

# LONG TERM CARE COMMUNITY COALITION

---

[WWW.NURSINGHOME411.ORG](http://WWW.NURSINGHOME411.ORG)

## Assisted Living Fact Sheet: Staffing Ratios

Both the sufficiency and competency of care staff are essential aspects of assisted living. This is due to the fact that assisted living facilities (ALFs) typically provide care, monitoring, and support services to residents who need assistance with basic activities of daily living, such as eating meals, taking medication, and bathing, and who are often quite vulnerable. Unfortunately, too often, the needs of residents go unmet or are poorly responded to due to inadequate staffing.

The establishment of staff-to-resident ratios (by facilities and/or government) can ensure that every resident has appropriate access to staff members and care services. An ALF's staffing ratio is something that potential residents should inquire about when considering a facility.

LTCCC has conducted a nationwide analysis of best practices in assisted living and has published a report with recommendations for improving resident health, safety, and well-being. Following are some key recommendations for implementing staffing ratios in assisted living from our report, [\*Assisted Living: Promising Policies and Practices for Improving Resident Health, Quality of Life, and Safety\*](#). On the next page is a map showing which states do – and do not – have minimum staffing requirements.

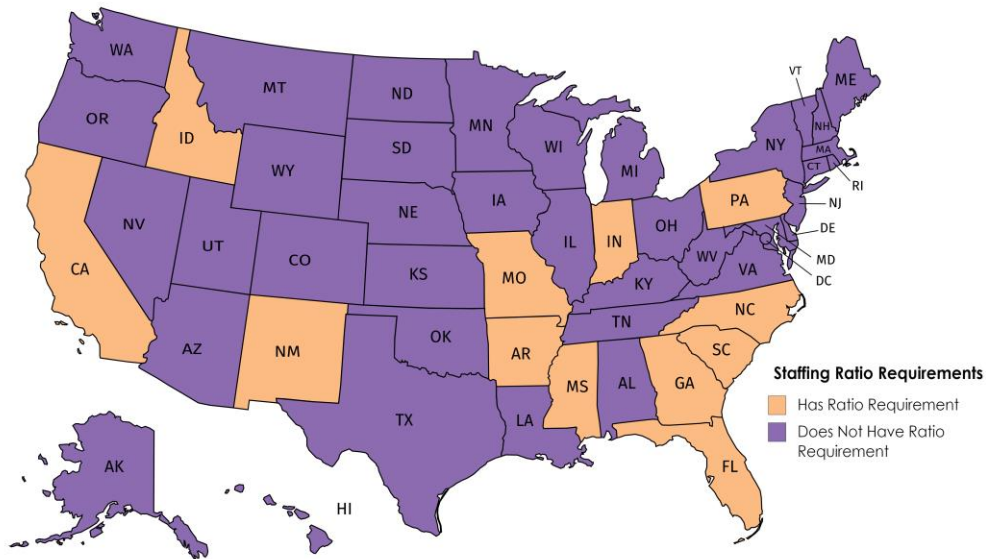
### Recommendations

- States and ALFs should specify a minimum number of staff, including direct care workers (DCWs) and other relevant staff (such as security personnel) that are to be in the building, depending on the number of residents in the facility at any given time and their needs.
- States and ALFs should specify that, at a minimum, one DCW and one staff (non-care) worker are present in the facility at all times. A ratio for additional staffing should be utilized, based on the numbers of residents in the facility and their needs/acuity.
- ALFs should disclose their daily care staffing levels based on payroll or other auditable records to the public and to the state. States should post, on a public website, daily care staff for all licensed facilities in a timely manner (i.e., on a quarterly basis, within three months of the end of the quarter).
- States and ALFs should specify appropriate staff-to-resident ratios for nights, evenings, and weekends.

**NOTE:** This is a partial list. To see all of our recommendations, please see the [report](#).

## Map of Staffing Requirements

- 38 states and the District of Columbia do not have a requirement for minimum staffing ratios.
- 12 states have a requirement for minimum staffing ratios.



Created with mapchart.net ©

### Further Reading

1. LTCCC's 2018 report, *Assisted Living: Promising Policies and Practices*, provides a comprehensive review of state policies, recommendations, and example language for use in future policymaking. See <https://nursinghome411.org/ltccc-report-assisted-living-promising-policies-and-practices/>.
2. LTCCC's Assisted Living State Requirements Chart offers a comparative look at state requirements, including standards for staffing ratios. See <https://nursinghome411.org/assisted-living-state-requirements-chart/>.
3. Specific staffing ratio requirements for each state can be found in the *Compendium of Residential Care and Assisted Living Regulations and Policy: 2015 Edition*. See <https://aspe.hhs.gov/basic-report/compendium-residential-care-and-assisted-living-regulations-and-policy-2015-edition#overview>.
4. PayingforSeniorCare.com provides a list of states and their level of transparency. States that make their survey results available to the public have a link which directs consumers to state websites where consumers can view the survey reports. See <https://www.payingforseniorcare.com/longtermcare/assisted-living-reviews.html>.

Note: This document is the work of LTCCC. It does not necessarily reflect the views of the Department of Health, nor has the Department verified the accuracy of its content.