

# Health Care Workforce



## Background

Similar to past sessions, issues impacting the health care workforce and employers both in and out of the health care industry were top of mind for legislators. Unlike previous years' efforts, most of the bills made it to the governor's desk in 2019. The following four bills have the most direct impact on hospitals and their clinical workforce.

## HB 19-1088: Modify Income Tax Credit Health Care Preceptors

Recruiting and training a rural health care workforce is challenging, but evidence shows that those who train in rural communities are more likely to return and practice once out of school. HB 19-1088 extends through 2022 the tax credit available to health care providers working in health professional shortage areas who serve as a preceptor for eligible graduate students.

## What You Need to Know

- The law clarifies the time period to qualify for the tax credit to four working weeks or 20 business days.
- The credit is \$1,000 per year and is available for up to 200 preceptors.
- In 2017, 74 preceptors claimed credits worth a total of \$74,000

## HB 19-1105: Nurse Practitioner Workers' Compensation

HB 19-1105 adds advanced practice nurses with prescriptive authority to the list of providers eligible to receive Level I accreditation and to be reimbursed at 100 percent of the workers' compensation fee schedule established by the Colorado Department of Labor and Employment.

## What You Need to Know

- Currently, advanced practice nurse practitioners are only eligible for reimbursement of up to 85 percent of the workers' compensation fee schedule.
- Physician assistants may receive Level I accreditation but can only perform services requiring Level I accreditation if those services are delegated by a Level I accredited physician.

*This guidance does not constitute legal advice to CHA members or others. Each hospital should consult with legal counsel on these matters and have legal counsel review any policies proposed as a result of this guidance.*

## HB 19-1242: Board of Pharmacy Regulate Pharmacy Technicians

In an attempt to reduce medical errors and establish consistency across pharmacies, this year the General Assembly enacted HB 19-1242, which requires pharmacy technicians practicing on or after March 30, 2020, to obtain certification from the State Board of Pharmacy.

### What You Need to Know

- In order to obtain certification from the State Board of Pharmacy, a technician must:
  - Provide proof of certification by a board-approved, nationally recognized organization that certifies pharmacy technicians; and,
  - Submit to a criminal history record check or provide evidence of a criminal history record check.
  - Those technicians that have not obtained certification by a nationally recognized organization may be granted provisional certification from the Board for a period of up to 18 months.
- The law slightly changes the supervision requirements for pharmacists by requiring a majority of technicians to be certified and the remainder to have provisional certification if the pharmacist is supervising three or more technicians.

## SB 19-052: Emergency Medical Service Provider Scope of Practice

SB 19-052 enhances Colorado's health care workforce, particularly in rural communities, by allowing emergency medical service (EMS) providers to begin practicing in clinical settings such as a hospital.

### What You Need to Know

- Current law only allows EMS providers to perform pre-hospital care under the medical direction of a physician.
- The law expands who may supervise an EMS provider to also include physician assistants, advanced practice nurses or registered nurses.
- The supervising provider must be immediately available and physically present where the care is being delivered.

## Additional Resources

- HB 19-1088 [Final Bill](#) and [Fiscal Note](#)
- HB 19-1088 takes effect Aug. 2, 2019
- HB 19-1105 [Final Bill](#) and [Fiscal Note](#)
- HB 19-1105 takes effect Aug. 2, 2019
- HB 19-1242 [Final Bill](#) and [Fiscal Note](#)
- HB 19-1242 takes effect Oct. 1, 2019
- SB 19-052 [Final Bill](#) and [Fiscal Note](#)
- SB 19-052 takes effect Aug. 2, 2019

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