

HB 2528 vs HB 2532

Why These Two Bills Are Very Different for Kansas Nurses

HB 2528: Nurse Fair Practice & Due Process (Nurse-Supported)
Adds guardrails, fairness, and oversight to how discipline is applied

HB 2532: Board Enforcement Expansion (KSBN-Requested)
Expands Board authority, enforcement power, and penalties

Topic	HB 2528 (Nurse-Supported)	HB 2532 (KSBN-Requested)
Overall intent	Fairness, proportionality, oversight	Expanded enforcement power
“Unprofessional conduct”	Limited to nursing practice & patient harm	Broad discretion defined by KSBN rules
Late renewals / paperwork	Non-disciplinary with clear correction path	Practicing on lapsed license = discipline
Retaliation protections	Protects nurses who speak to legislators, file complaints, testify	No protection
Due process	Prevents punishment for non-practice issues	Expands what triggers discipline
Impaired provider program	Not included	Broad KSBN-controlled program, “reasonable suspicion,” confidential
During investigations	Adds accountability	KSBN can revoke even if nurse surrenders or doesn’t renew
Civil fines	Limited to practice violations	Increased fines, thousands per violation
Transparency	Notices, receipts, refunds required	Not addressed
Oversight of the Board	Strengthened	Not addressed
Effect on nurses	Protection from misuse of discretion	Expanded KSBN leverage over nurses
Effect on public safety	Focus on real patient safety issues	Enforcement beyond patient safety

✅ The Simple Way to Remember

HB 2528 = Guardrails, fairness, proportionality

HB 2532 = Expanded Board authority and penalties

⚠️ Why Confusion Happens

- Bill numbers are almost identical
- Both amend the Nurse Practice Act
- They appear similar, but move policy in **opposite directions**
 - **2528 limits misuse of discretion**
 - **2532 increases the Board’s discretion**

For Kansas Legislators:

Supporting **HB 2528** strengthens both **public protection** and **fair treatment of nurses**. Confusing it with **HB 2532** risks doing the opposite.