



# NURSING HOME STAFFING IN PENNSYLVANIA: *Why Prescriptive Requirements Miss the Mark*

## Staffing Challenge in a Growing Aging Population

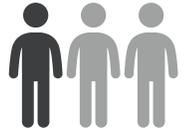
Pennsylvania's aging population continues to grow, increasing the demand for long-term care services. While intended to ensure high-quality aging services, prescriptive staffing rules implemented by the PA Department of Health are creating unintended consequences, proving to actually reduce quality and increase staff turnover and burnout.

**TODAY:**

2.4 million residents aged 65+



**2030:**



1 in 3 Residents Over Age 60

## Creating More Problems Than Solutions

Mandated per-shift ratios strain already burdened providers rather than improving care.



### Reduced Admissions

Providers are forced to limit new admissions, restricting access to care.



### Resource Strain

Reallocating resources to meet arbitrary requirements often hurts person-centered resident benefits and programs.



### Burnout and Turnover

Increased pressure is worsening the staffing crisis.

*Prescriptive per-shift ratios limit the ability of caring providers to allocate limited resources in the way that best meets their unique residents' needs.*

## Penalized for Factors Beyond Their Control



### WIDESPREAD WORKER SHORTAGES

Struggling to fill essential roles with qualified workers

### LAST-MINUTE CALL-OFFS

Per shift staffing ratios limit the ability of providers to make adjustments and move staff around in the best way to ensure resident needs are met

### COSTLY STAFFING AGENCIES

Temporary staffing agencies profiting off of the crisis by charging unrealistically high rates, exacerbating the crisis

**2026 State of Nursing Homes Report**



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