home Care
34 Association of New Jersey;

35 (2) four members appointed by the Speaker of the General
36 Assembly who include: one registered professional nurse
37 recommended by the New Jersey State Nurses Association; one
38 registered professional nurse recommended by the Organization of
39 Nurse Executives - New Jersey; one school nurse representative [of
40 acute care facilities] recommended by the New Jersey [Council of
41 Teaching Hospitals] State School Nurses Association; and one
42 licensed practical nurse who provides direct patient care; and

43 (3) nine members appointed by the Governor who include: one
44 registered professional nurse recommended by the New Jersey State
45 Nurses Association; one registered professional nurse recommended
46 by the New Jersey League for Nursing; one health care facility staff
47 nurse providing direct patient care, who is recommended by an
48 organization that represents such nurses; two consumers of health

1 care; one representative of baccalaureate and higher degree
2 university nursing programs recommended by the Council of
3 Baccalaureate and Higher Degree Programs; one representative of
4 associate degree nursing programs recommended by the Council of
5 Associate Degree programs; one representative of diploma nursing
6 programs recommended by the Association of Diploma Schools of
7 Professional Nursing; and one public health nurse representative
8 **【of practical nursing programs】** recommended by the **【Practical**
9 **Nurses Educator's Council of】** New Jersey Association of Public
10 Health Nurse Administrators.

11 b. The term of office of each member shall be three years.

12 A member shall hold office for the term of **【his】** the member's
13 appointment and until **【his】** the member's successor has been
14 appointed and qualified. All vacancies shall be filled for the
15 balance of the unexpired term in the same manner as the original
16 appointment. A member of the board is eligible for reappointment,
17 but no member shall serve for more than two consecutive terms.

18 c. The board shall meet at least quarterly and shall meet as
19 soon as practical following the appointment of its members to
20 choose, from among the members and by a majority vote of the
21 members, a chairperson and such other officers as it deems
22 appropriate. The chairperson and other officers shall serve in their
23 elected office for a term of two years and may not succeed
24 themselves in office.

25 d. Members shall serve without compensation but shall be
26 reimbursed for the reasonable travel and other out-of-pocket
27 expenses incurred in the performance of their duties in a manner
28 consistent with the policies and procedures of Rutgers, The State
29 University of New Jersey.
30 (cf: P.L.2009, c.47, s.2)

31

32 4. Section 4 of P.L.2002, c.116 (C.18A:65-92) is amended to
33 read as follows:

34 4. The board shall:

35 a. determine global policies for the center;

36 b. implement the primary goals of the center as established in
37 **【this act】** P.L.2002, c.116 (C.18A:65-89 et seq.);

38 c. appoint a multidisciplinary advisory council to provide input
39 and advice on policy matters. The advisory council shall include
40 representatives from all of the organizations represented in the
41 collaborative of New Jersey Colleagues in Caring;

42 d. appoint a full-time executive director who shall serve at the
43 pleasure of the board and shall be a person qualified by training and
44 experience to perform the duties of the office. The board shall
45 authorize the executive director to employ such other staff as the
46 executive director deems necessary and within the limits of funds
47 available to the center. All policies and procedures concerning the

1 hiring of center employees shall be the same as and consistent with
2 the applicable policies and procedures of Rutgers, The State
3 University of New Jersey;

4 e. apply for and accept grants of money available for carrying
5 out the policies and activities of the center from the federal
6 government, and accept gifts, grants and bequests of funds from
7 individuals, foundations, corporations, governmental agencies and
8 other organizations and institutions to carry out the purposes of
9 **[this act]** P.L.2002, c.116 (C.18A:65-89 et seq.);

10 f. establish policies for the appointment of members of the
11 board; and

12 g. submit a report to the Governor and the Legislature **[one**
13 **year after the center is established, and]** every two years
14 **[thereafter,]** on its activities and findings, including, but not limited
15 to: (1) data on the participation of facilities and providers in the
16 NJCCN program established pursuant to section 1 of
17 P.L. , c. (C.) (pending before the Legislature as this bill);
18 (2) data on the number of licensed practical nurses and registered
19 professional nurses participating in a transition-to-practice program
20 supported by the NJCCN program established pursuant to section 1
21 of P.L. , c. (C.) (pending before the Legislature as this
22 bill), including information on the health care settings in which the
23 programs were supported; and (3) funds spent in the previous two
24 years on materials and technical support supplied by the NJCCN to
25 facilities and providers participating in a transition-to-practice
26 program. The report may include such recommendations for
27 legislative action as the board deems appropriate. The board shall
28 make its **[annual]** biennual report available to members of the
29 public, upon request.

30 (cf: P.L.2009, c.47, s.3)

31
32 5. Section 4 of P.L.2009, c.47 (C.18A:65-92.1) is amended to
33 read as follows:

34 4. There is annually appropriated to the New Jersey
35 Collaborating Center for Nursing in the College of Nursing of
36 Rutgers, The State University of New Jersey, **5[%]** percent, or
37 \$515,000, whichever amount is greater, of the initial and renewal
38 licensing fees for professional and practical nurses collected by the
39 New Jersey Board of Nursing each year.

40 (cf: P.L.2009, c.47, s.4)

41
42 6. Section 5 of P.L.2009, c.47 (C.45:11-27.1) is amended to
43 read as follows:

44 5. a. Of the initial and renewal licensing fees charged by the
45 New Jersey Board of Nursing pursuant to N.J.A.C.13:37-5.5 for
46 professional and practical nurses, an amount equal to **5[%]** percent,
47 or \$515,000, whichever amount is greater, of the fee shall be

1 dedicated to funding the New Jersey Collaborating Center for
2 Nursing in the College of Nursing of Rutgers, The State University
3 of New Jersey.

4 b. The board may, by regulation, revise the fees charged
5 pursuant to N.J.A.C.13:37-5.5 to account for the loss of revenue to
6 the board as a result of the dedication of funding pursuant to this
7 section.

8 (cf: P.L.2009, c.47, s.5)

9
10 7. (New section) a. The New Jersey Nursing Emotional Well-
11 Being Institute (NJ-NEW) in the New Jersey Collaborating Center
12 for Nursing shall establish a program of services designed to
13 promote the mental health and well-being of nurses licensed in New
14 Jersey and their families and prevent the psychological and physical
15 sequelae of stress.

16 b. At a minimum, the program shall:

17 (1) encourage all health care facilities in the State that employ
18 nurses to access the NJ-NEW Virtual Schwartz Rounds program;

19 (2) work to make Virtual Schwartz rounds available to all nurses
20 in the State on at least a monthly basis;

21 (3) coordinate with nursing associations, mental health
22 associations, and community organizations to facilitate a Statewide
23 NJ-NEW well-being hub, which shall be comprised of learning
24 collaboratives that offer strategies to prevent work-related stress
25 from causing physical and emotional symptoms, provide
26 educational resources, and provide consultation services for health
27 care organizations in New Jersey to promote emotional well-being
28 for nurses and their families;

29 (4) provide stress first aid training or establish partnerships with
30 stress first aid training providers to support health care
31 organizations in promoting emotional well-being and resiliency for
32 nurses and their families;

33 (5) establish an online repository of Statewide emotional well-
34 being and mental health resources and referrals for nurses and their
35 families; and

36 (6) establish any other evidence-based initiatives that meet the
37 ongoing emotional well-being and mental health needs of nurses
38 and their families.

39
40 8. (New section) a. The New Jersey Board of Nursing shall
41 require each licensed practical nurse, registered nurse, advanced
42 practice nurse, and homemaker-home health aide licensed or
43 certified in the State, as a condition of initial licensure or
44 certification or renewal of a license or certification, to complete a
45 survey, which survey shall include the following information:

46 (1) the type of license or certificate held by the person and the
47 status of that license or certificate;

- 1 (2) the person's demographic information, including age, race,
- 2 ethnicity, and gender;
- 3 (3) the person's educational background;
- 4 (4) the person's employment status;
- 5 (5) the person's primary employment setting;
- 6 (6) the type of position held by the person;
- 7 (7) in the case of a nurse, whether the nurse is licensed under
- 8 the multistate Nurse Licensure Compact and whether, during the
- 9 course of the prior year, the nurse provided professional services in
- 10 other states under the compact; and
- 11 (8) such other information as the board may require.
- 12 b. The New Jersey Board of Nursing shall require each school
- 13 that offers a nurse training program, including programs that offer a
- 14 diploma, an associate's degree, a baccalaureate degree, or an
- 15 advanced degree in nursing as well as licensed practical nursing
- 16 programs, and each homemaker-home health aide training program,
- 17 to complete an annual survey, no later than July 1 of each year,
- 18 which survey shall include the following information:
- 19 (1) the number of applicants rejected by the school or program;
- 20 (2) the total number of available slots at the school or program;
- 21 (3) the total number of qualified candidates who applied for the
- 22 school or program;
- 23 (4) the total number of current enrollees in the school or
- 24 program;
- 25 (5) graduation rates from the school or program;
- 26 (6) in the case of nursing schools, passage rates for the National
- 27 Council Licensure Examination;
- 28 (7) demographic information concerning current students and
- 29 faculty, including data concerning age, race, ethnicity, and gender;
- 30 (8) faculty vacancy rates;
- 31 (9) the total number of faculty employed;
- 32 (10) the educational background of faculty members; and
- 33 (11) such other information as the board may require.
- 34 c. The Department of Health shall require each certified nurse
- 35 aide licensed in the State to complete a survey as a condition of
- 36 initial certification or renewal of a certification. The survey
- 37 required pursuant to this subsection shall include the following
- 38 information:
- 39 (1) the certification status of the person;
- 40 (2) the person's demographic information, including age, race,
- 41 ethnicity, and gender;
- 42 (3) the person's educational background;
- 43 (4) the person's employment status;
- 44 (5) the person's primary employment setting;
- 45 (6) the type of position held by the person; and
- 46 (7) such other information as the department may require.
- 47 d. The Department of Health shall require certified nurse aide
- 48 training programs to complete an annual survey. The survey

1 required pursuant to this subsection shall be completed no later than
2 July 1 of each year, and shall include the following information:

- 3 (1) the number of applicants rejected by the program;
- 4 (2) the total number of available slots at the program;
- 5 (3) the total number of qualified candidates who applied for the
6 program;
- 7 (4) the total number of current enrollees in the program;
- 8 (5) graduation rates from the program;
- 9 (6) demographic information concerning current students and
10 faculty, including data concerning age, race, ethnicity, and gender;
- 11 (7) faculty vacancy rates;
- 12 (8) the total number of faculty employed;
- 13 (9) the educational background of faculty members; and
- 14 (10) such other information as the department may require.

15 e. (1) The New Jersey Board of Nursing shall develop and
16 annually review the surveys required pursuant to subsections a. and
17 b. of this section in collaboration with the New Jersey Collaborating
18 Center for Nursing.

19 (2) The Department of Health shall develop and annually review
20 the surveys required pursuant to subsections c. and d. of this section
21 in collaboration with the New Jersey Collaborating Center for
22 Nursing.

23 f. (1) The New Jersey Board of Nursing shall ensure
24 compliance with the survey requirements of subsection a. of this
25 section. A survey shall not be deemed complete unless all survey
26 questions are answered.

27 (2) The New Jersey Collaborating Center for Nursing shall be
28 responsible for distributing the survey required pursuant to
29 subsection b. of this section, based on a list of schools that provide
30 nurse training programs and a list of homemaker-home health aide
31 training programs. The New Jersey Collaborating Center for
32 Nursing shall notify the New Jersey Board of Nursing of any school
33 or training program that fails to complete a survey distributed by
34 the New Jersey Collaborating Center for Nursing pursuant to this
35 paragraph. A survey shall not be deemed complete unless all
36 survey questions are answered.

37 (3) The Department of Health shall be responsible for
38 distributing and ensuring compliance with the survey requirements
39 set forth in subsections c. and d. of this section.

40 g. (1) The New Jersey Board of Nursing shall transmit de-
41 identified survey data collected pursuant to subsection a. of this
42 section to the New Jersey Collaborating Center for Nursing. The
43 New Jersey Collaborating Center for Nursing shall analyze data
44 transmitted to it pursuant to this paragraph and produce an annual
45 aggregate report of the data, which shall be made available on the
46 websites of the New Jersey Board of Nursing and the New Jersey
47 Collaborating Center for Nursing.

1 (2) The New Jersey Collaborating Center for Nursing shall
2 analyze the survey data collected pursuant to subsection b. of this
3 section and shall produce an annual aggregate report of the data,
4 which shall be made available on the Internet websites of the New
5 Jersey Board of Nursing and the New Jersey Collaborating Center
6 for Nursing.

7 (3) The Department of Health shall analyze the survey data
8 collected pursuant to subsections c. and d. of this section and shall
9 produce an annual aggregate report of the data, which shall be made
10 available on the Internet websites of the department and the New
11 Jersey Collaborating Center for Nursing. The department may
12 contract with the New Jersey Collaborating Center for Nursing to
13 analyze the survey data and produce the annual aggregate report
14 required pursuant to this paragraph, in which case the department
15 shall provide the New Jersey Collaborating Center for Nursing with
16 five percent of the total certified nurse aide certification fees
17 collected for the current reporting period. The New Jersey
18 Collaborating Center for Nursing may not charge the department
19 any additional compensation for analyzing the survey data and
20 producing the aggregate report above the fee authorized under this
21 paragraph.
22

23 9. (New section) The New Jersey Board of Nursing and the
24 Department of Health shall adopt rules and regulations, pursuant to
25 the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
26 seq.), as shall be necessary to implement the provisions of
27 P.L. c. (C.) (pending before the Legislature as this
28 bill).
29

30 10. a. There is appropriated from the General Fund to the New
31 Jersey Collaborating Center for Nursing in the College of Nursing
32 of Rutgers, The State University of New Jersey the sum of
33 \$500,000 to effectuate the provisions of sections 1 and 2 of
34 P.L. c. (C.) (pending before the Legislature as this
35 bill).

36 b. There is appropriated from the General Fund to the
37 Department of State such sums as are sufficient, as determined by
38 the Secretary of State, for allocation to the NJ-NEW to support the
39 operations of NJ-NEW and the initiatives undertaken by NJ-NEW
40 pursuant to section 7 of P.L. c. (C.) (pending before the
41 Legislature as this bill).
42

43 11. This act shall take effect immediately, except that section 8
44 of this act shall remain inoperative until the first July 1 that is at
45 least four months after the date of enactment.