



SPONSOR: Rep. K. Johnson & Sen. Mantzavinos
Reps. Briggs King, Griffith, Morrison; Sens. Hoffner,
Huxtable, Lockman, Pettyjohn, Townsend, Walsh

HOUSE OF REPRESENTATIVES
152nd GENERAL ASSEMBLY

HOUSE BILL NO. 204

AN ACT TO AMEND TITLES 16 AND 29 OF THE DELAWARE CODE RELATING TO TEMPORARY STAFFING AGENCIES SERVING LONG-TERM CARE FACILITIES.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE (Three-fifths of all members elected to each house thereof concurring therein):

1 Section 1. Amend Chapter 11, Title 16 of the Delaware Code by making deletions as shown by strikethrough and
2 insertions as shown by underline as follows:

3 § 1102. Definitions.

4 As used in this chapter:

5 (10) "Temporary staffing agency" means a business entity or subdivision that provides temporary staff to a
6 long-term care facility within this State.

7 § 1119C. Regulations.

8 (a) The Department has the authority to adopt, amend, repeal, or issue regulations to implement this chapter. In
9 addition to regulations by category of facility to be licensed, the Department shall also develop pediatric regulations
10 regarding the care of children in long-term care ~~facilities.~~ facilities and regulations regarding the operations of temporary
11 staffing agencies. The temporary staffing agency regulations shall establish a maximum rate temporary staffing agencies
12 can charge long-term care facilities.

13 § 1119D. Temporary staffing agencies.

14 (a) A temporary staffing agency is required to register with the Division and renew the registration annually. In the
15 event of a change in ownership, operation, or location, the temporary staffing agency shall update the registration under the
16 rules adopted by the Department.

17 (b) A temporary staffing agency shall ensure that each employee the staffing agency assigns or refers for a
18 position at a long-term care facility meets state and federal qualification requirements and has the appropriate work
19 experience for that position. A temporary staffing agency shall maintain a record for each employee that must include
20 documented evidence of credentials and required immunizations and documentation of any orientation, in-service
21 education, and completion of training or educational program required by law. A temporary staffing agency shall make the

22 record described in this subsection available to the Department or the long-term care facility where the employee is
23 assigned upon either party's request.

24 (c) A temporary staffing agency may not require, as a condition of employment, assignment, or referral, that an
25 employee of the temporary staffing agency or staff contracted to the temporary staffing agency recruit new employees for
26 the temporary staffing agency from among the permanent employees of the long-term care facility to which the temporary
27 staffing agency employees or contracted staff have been assigned or referred.

28 (d) A temporary staffing agency shall provide an annual report to the Division that includes all of the following
29 information:

30 (1) The number of total employees placed, the health care settings where they were placed, the average
31 duration of the placements, and the state of licensure for those employees.

32 (2) The total and average amounts charged during each quarter of the reporting period to a long-term care
33 facility per employee providing services to the long-term care facility.

34 (3) The total and average wages paid per employee during each quarter of the reporting period.

35 (4) The total and average amounts of stipends paid during each quarter of the reporting period to employees.

36 (5) Documentation showing that the temporary staffing agency has records that each employee contracted to a
37 health care facility during the reporting period had a current, unrestricted license or certification in good standing and
38 met the training and continuing education standards required by state and federal law for the position with the long-
39 term care facility throughout the entirety of the reporting period.

40 (6) Documentation showing that the temporary staffing agency has records that each employee contracted to a
41 long-term care facility had satisfied all background checks required by federal and state law relating to the position and
42 long-term care facility in which the employee was placed during the reporting period.

43 (e) The Division may charge a reasonable registration fee to temporary staffing agencies that may not exceed the
44 costs to the Division of administering this section.

45 Section 2. Amend Chapter 79, Title 29 of the Delaware Code by making deletions as shown by strikethrough and
46 insertions as shown by underline as follows:

47 § 7971. Division of Health Care Quality.

48 (d) The Division has all of the following duties and functions:

49 (19) Regulate, oversee, and monitor temporary staffing agencies, as defined under § 1102 of Title 16.

SYNOPSIS

This bill grants authority to the Department of Health and Social Services (DHSS) to adopt regulations related to the operation of temporary staffing agencies that staff temporary nurses and other staff positions in long-term care facilities

in the State and assigns oversight within DHSS to the Division of Health Care Quality. The bill requires temporary staffing agencies to (1) register annually with the Division of Health Care Quality; (2) validate the qualifications of all provided staff provided; (3) maintain records of all provided staff's credentials, job requirements, and required immunizations; and (4) provide all such records upon request to DHSS and to the long-term care facility where the employee is placed. The bill also requires temporary staffing agencies to report annually to DHSS regarding various factors, including its employee placements, costs charged to long-term care facilities, and wages paid to temporary staff.

This bill is intended to replace HB199.