



February 18, 2025

*Submitted Electronically*

Chair Wiklund and members of the Senate Health and Human Services Committee,

We are writing to you today on behalf of the Minnesota Hospital Association (MHA) in support for SF 971 (Mann). Our member hospitals and health systems make significant decisions every day that directly impact the lives of their patients, and they are constantly seeking to improve the systems and processes in place to ensure that the highest quality and safest care is delivered. Frontline providers make split-second decisions in high-pressure environments, and we must ensure they feel safe to report errors so we can improve systems and prevent future mistakes.

As such, a core principle of process improvement in health care is Just Culture—an approach that promotes transparency and learning rather than blame when systemic failures contribute to unintended mistakes. However, when health care providers fear criminal prosecution for errors, they become less likely to report them. This makes health care less safe.

This legislation is critical because it:

- Encourages Transparency & Reporting – When providers fear criminal charges, errors go unreported, making health care less safe.
- Supports System-Wide Improvements – We should focus on fixing flawed processes rather than punishing individuals for systemic failures.
- Helps Retain Health Care Workers – Criminalizing mistakes discourages people from entering or staying in the profession.

We know that highly skilled and dedicated health care providers can still make errors, and we must strike a balance between necessary accountability and deserved compassion. This legislation promotes a culture of transparency and learning, encouraging individuals to report mistakes so that systems can be improved and future errors prevented, ultimately making our health care system safer for everyone.

We appreciate the opportunity to share our support of SF 971 (Mann) on behalf of the thousands of nurses, physicians, advanced practice providers, and allied health professionals working in Minnesota's hospitals and health systems.

Sincerely,

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