

Staffing Ratios and PBJ Payroll-Base Journal

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N.J. Stat. § 30:13-18

Minimum staffing requirements for nursing homes

- Nursing homes shall maintain the following minimum direct care staff-to-resident ratios
 - 7-3 Shift One certified nurse aide to every eight residents for the day shift
 - 3-11 Shift One direct care staff member to every 10 residents for the evening shift.
 - 11-7 Shift One direct care staff member to every 14 residents for the night shift

Payroll-Based Journal

PBJ

Nursing Homes Nurse Staffing Data

Nursing Homes must report information on the number of staff involved in direct patient care on a daily basis to Federal Gov.

- Registered Nurses (RNs)
- Licensed Practical Nurses (LPNs)
- Certified Nursing Assistants (CNAs)

- **Registered Nurses and Licensed Practical Nurses:** By law, RNs must assess nursing home residents' needs. RNs and LPNs work together to plan care, implement care and treatment, and evaluate residents' outcomes.
- **Certified Nursing Assistants (CNAs):** Certified Nursing Assistants (CNAs) work under the direction of a licensed nurse to assist residents with activities of daily living, i.e., eating, grooming, hygiene, dressing, transferring, and toileting.

Citations for Staffing

- In 1/1/23 – 6/1/23 State staffing was cited a total of 110
- For 2022 it was cited 197 times
- F851 Failure to report staffing PB & J cited 1 time since 10/24/22
- F725 Sufficient Nursing Staff cited 8 times since 10/24/22

What can be done?

Best practices for covering staff shortages:

- Cross training and utilization of therapists (PT, OT & ST) for direct care assistance, feeding teams, and resident covid screening.
- Dietitian-passing trays-feeding, screening
- Hiring feeding assistance – must be trained
https://www.nj.gov/health/healthfacilities/documents/CN/guidance/PaidDiningAsstCurr_10.2018.pdf
- Reaching out to families, eliciting their assistance.
- Use of Volunteers – church groups are reportedly helping with activities
- Facilities ancillary staff – light housekeeping work, screening, restocking PPE, meal passes.

Best Practices

Best practices for covering staff shortages:

- Turning, and feeding teams
- Manage staff vacations-including w/e and Holidays
- Incentive pay, bonuses
- Free meals for the staff
- Meet with staff to ensure they have child care planned out and they have a contingency plan in case school and Day Cares are closed.
- Leadership visibility in the building on off shifts and weekends. Do frequent rounds throughout the building. Thank your staff often!!!
- Request family or Guardian assistance with supervision, diversional activities, personal grooming (hair care, nails) and tidying of room, and meal assistance.

Best Practices

Administration:

- Current Census
 - Curtail admissions
 - Consolidate units
- Staff Recruitment
 - Flexible schedules
 - Agency use
- Staff Retention
 - Appreciation- recognition, bonuses, parties, praise
 - Education leadership ladders
 - Employee committee meetings – job satisfaction surveys