

Hospital Staffing and HR Requirements



Background

Several bills were passed during the 2017 legislative session that directly affect facilities' staffing capacity, pre-employment screening, and application processes.

[HB 17-1284: Data System Check for Employees Serving At-Risk Adults](#)

Certain employers serving at-risk adults will be required to conduct a check of the Colorado Adult Protective Services (CAPS) database to determine whether there is a substantiated report of adult abuse or neglect for potential employees.

What You Need to Know on HB 17-1284

- Licensed health facilities, including hospitals, community integrated health services agencies, and other organizations working directly with at-risk adults must begin checking the CAPS database starting January 1, 2019.
- Employers are permitted to make hiring decisions based on disqualifying information from the CAPS database.
- The Department of Human Services (DHS) will be developing rules that provide more guidance and details for conducting record checks.

[SB 17-268: Pharmacy Technician Supervision Ratio](#)

The bill allows for more flexibility for facilities to increase the number of pharmacy technicians that can be supervised by a single pharmacist.

What You Need to Know on SB 17-268

- A pharmacist will be able to supervise up to six licensed pharmacy technicians or interns.

continued

[SB 17-146](#): Access to Prescription Drug Monitoring Program

SB 17-146 increases access to the state's prescription drug monitoring program (PDMP) by health professionals that have the authority to prescribe controlled substances.

What You Need to Know on SB 17-146

The following will have access to the PDMP as a result of the bill:

- Health care professionals can access the PDMP to obtain information about a current patient.
- Pharmacists administering a controlled substance or ANY prescription drug to a patient.
- Veterinarians can access the PDMP for a pet owner if they suspect substance or animal abuse.

Additional Resources

- HB 17-1284: [Final Bill](#) and [Fiscal Note](#)
- HB 17-1284 will take effect on Jan. 1, 2019
- SB 17-268: [Final Bill](#) and [Fiscal Note](#)
- SB 17-268 will take effect on Aug. 9, 2017
- SB 17-146: [Final Bill](#) and [Fiscal Note](#)
- SB 17-146 took effect on Apr. 6, 2017

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