



SURVEY: 2023 State of Pennsylvania Nursing Facilities

Background

Between February 6-17, 2023, the Pennsylvania Health Care Association (PHCA) conducted a digital survey of nursing facility members – inclusive of for-profit, nonprofit and government-run facilities.

The focus of the survey was to better understand the current state of long-term care. The purpose of this report is to share information gathered about nursing facilities. PHCA also surveyed members that operate assisted living communities and personal care homes – that information will be released at a later date.

Summary

The information shared by survey respondents revealed a continued workforce crisis and exacerbated concerns of access to care availability with an impending new state staffing regulation – and the potential for an unattainable federal staffing mandate. While workforce challenges have been widely known, the survey underscores how many positions need to be filled and how many beds are unable to be used because of staffing limitations. The survey also revealed providers' efforts to address their staffing needs.

Respondent Profile

69 Nursing Facilities/
Administrators

28% PHCA Member Facility
Participation

18 Nursing Facility Owners



ADMINISTRATOR RESPONSES

52%

of the respondents said they are limiting admissions in some way because they do not have enough staff to care for more residents.

"Closed an entire wing of the building due to staffing issues."

"May not be able to accommodate those who require Ax3 for mobility"

"Closed a nursing unit due to a lack of nursing employees."

"Admissions are limited day-to-day."

"Approximately 30 beds are inactive due to open nursing positions."

17

The average amount of admission denials per facility during a three month period between November 2022 and January 2023 was 17, because providers did not have enough staff.

Total admission denials – for any reason – during the same three month period averaged at about 58 denials per facility.

3

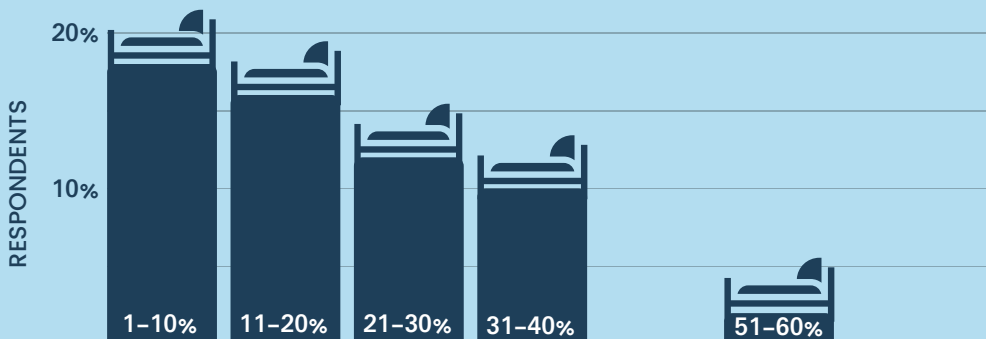
The average number of people on a nursing facility waitlist is three.

With 677 nursing facilities in Pennsylvania, this waitlist average equates to more than 2,000 Pennsylvanians waiting to be admitted for care.

22%

Nearly a quarter of the respondents said they have between 21-40% of their beds available but unable to be used because of staffing limitations.

One respondent revealed they are unable to use between 51-60% of their beds because of staffing limitations.

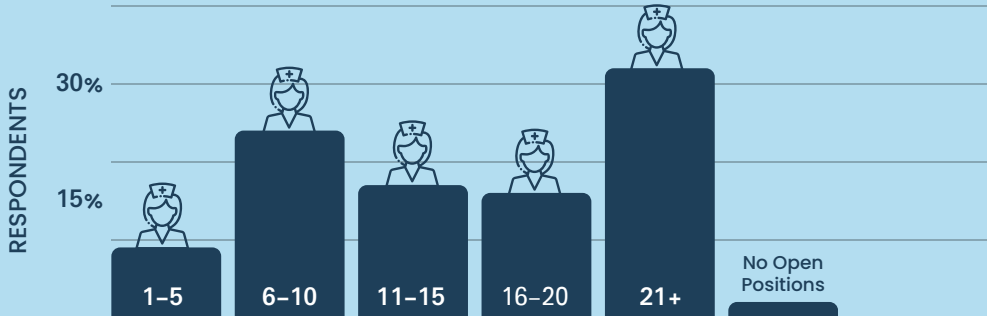


57%

of respondents have beds unable to be used because they do not have enough caregivers to staff all beds.

31%

of the respondents said they have 21 or more open direct care positions (CNA, LPN, RN) that need to be filled.



98%

of respondents have direct care positions that need to be filled.

81%

of the respondents said they are using contracted agency staff to fill open positions.

More than 50% of these respondents said their agency use was much more in 2022 than in 2021.

93%

of the respondents said they anticipate the need to use or increase use of contracted workers to meet Pennsylvania's new staffing ratios.

Pennsylvania nursing facilities will be required to meet new staffing ratios beginning in July 2023.

95%

of the respondents said they are very concerned about meeting a 4:1 federal staffing mandate, if implemented by the Biden administration. The top three biggest concerns are:

#1

finding staff to meet the requirement

#2

having to rely more on costly agency staff to fill shifts

#3

not receiving corresponding resources to recruit/retain staff

8

The number of conversions of a Temporary Nurse Aide (TNA) to a Certified Nurse Aide (CNA) was eight per facility, according to respondent data. Seventeen percent of respondents did not use TNAs.

An average of eight TNA conversions at 83% of Pennsylvania's nursing facilities equates to approximately 4,500 new CNAs.

OWNER RESPONSES

20%

The average labor cost increase from 2019–2022 was 20%, according to nursing facility owners that collectively operate 37 nursing facilities in Pennsylvania.

\$17.26

The current average wage for a full-time Certified Nurse Aide (CNA) is \$17.26, according to data provided by owners that participated in the survey.

The average hourly rate for a Pennsylvania CNA in 2019 was \$15.14, according to Bureau of Labor Statistics data.

\$34.90

The current average wage for a contracted Certified Nurse Aide (CNA) is \$34.90, according to data provided by owners that participated in the survey.

The top four responses from nursing facility owners on how they plan to apply funds from the recently approved Medicaid increase are:

#1

employee wages

#2

workforce
recruitment

#3

infrastructure/facility
improvements

#4

loans/
capital debt/
capital obligations

The top four responses listed as the biggest challenges or concerns facing nursing facility owners in 2023 are:

#1

workforce
recruitment and
retention

#2

financial
sustainability

#3

meeting
new/increased
staffing minimums

#4

staffing agency
utilization