



What can we expect in Long Term Care?

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Nursing Names by the Numbers

15,000 Nursing Homes in the US

- **For-profit nursing homes:** Approximately **70%** of nursing homes in the U.S. are for-profit.
- **Not-for-profit nursing homes:** Around **24%** are not-for-profit, typically run by charitable organizations, religious groups, or community-based organizations.
- **Government-owned nursing homes:** The remaining **6%** are publicly owned and run by government agencies, such as those affiliated with the Department of Veterans Affairs or local municipalities



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How is the profit margin so high for FOR Profit Homes?



- For-profit nursing homes often focus on minimizing operational expenses to maximize margins
- Reduction in staff
- Supplies and equipment
- Facility maintenance
- Specialized care services: palliative care, wound care, dementia care
- Real Estate ownership and leasing
- Set up a network of related companies
- Tax benefits and government incentives

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Let's talk about the staffing shortage

500,000 nursing staff are employed in nursing homes

Registered Nurses

- **Registered Nurses (RNs):** Around **15-20%** of nursing staff
- Provide supervision and oversight of staff
- Hold positions of director of nurses, Infection prevention, Quality Assurance, MDS, Nursing Supervisor
- May regional or corporate positions
- May be APRN



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Licensed Practical Nurses



- **Licensed Practical Nurses (LPNs):**
Comprise about **25-30%**
- Provides patient care
- Medication administration
- Treatments and procedures
- Charge nurse and leadership duties

Certified Nursing Assistance

- Certified Nursing Assistants (CNAs) account for 50 to 55% of staff
- Provide assistance with activities of daily living
- Provide emotional support
- Participate in activities



In a survey of 441 Nursing Homes, Survey Said...

- Ninety-nine percent of nursing homes currently have open jobs, including 89 percent who are actively trying to hire for registered nurse (RN) positions
- More than half of nursing homes say their workforce situation has stayed the same or gotten worse
- Ninety-four percent of facilities say it is difficult to recruit new staff with 67 percent of facilities citing a lack of interested or qualified candidates as an extremely big obstacle.
- Forty-six percent of nursing homes have limited new admissions, with 38 percent having to turn away residents weekly and/or monthly, and seven percent having to turn away residents daily
- Nearly 20 percent have closed a unit, wing or floor because of labor challenges



New Regulations

Executive Order on Increasing Access to High Quality Care

Biden Executive Order

- The Centers for Medicare & Medicaid Services (CMS) is proposing a rule to set a federal floor for staffing levels
- Proposal would require every facility to have a Registered Nurse on site 24/7,
- CMS is also announcing new efforts to improve enforcement of existing staffing standards, which currently require nursing homes to provide “sufficient” staffing and eight hours per day of Registered Nurse
- HHS Office of the Inspector General (HHS-OIG) is also undertaking important oversight of nursing home performance
- CMS, in partnership with the Health Resources and Services Administration (HRSA), is announcing a national nursing career pathways campaign.

Executive Order on Increasing Access to High Quality Care

- Nursing homes must provide at least .55 hours (33 minutes) per resident day of care from a Registered Nurse, exceeding standards in nearly all states.
- Nursing homes must provide 2.45 hours (2 hours and 27 minutes) per resident day of care from nurse aides, exceeding standards in all states.
- CMS is expanding audits of the direct care staffing data that nursing homes
- HHS-OIG is performing new oversight work to follow the money on how nursing homes spend the taxpayer funds they receive
- CMS will undertake new analyses of state inspection findings to ensure cited deficiencies receive the appropriate consequence
- HHS-OIG is examining risks at nursing homes that have concerning prescribing practices of psychotropic medications

Executive Order on Increasing Access to High Quality Care

- HHS-OIG is undertaking a new effort to improve resident safety during emergencies
- nursing homes to disclose additional information about their owners and management and require federal background checks
- Quality Reporting Program and the SNF Value-Based Purchasing Program to encourage high-quality care.
- reinforcing regulations banning facilities from illegally holding families responsible for their loved ones' nursing home debt
- require an infection control specialist be on site at least part-time in nursing homes to improve response to pandemics
- giving the public more access to information on misdiagnosis of schizophrenia, which can lead to overprescribing of dangerous antipsychotics



What does the future hold?

- Mandatory Staffing Requirements
- Increased Oversight and Accountability
- Infection Control Protocols
- Transparency in Ownership and Operations
- Improved Access to Mental Health Services
- Expanded Use of Telehealth
- APRN's on site
- Flexible Living Arrangements
- Diversity and Inclusion Initiatives

- Workforce Development and Retention Strategies
- Wearable technology
- Smart home technologies
- Use of Data Analytics



Thoughts?

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