

March 2023
LeadingAge PA Member Survey



NURSING HOME BED CAPACITY AND WORKFORCE CHALLENGES

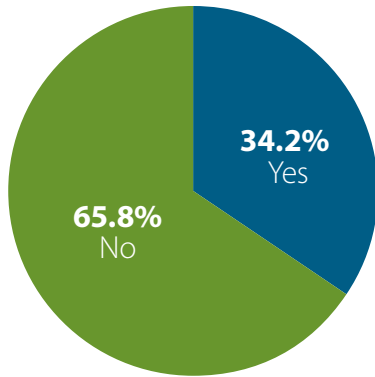


WHAT'S AHEAD IN AGING SERVICES

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In March 2023, LeadingAge PA conducted a survey of Skilled Nursing Facility (SNF) members using online survey platform, Alchemer. 82 members responded, resulting in a response rate of 42%.

1. Do you currently have any certified beds offline?



Of those who answered yes, the average number of certified beds offline was 40.

Value	Percent	Responses
Yes	34.2%	26
No	65.8%	50
		Totals: 76

Reasons for certified beds offline:

76.9%

cited Workforce Shortages

42.3%

cited Insufficient Reimbursement

30.8%

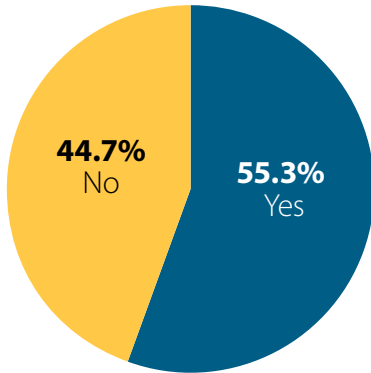
cited Other Source of Financial Strain (ie. Inflation)

“Everything is costing more to take care of the residents from food to the workforce.”

“Nursing Homes need assistance with recruiting the staffing to meet the requirements to provide quality of care to our residents. We need help to provide the care we promised, not an increase in regulations to deplete our operating costs forcing closure in some instances.”

“Medicaid relies on us to take care of these residents, but doesn’t provide us with what we need to do so. We are staying afloat because of our other lines of service that pay privately. It’s our mission to continue to provide care to residents who cannot afford other levels of care, but this is not sustainable with the current reimbursement and threat of increased staffing requirements.”

2. Since Jan. 1, 2023, despite having licensed beds available, have you declined any potential hospital discharges due to insufficient workforce and/or funding?



Value	Percent	Responses
Yes	55.3%	42
No	44.7%	34
		Totals: 76

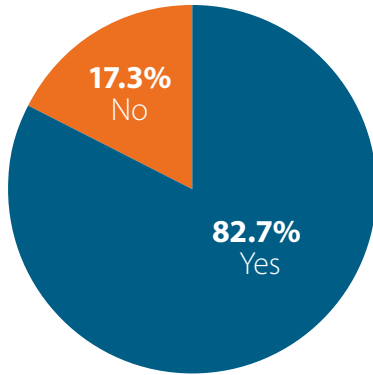
“Workforce issues are critical and impacting our ability to care for residents, particularly those needing skilled care. We are using some agency (we never used agency pre Covid) with a plan to discontinue in early April. If we did not use agency over the last year, we would have had to take certified beds offline more frequently. There were periods of time agency was not readily available and our own staff was so overburdened and exhausted that we intentionally held our census to give them time off or lessen their workload. Holding census along with rate increases impacts the bottom line; it also impacts our local hospitals as they have less beds to which to discharge. Holding census is a retention effort though albeit a difficult decision.”

3. Since July 1, 2022, have you increased starting wages for your frontline staff positions?



96% of respondents have increased their starting wages for frontline staff positions since July 1, 2022, after the 17.5% Medicaid funding increase for nursing homes was included in the 2022-23 PA state budget.

4. Are you currently using agency staff to fill CNA, LPN, and/or RN positions?



- Of those who answered yes, 61% of those have at least 10% of their staff from an agency
- Of those who answered yes, 10% of those have at least 45% of their staff from an agency
- Of those who answered yes, 6% of those have at least 50% of their staff from an agency

Value	Percent	Responses
Yes	82.7%	62
No	17.3%	13

Totals: 75

"Agencies are gouging us because they know we need staff. At some point, trying to compete and keep staff is not sustainable."

"While we have been able to maintain very high occupancy rates, cost of agency personnel and other wage incentives/ premiums are likely to compel a meaningful reduction in our skilled nursing bed capacity."

"Although we are able to afford to hire agency staff to fill our positions, the quality of work is not what I would like to see from a customer service perspective. It is also an extremely heavy burden on administration to provide orientation and ongoing education to keep the ever-changing staff competent."

For more information on the Nursing Home Bed Capacity and Workforce Challenges Member Survey Report, please contact govaffairs@leadingagepa.org.