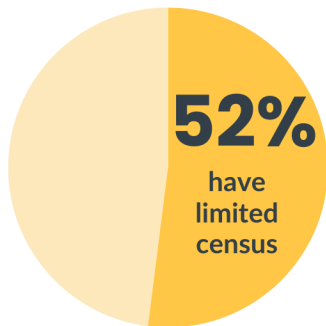


Nursing Home Workforce and Staffing Mandate Experience Survey

LeadingAge PA conducted a member survey from Sept. 28 - Oct. 6, 2023 to assess the impact of Phase 1 state staffing ratios implemented July 1, 2023 and the pending federal proposed mandate.

ACCESS TO CARE:



Over half of respondents have had to refuse admissions and limit their census (despite having licensed beds available) to comply with new state staffing ratios that went into effect on July 1, 2023 (up from 34% in a similar March 2023 survey).



In those nursing homes, an **average of 1 in 4** available beds were out of use, some with **up to 60%** of beds sitting empty, despite constant referrals & long waitlists.

"We have had an entire wing closed since the pandemic and the ratios have essentially placed all plans to re-open that wing on hold."

- Nursing Home Administrator, Cambria County

"Since the implementation of the staffing ratios in July we have had to limit our resident census. We have turned potential clients away that are from our area due to our inability to meet staffing ratios."

- Nursing Home Administrator, Cameron County

<p>IF THE PROPOSED FEDERAL MANDATE IS ALSO IMPLEMENTED:</p>	<p>62.8% said they will have to <u>further</u> reduce census</p>	<p>15.7% said they will have to cease operations or sell facility</p>
---	---	--

Nursing Home Workforce and Staffing Mandate Experience Survey

STAFF TURNOVER

Compared to turnover rates prior to July 1:

25.5%

report an increase in nurse management turnover

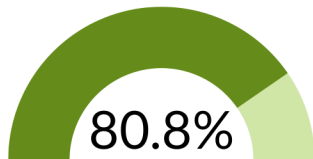
41.2%

report an increase in frontline nursing staff turnover

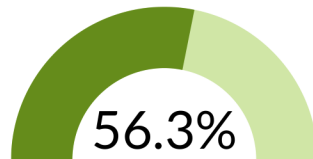
“Our staff are experiencing lower morale and are considering leaving health care.”

- CEO, York County

TEMPORARY STAFFING AGENCIES



of respondents are currently using temp. agency staff to fill frontline positions.



of respondents report increased temp. staffing agency use since July 1.

58% report being **unable to fill shifts despite reaching out to temp. staffing agencies** -- even the agencies do not have the necessary staff.



On average, **1 in 4 direct care staff** in a SNF (including CNAs, LPNs, and RNs) are from a temp. staffing agency.

“Since July, we lost more RNs to the hospital that paid a sign-on bonus. We have reached out to multiple staffing agencies, but they are unable to fill our professional open positions. Staff are tired and burnt out with no relief in [sight].”

- Nursing Home Administrator, Cameron County