IT STARTS WITH STAFFING: REQUIREMENTS AND RECOMMENDATIONS FOR PROVIDING SAFE AND QUALITY NURSING HOME CARE

Lori Smetanka
Sam Brooks

May 17, 2022
• Advocates for policies that support quality care and quality of life

• Empowers and educates consumers

• Trains and supports advocates

• Promotes the critical role of staff and best practices

www.theconsumervoice.org
Administration’s Proposed Reforms

1. Support Nursing Homes That Provide Safe, Adequate, Dignified Care
2. Enhance Accountability and Oversight
3. Increase Transparency
4. Create Pathways to Good-Paying Jobs
5. Ensure Pandemic and Emergency Preparedness in Nursing Homes
<table>
<thead>
<tr>
<th>Minimum staffing standard</th>
<th>Promote single occupancy rooms</th>
<th>Reduce Unnecessary Medications</th>
<th>Fund inspection activities</th>
<th>Expand financial penalties and other enforcement actions</th>
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</thead>
<tbody>
<tr>
<td>Support state efforts around staffing and workforce</td>
<td>QIO support for nursing homes</td>
<td>Transparency of ownership and finances</td>
<td>Enhance nursing home compare</td>
<td>Examine private equity</td>
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<tr>
<td>Ensure affordable nurse aide training</td>
<td>Emergency preparedness and pandemic requirements</td>
<td>Increase accountability for chain owners</td>
<td>COVID testing, vaccines, boosters in nursing homes</td>
<td>On-site infection preventionist requirements</td>
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<tr>
<td>Launch national career pathways campaign</td>
<td>Integrate lessons learned using equity lens</td>
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</table>
Administration Staffing Reforms

- Staffing Study
- Minimum Staffing Standard
- Supporting Staff
  - Affordable Training
  - Support States’ Efforts
  - National Nursing Career Pathways Campaign
### State Requirements for Total Nursing Staff Time Recommended

**Staffing Standard: 4.1**

<table>
<thead>
<tr>
<th>Total hprd</th>
<th># of States</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.10+</td>
<td>1</td>
<td>DC</td>
</tr>
<tr>
<td>3.50 – 4.09</td>
<td>6</td>
<td>CA, FL, IL, MA, NY, RI</td>
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<tr>
<td>3.00 – 3.49</td>
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<td>AR, CT, DE, MD, VT, WA</td>
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<tr>
<td>2.50 – 2.99</td>
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<td>2.00 – 2.49</td>
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<td>CO, GA, IA, ID, KS, LA, MI, MN, OR, SC, TN, WV, WY</td>
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<tr>
<td>1.50 – 1.99</td>
<td>1</td>
<td>MT</td>
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<tr>
<td>1.00 – 1.49</td>
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<tr>
<td>&lt;1.00</td>
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<td>AZ</td>
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</table>

“immediate action is necessary to initiate fundamental change”

Calls for:

- Minimum staffing standards
- Education and competency requirements
- Increased transparency and accountability for finances, operations, ownership
- A specific percentage of payments designated for direct care
- Increased funding for the LTCOP
- Enforcement on owners with poor quality care across facilities
- A health equity strategy for nursing homes
- Advance, empower workers
NASEM Staffing Recommendations

• Minimum Staffing Standard
• 24 Hour Registered Nurse
• Qualified Full-Time Social Worker
• Qualified Infection Control Preventionist
NASEM Cont’d-Investment in Staff

• Wages and Benefits

• Training

• Career Advancement

• Empowerment of CNAs
NPRM PPS, Value-Based Purchasing; Request For Information on Revising the Requirements for LTCFs to Establish Mandatory Minimum Staffing Requirements

Federal Register, Vol. 87, No. 73, Friday, April 15, 2022, pp.22720


Submit Comments:
https://www.regulations.gov

Refer to file code CMS-1765-P

COMMENTS DUE: JUNE 10, 2022
Webinar – May 25, 3:00pm ET

- Review and discuss the issues where feedback is requested in the CMS Request for Information
- For national, state, local advocates on submitting comments to CMS

Register at:
https://us02web.zoom.us/webinar/register/WN_cPBrsGHYSDCZ5eZrfO7cng

Sign up with Consumer Voice’s Action Network to receive the registration link
Opportunities for Advocacy

• Support the Need for Reforms, including Staffing Requirements

• Why are Reforms Needed?
  • Impact on Residents
  • Personal Stories

• How to Share the Info:
  • Letters to the Editor
  • Social Media
  • Blogs
  • Letters/Emails to Members of Congress

https://theconsumervoice.org/events/march-forth-together
Consumer Voice Resources

https://theconsumervoice.org/issues/issue_details/staffing

https://theconsumervoice.org/pursuingquality
Thank you!

www.theconsumervoice.org

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