

Creating a healthier tomorrow for all requires investing in healthcare today

Our healthcare workforce is in crisis. Invest now to grow and strengthen frontline care for the future.

HANYS members are committed to providing quality care to all New Yorkers and supporting our healthcare workers who deliver it.

But our healthcare workforce is in crisis. COVID-19 has had a devastating impact on those who have provided care throughout this pandemic. Many are exhausted and burned out and, as a result, are leaving the healthcare field. The pipeline of new healthcare workers entering this field is not big enough to support current demand.

Hospitals and continuing care providers are employing every available tool to recruit new clinicians, support team members and retain their current personnel.

HANYS supports many of the executive budget proposals that aim to rebuild and grow the healthcare workforce by 20% over the next five years.

HANYS supports measures that recognize and reward healthcare and mental hygiene workers. However, the executive budget proposal to provide one-time bonuses has equity and operational challenges. HANYS urges the Legislature to:

- **ensure any proposed annual income eligibility limit adequately recognizes frontline workers** employed in all regions across the state;
- **expand the types of workers who are eligible** so that employers are not forced to reward some workers and leave behind others; and
- **streamline implementation** so that employees are expediently rewarded and employers are not overburdened or penalized under broad state audit authority for unintentional errors when implementing this policy in good faith.

The executive budget includes new and continued funding for critical programs that help support and build the pipeline of healthcare professionals in New York. **HANYS supports funding for:**

- **Doctors Across New York (\$15.9 million)**
- **Nurses Across New York (\$2.5 million)**
- **Empire Clinical Research Investigator Program (\$3.45 million)**
- **Diversity in Medicine (\$2.4 million)**
- **Rural Healthcare Access and Network Development (\$9.41 million)**

We strongly urge the Legislature to support key policy proposals that would modernize and streamline the oversight of healthcare professionals practicing in this state and begin to provide relief to address current workforce challenges, such as:

- **authorizing temporary practice permits** for qualified, licensed individuals practicing in high-need healthcare professions in another state who have applied for licensure in New York;
- **authorizing New York to join the Interstate Medical Licensure Compact and Nurse Licensure Compact;** and
- **permitting trained certified medication aides to perform certain medication-related tasks** while under the supervision of a registered nurse employed by a nursing home.

