



Preliminary Analyses on Outcomes of Increased Nurse Staffing Policies in Florida Nursing Homes: Staffing Levels, Quality and Costs (2002-2007)

Kathryn Hyer, PhD. M.P.P.¹, Kali Thomas, MA¹, Shabnam Mehra, MSPH¹, Christopher Johnson, PhD.², and Jeffrey S. Harman, PhD³.

¹University of South Florida, Florida Policy Exchange Center on Aging and School of Aging Studies

²Texas A&M University Health Science Center, School of Rural Public Health

³University of Florida, College of Public Health and Health Professions

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School of Aging Studies, University of South Florida

Section 6 of HB5003 (2008), required the Agency for Health Care Administration to “study the effects of the minimum nursing home staffing ratios found in s. 400.23(3), Florida Statutes, and the relationship to Medicaid reimbursement and the quality of care provided to residents. The agency shall report its findings to the Governor, the President of the Senate, and the Speaker of the House of Representatives by February 1, 2009.”

Rationale

- Studies of nurse staffing have repeatedly demonstrated that quality of care is impacted by nurse staffing
- The findings vary by the outcome measures used and by the way nurse staffing is measured
- The strongest research suggests poor quality of care is linked to inadequate staffing levels
- Minimum staffing levels are needed before facilities can implement high quality resident outcomes

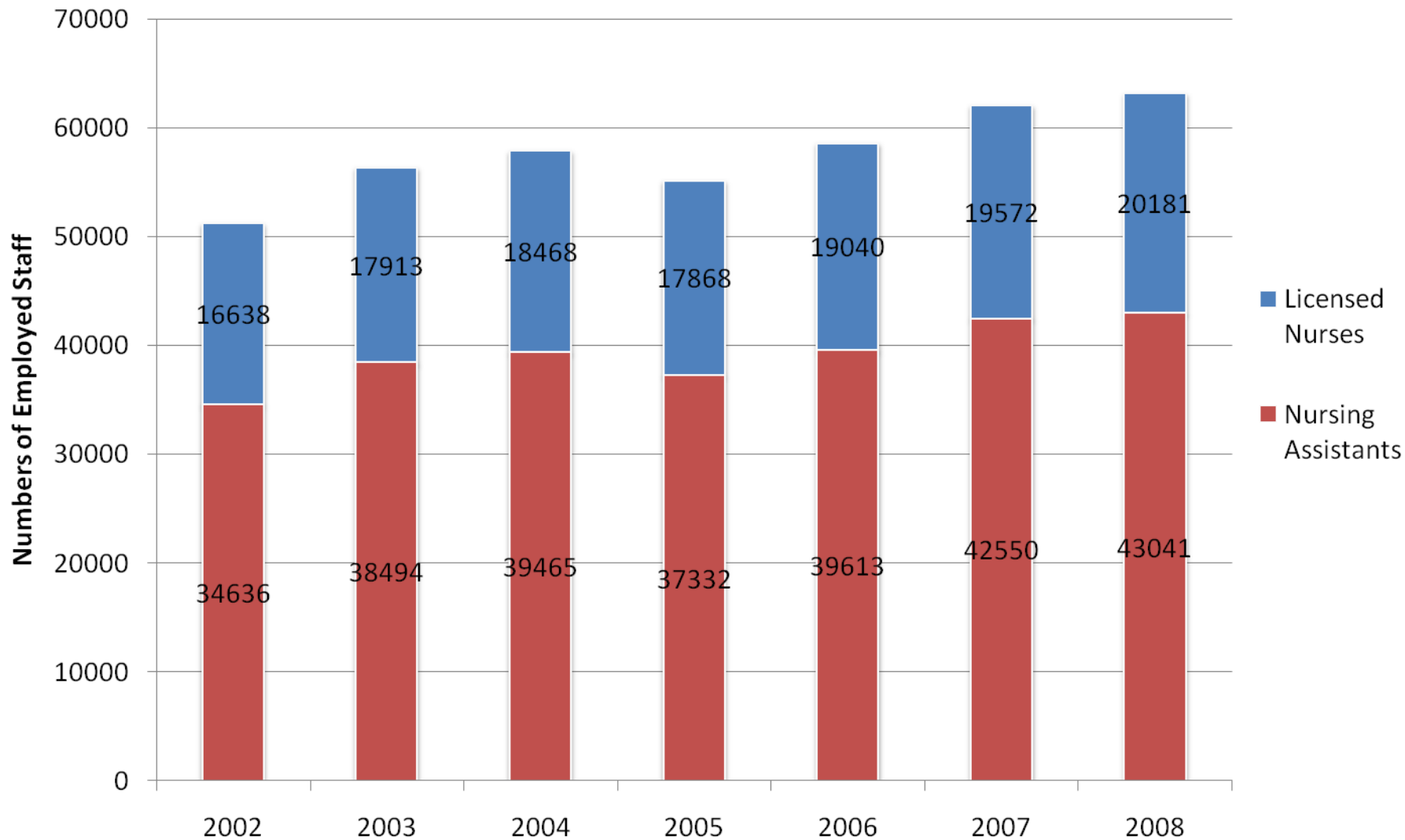
Comparison among Nursing-Staff-to-Resident Minimum Ratios

| Staffing Proposals | NA | Licensed | | Total Hours |
|--|-----------|-----------------|-----------|--------------------|
| Florida's 2.6 minimum (2002 - 2006) | 2.6 | 1 | | 3.6 |
| Florida's 2.9 average minimum (2007-6/2008) | 2.9 | 1 | | 3.9 |
| National Citizen's Coalition for Nursing Home Reform (NCCNR) | 2.93 | 1.2 | | 4.13 |
| John A. Hartford Foundation of Geriatric Experts | 2.93 | 1.2 | | 4.55† |
| | NA | LPN | RN | Total Hours |
| CMS Minimums | 2 | 0.6 | 0.2 | 2.75 |
| CMS Preferred Minimums | 2 | 0.6 | 0.5 | 3 |
| CMS Optimal Minimums | 2.9 | 0.5 | 0.8 | 4.1 |
| Actual Staffing Levels | | | | |
| USF Analysis of Florida Nursing-Staff-to-Resident Ratios* | NA | Licensed | | Total Hours |
| 2002 | 2.49 | 1.15 | | 2.64 |
| 2003 | 2.71 | 1.14 | | 3.85 |
| 2004 | 2.73 | 1.16 | | 3.89 |
| 2005 | 2.73 | 1.18 | | 3.91 |
| 2006 | 2.76 | 1.2 | | 3.96 |
| 2007 | 2.98 | 1.21 | | 4.19 |

Timeline of Florida Legislative Action to Increase Nurse Staffing

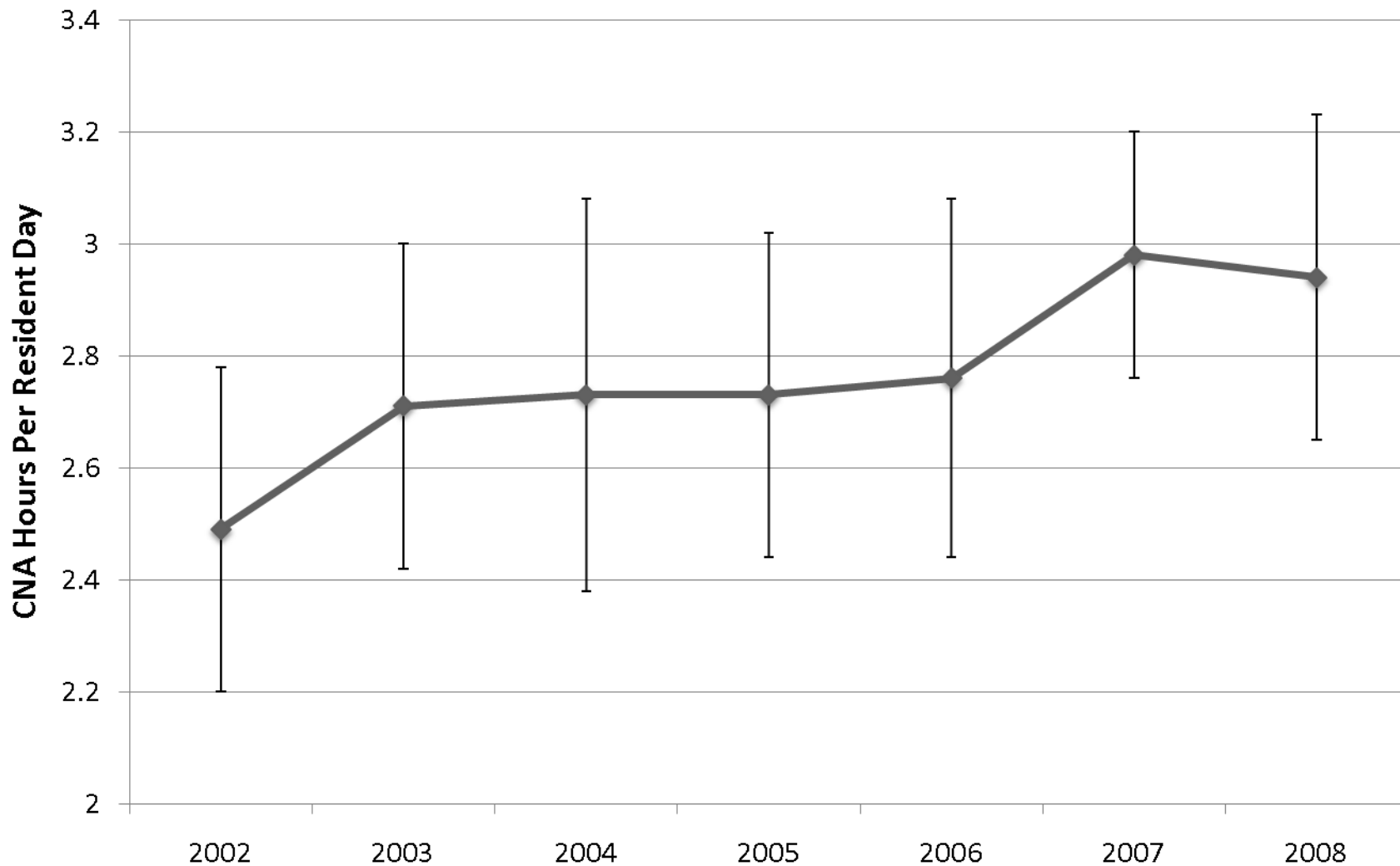
| | | | |
|------|--|-------------------------|-----|
| 1999 | Appropriated Medicaid direct patient care incentives (HB 1971) | 1.7 | 0.6 |
| 2000 | Reimburse Medicaid direct patient care incentives effective April 2000 | 1.7 | 0.6 |
| 2001 | Mandate new staffing standards over 36 months (SB 1202) | 1.7 | 0.6 |
| 2002 | Increase CNA and LPN/RN staffing standards effective January 2002 | 2.3 | 1 |
| 2003 | Increase CNA staffing standards to 2.6 effective January 2003 | | |
| | Delayed implementation of 2.9 CNA hours to July 2004 | 2.6 | 1 |
| 2004 | Delayed implementation of 2.9 CNA hours to July 2005 | 2.6 | 1 |
| 2005 | Delayed implementation of 2.9 CNA hours to July 2006 | 2.6 | 1 |
| 2006 | Amended legislation to weekly average of 2.9 CNA hours and daily minimum of 2.7 CNA hours effective January 2007 | 2.7 daily 2.9 weekly | 1 |
| 2008 | Budget implementing bill to maintain daily minimum at 2.6 CNA hours effective July 1, 2008-June 30, 2009 | 2.6 daily | 1 |
| 2009 | Budget implementing bill to reestablish weekly minimum at 2.9 CNA hours and daily minimum of 2.7 CNA | 2.7 daily 2.9 weekly | 1 |

Numbers of Employed Direct Care Staff in Florida Nursing Homes (2002-2007)



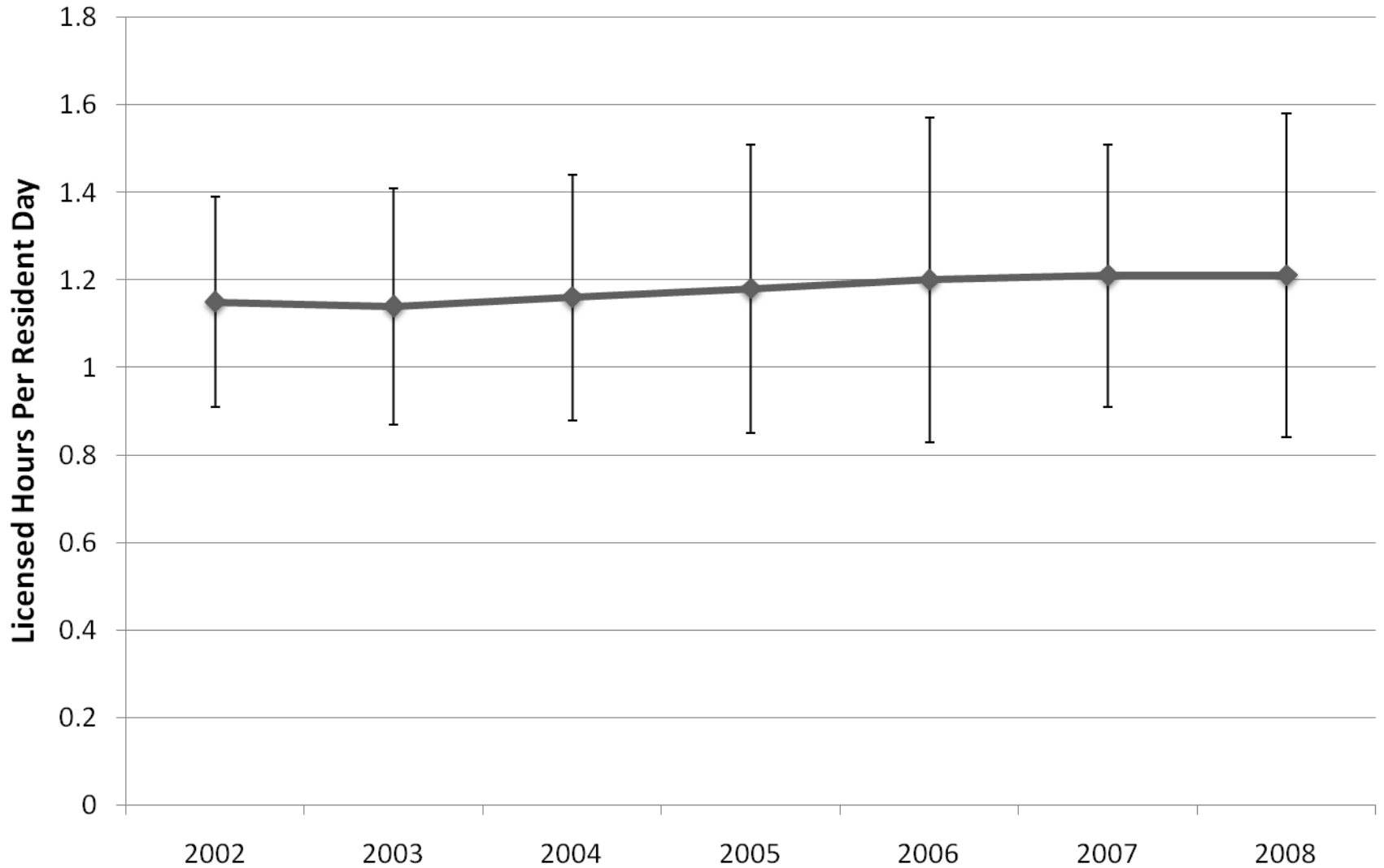
Source: Nursing Home Staffing Report

CNA Hours Per Resident Day in Florida Nursing Homes (2002-2008)



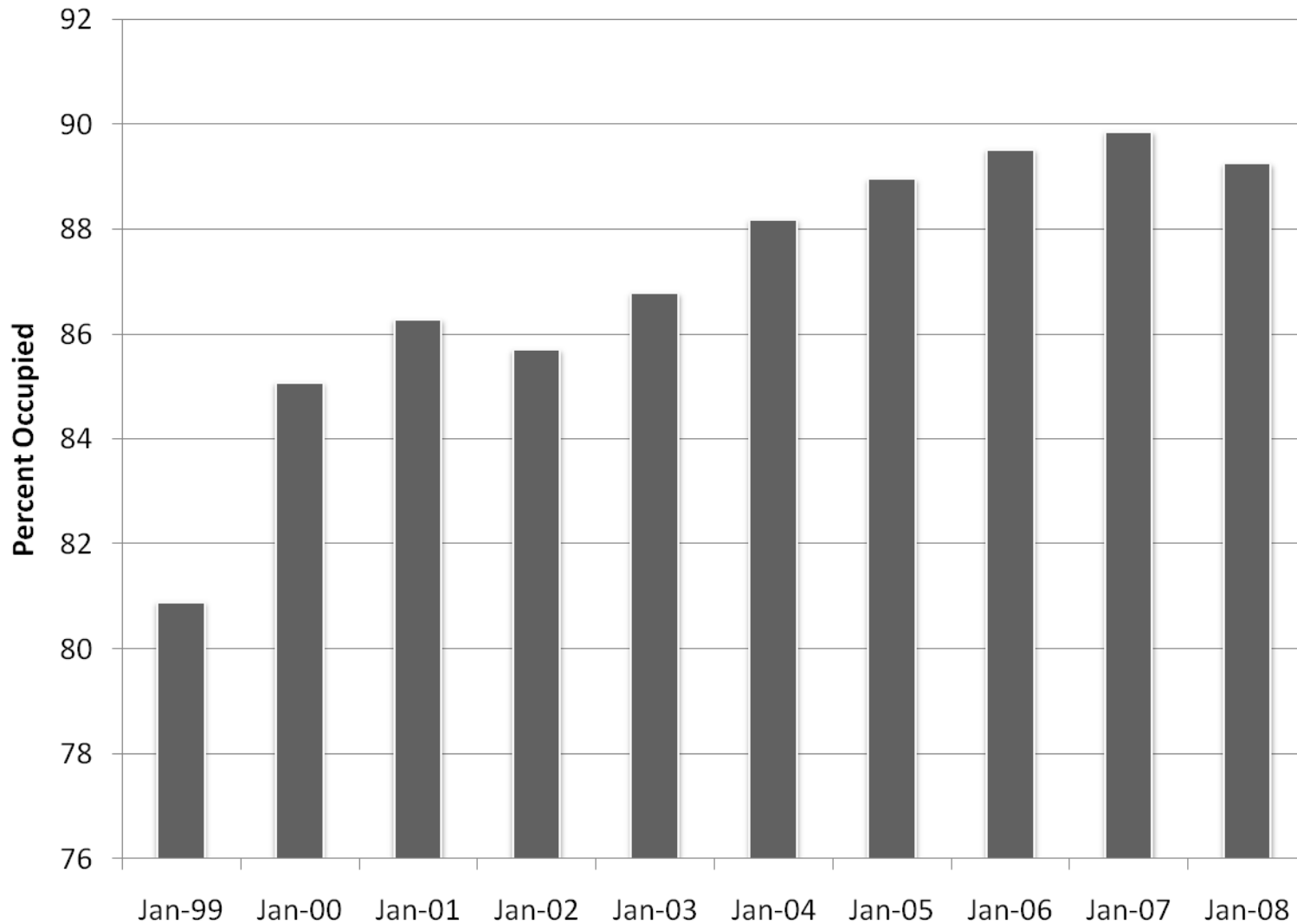
Source: Nursing Home Staffing Report

Licensed Nursing Hours Per Resident Day in Florida Nursing Homes (2002-2008)



Source: Nursing Home Staffing Report

Average Annual Percent Occupancy in Florida Nursing Homes (1999-2008)



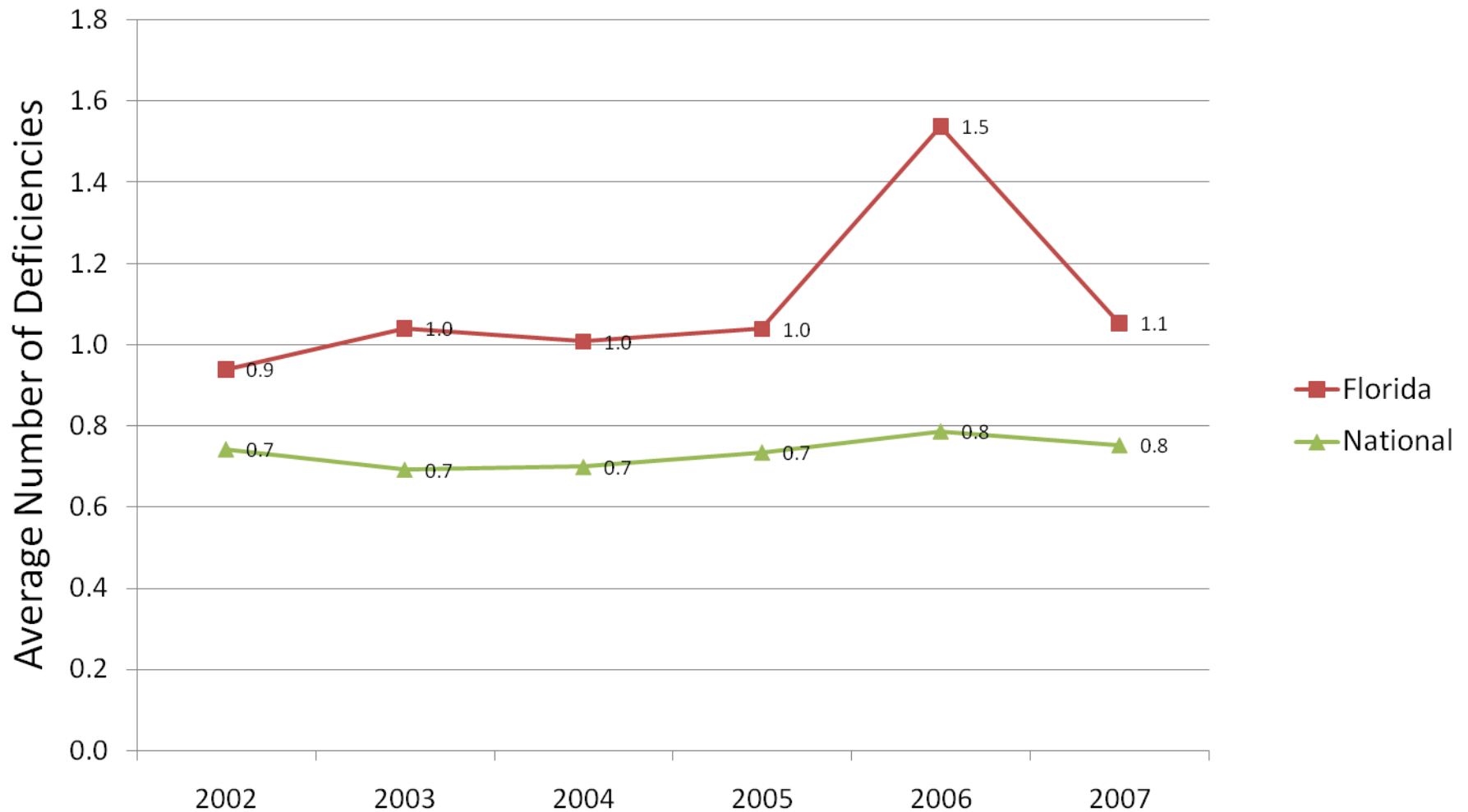
Source: Nursing Home Statistics - Based on Rate Setting Snapshots

Average Number of Quality of Care Deficiencies in Florida and the Nation (2002-2007)

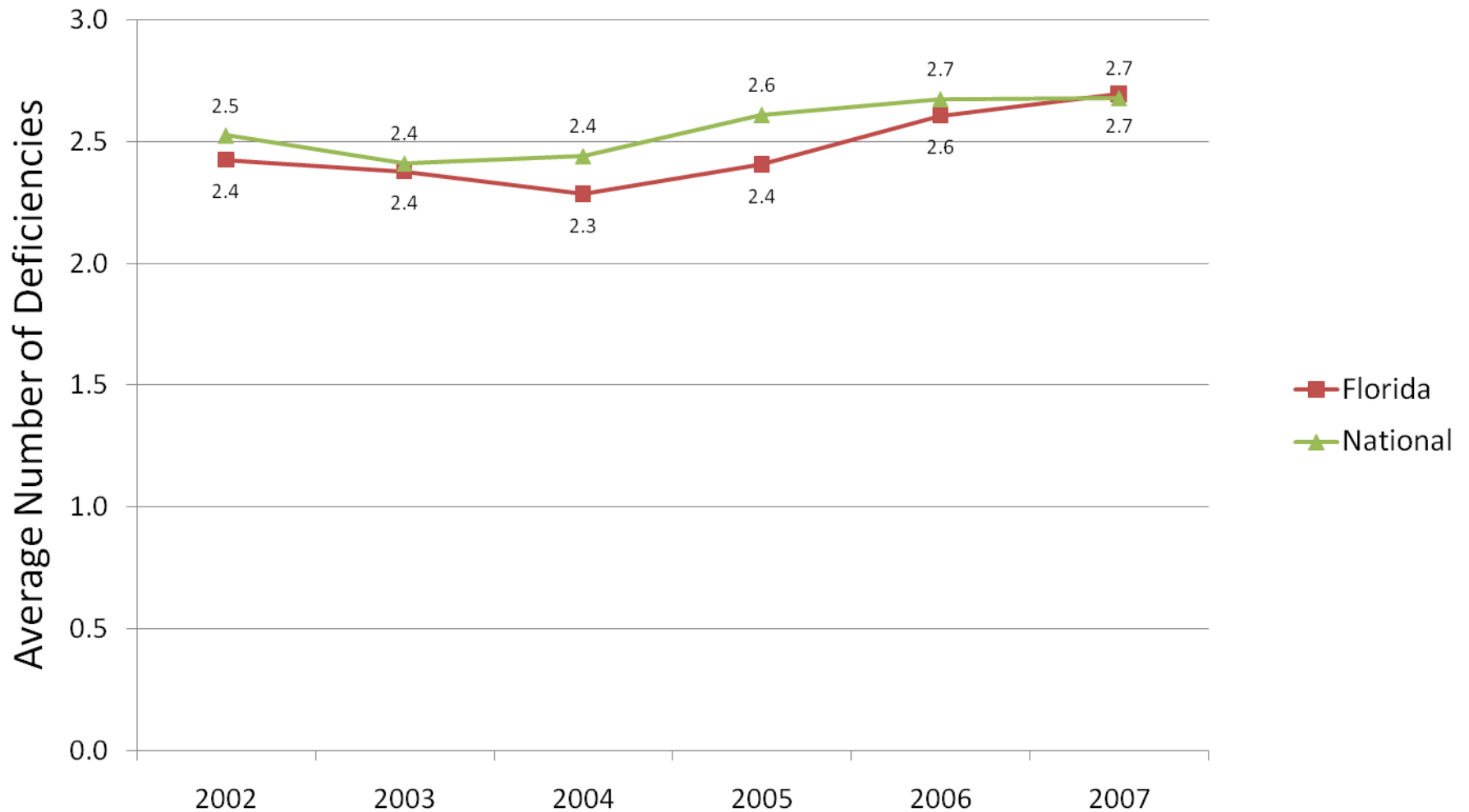


Source: OSCAR Data

Average Number of Quality of Life Deficiencies in Florida and the Nation (2002-2007)

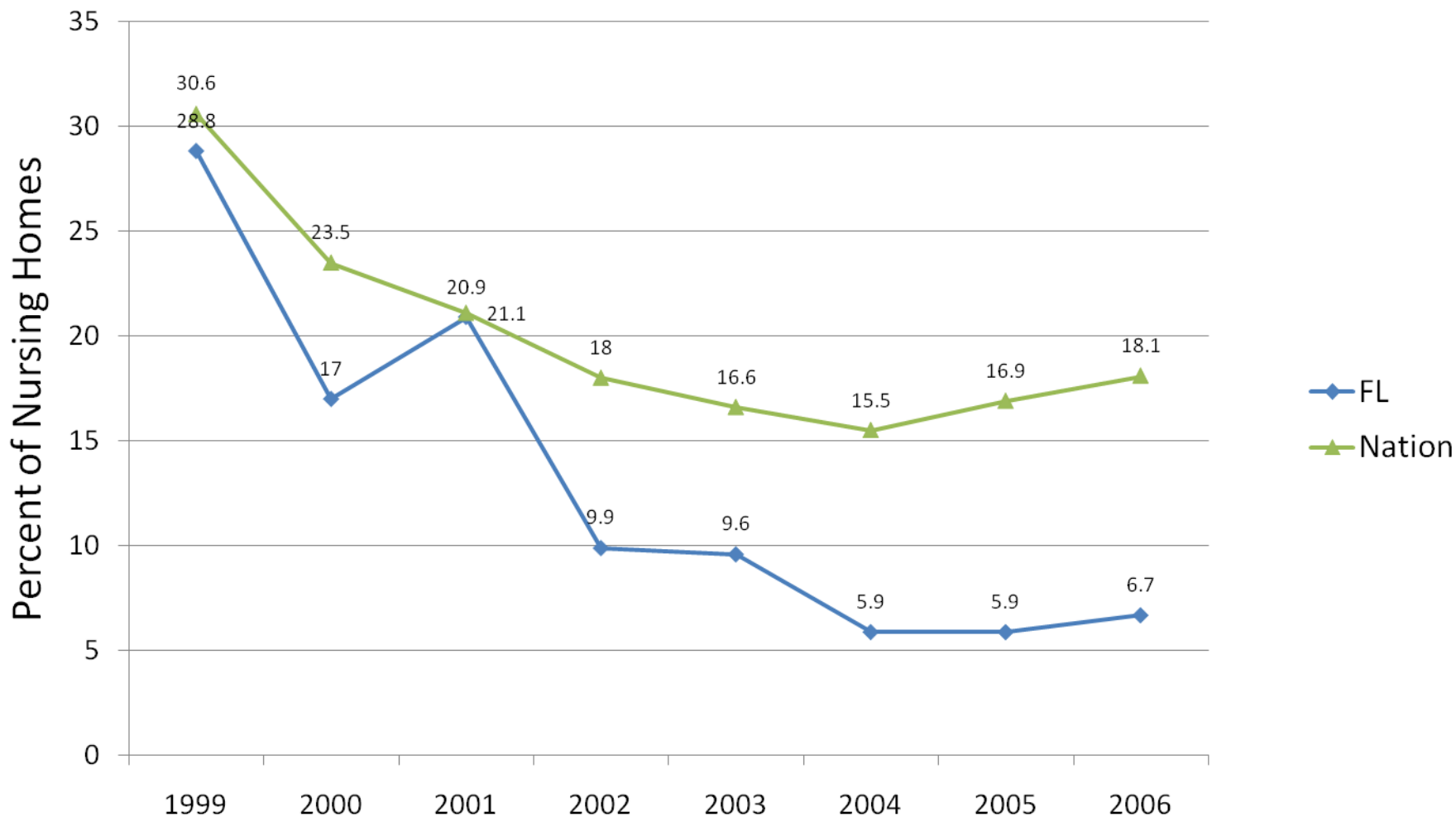


Average Number of Total Quality Deficiencies in Florida and the Nation (2002-2007)



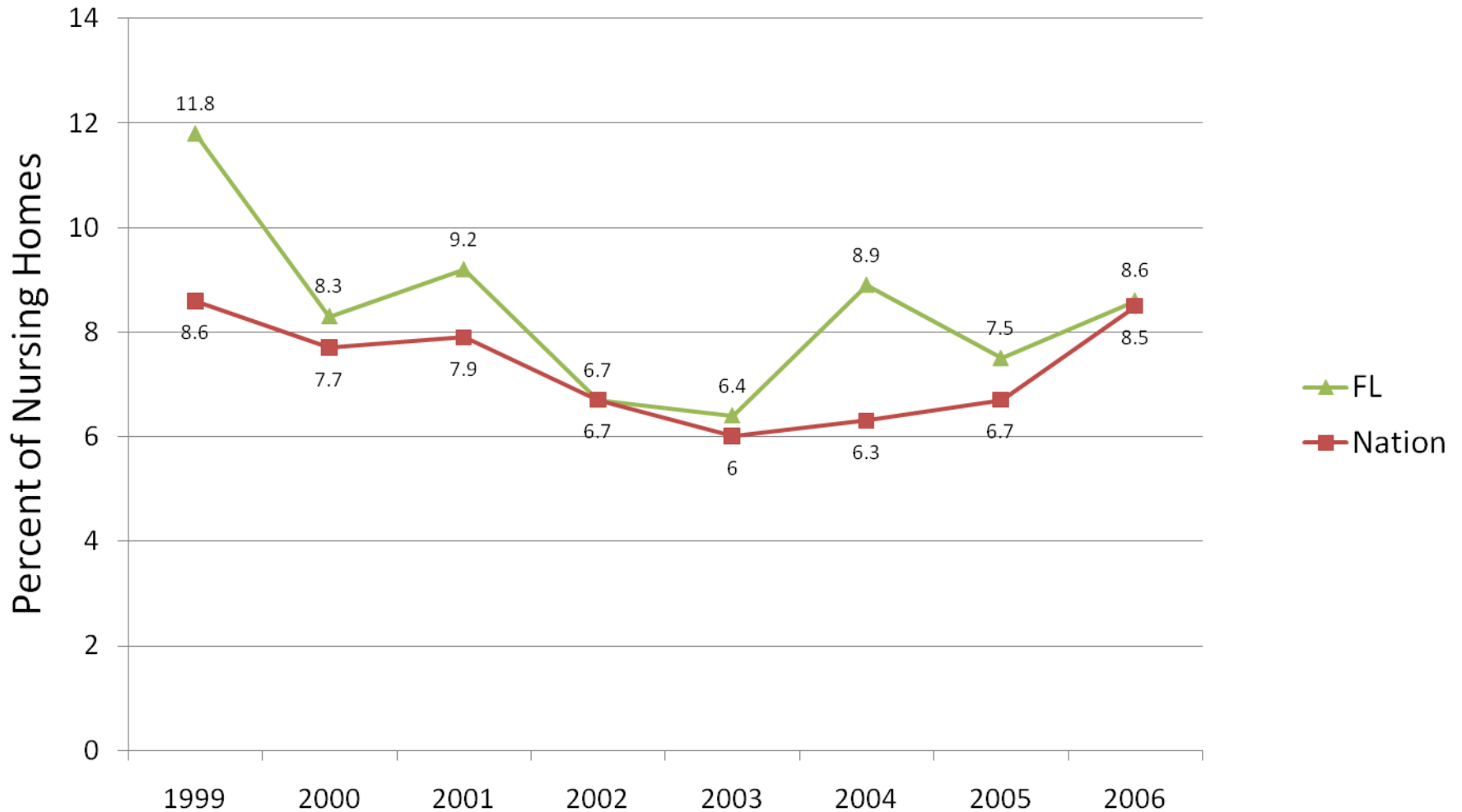
Source: OSCAR Data

Percent of Facilities Receiving a Deficiency for Actual Harm or Jeopardy of Residents (1999-2006)

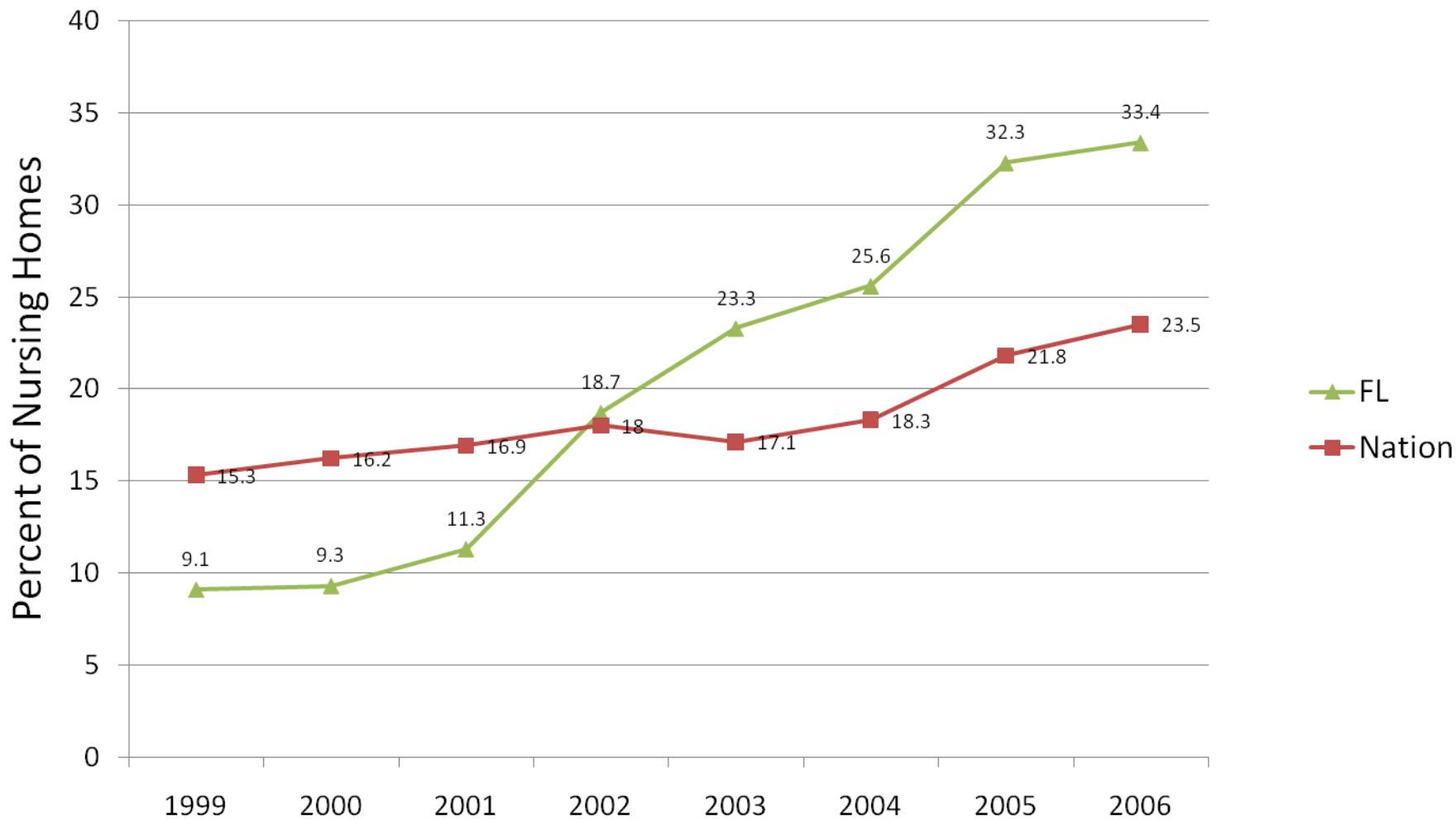


Source: OSCAR Report

Percent of Facilities Receiving a Deficiency for Activities (1999-2006)



Percent of Facilities Receiving a Deficiency for Housekeeping (1999-2006)

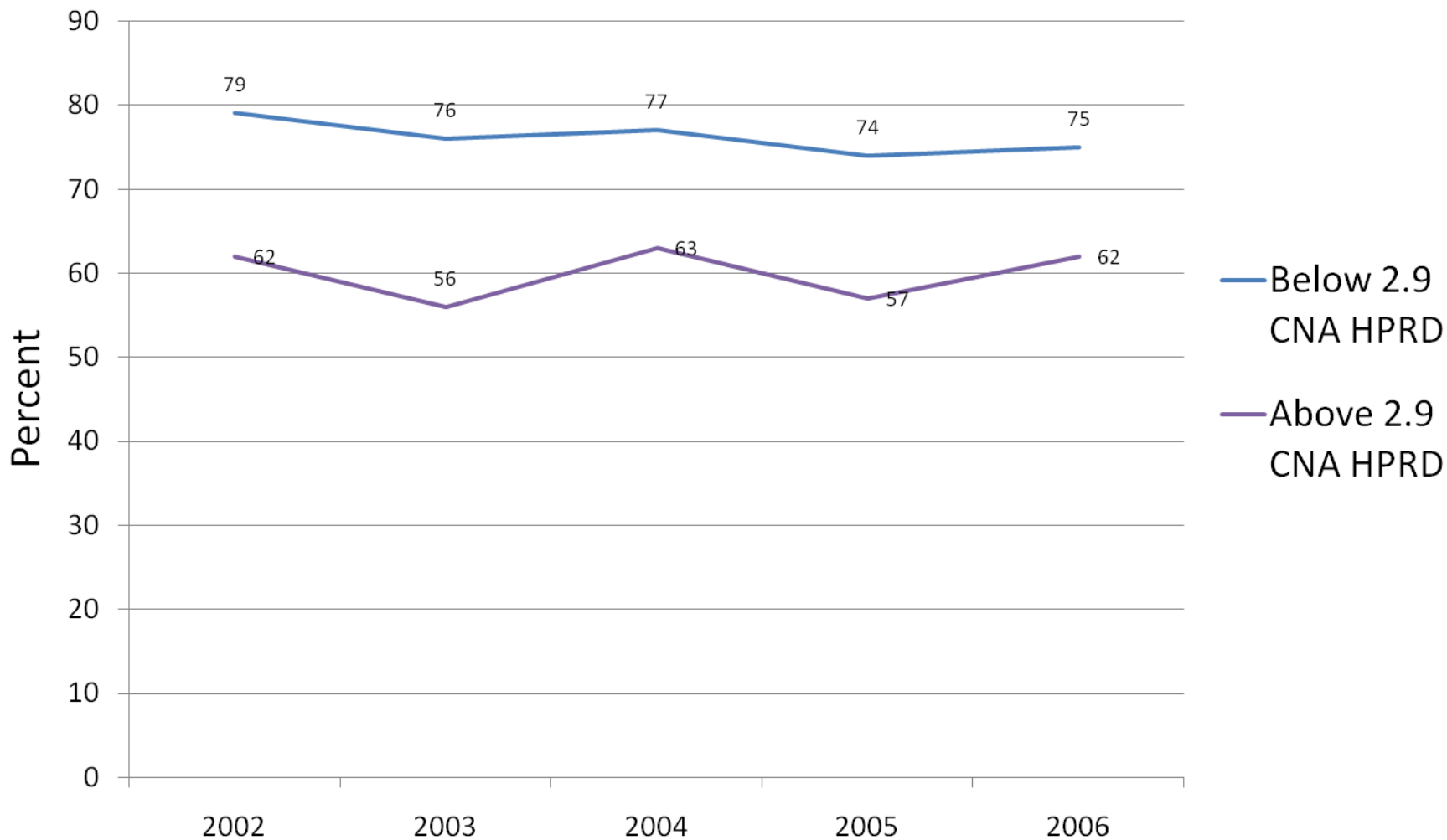


Source: OSCAR Report

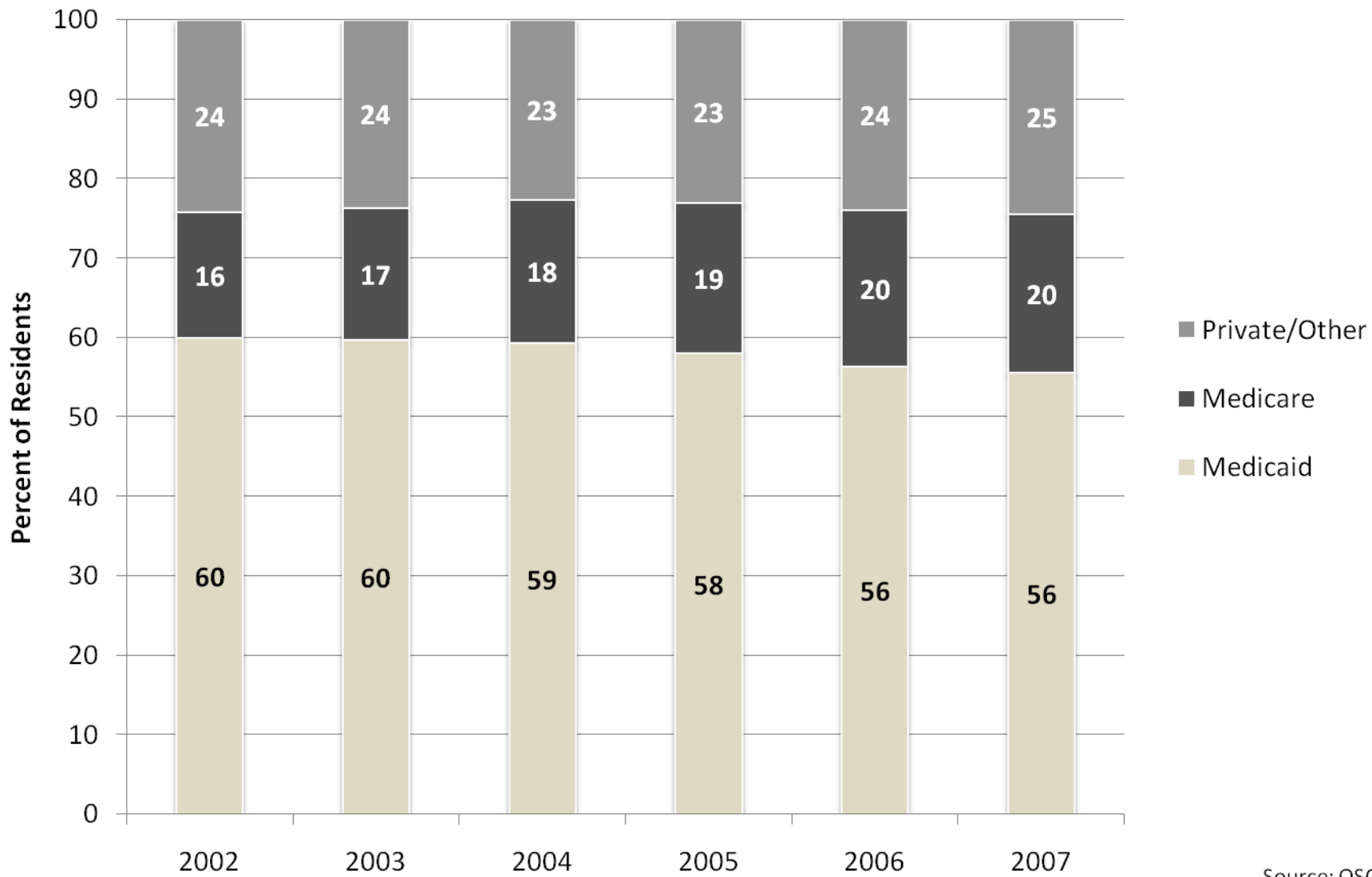
Quality of Care, Quality of Life and Total Quality Deficiencies for Florida Nursing Homes by Staffing Levels Above and Below CNA 2.9 hprd

| | Below 2.9 CNA HPRD | | | Above 2.9 CNA HPRD | | |
|------|------------------------------|------------------------------|----------------------------|------------------------------|------------------------------|----------------------------|
| | Quality of Care Deficiencies | Quality of Life Deficiencies | Total Quality Deficiencies | Quality of Care Deficiencies | Quality of Life Deficiencies | Total Quality Deficiencies |
| 2002 | 1.5 | 0.9 | 2.4 | 1.3 | 0.6 | 1.9 |
| 2003 | 1.4 | 1.1 | 2.4 | 1.0 | 0.8 | 1.7 |
| 2004 | 1.3 | 1.0 | 2.4 | 0.7 | 0.7 | 1.4 |
| 2005 | 1.4 | 1.1 | 2.4 | 1.2 | 0.8 | 2.0 |
| 2006 | 1.6 | 1.1 | 2.7 | 1.0 | 0.9 | 1.9 |

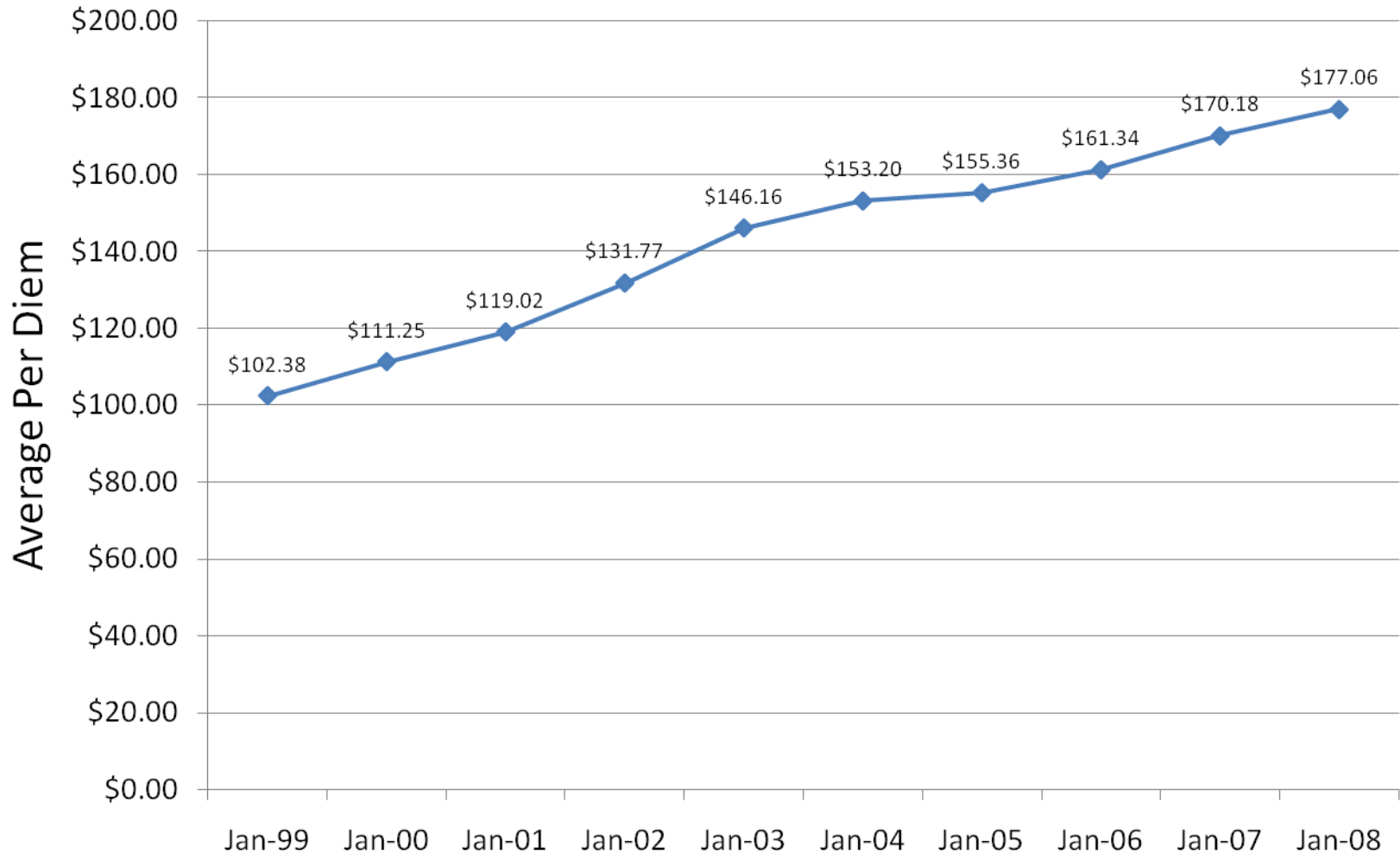
Average Percent of For Profit Florida Nursing Homes Staffing Above and Below 2.9 CNA HPRD (2002-2006)



Percent of Residents By Payer Source in Florida Nursing Homes (2002-2007)

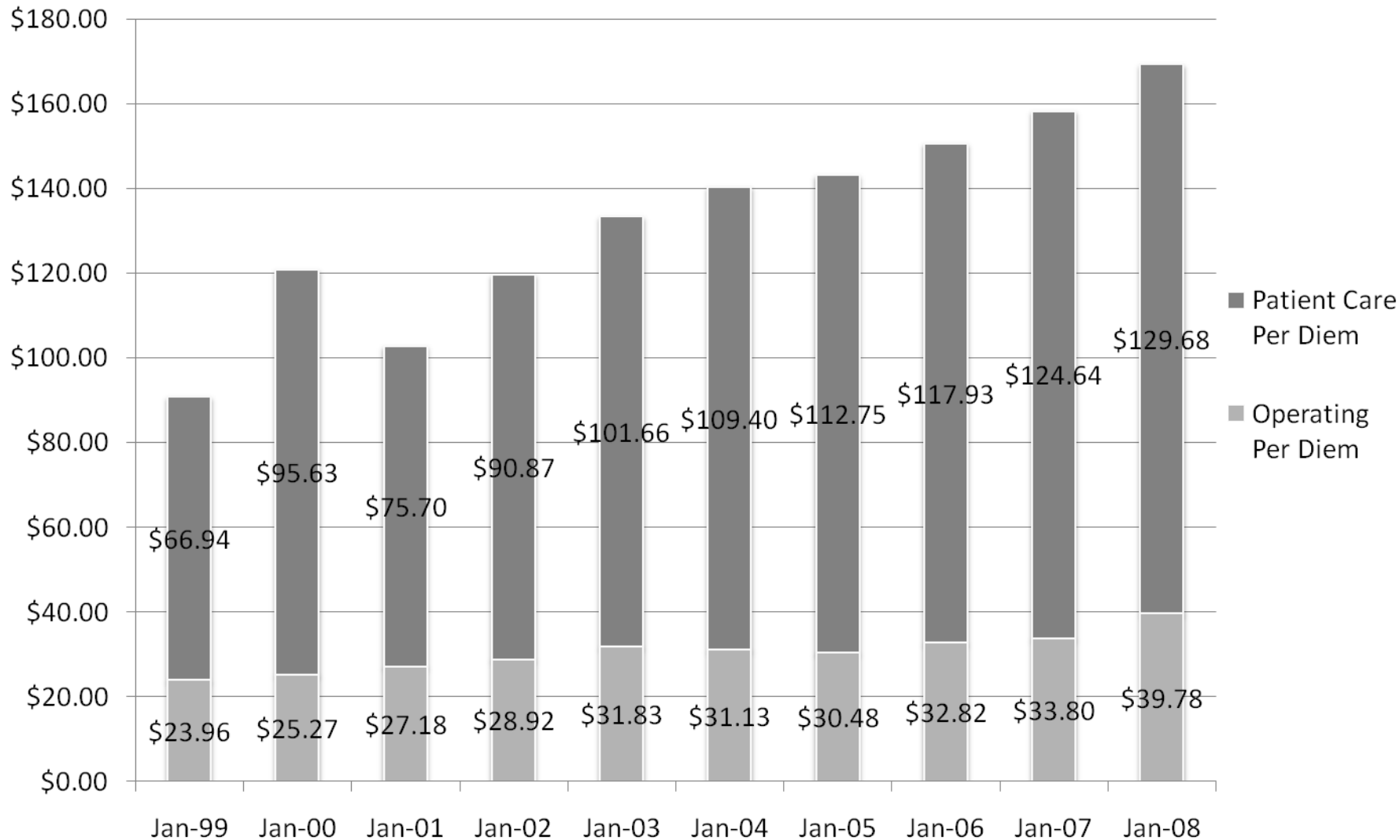


Average Annual Medicaid Per Diem Rates in Florida Nursing Homes (1999-2008)



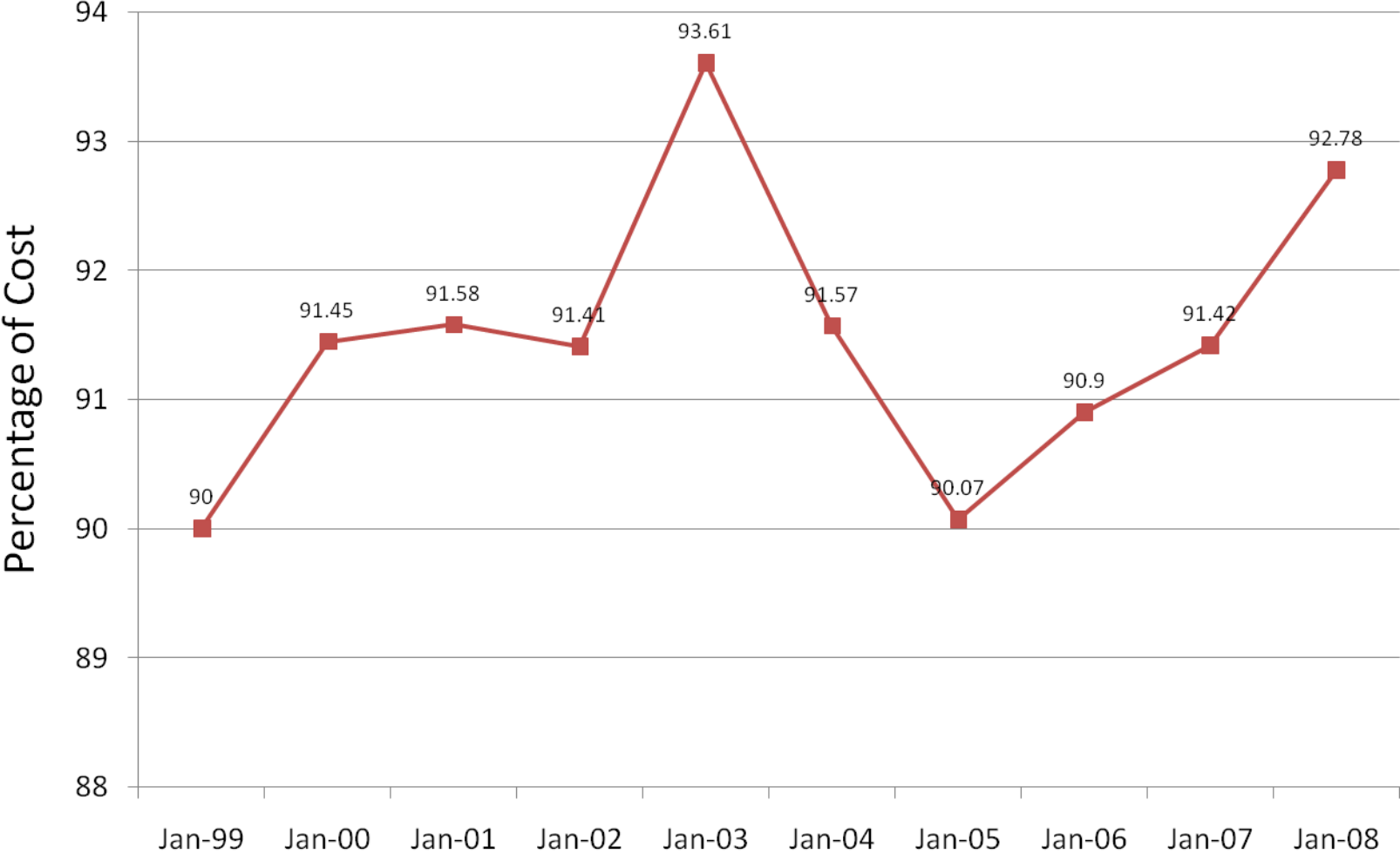
Source: Nursing Home Statistics - Based on Rate Setting Snapshots

Average Annual Patient Care and Operating Per Diem Rates in Florida Nursing Homes (1999-2008)



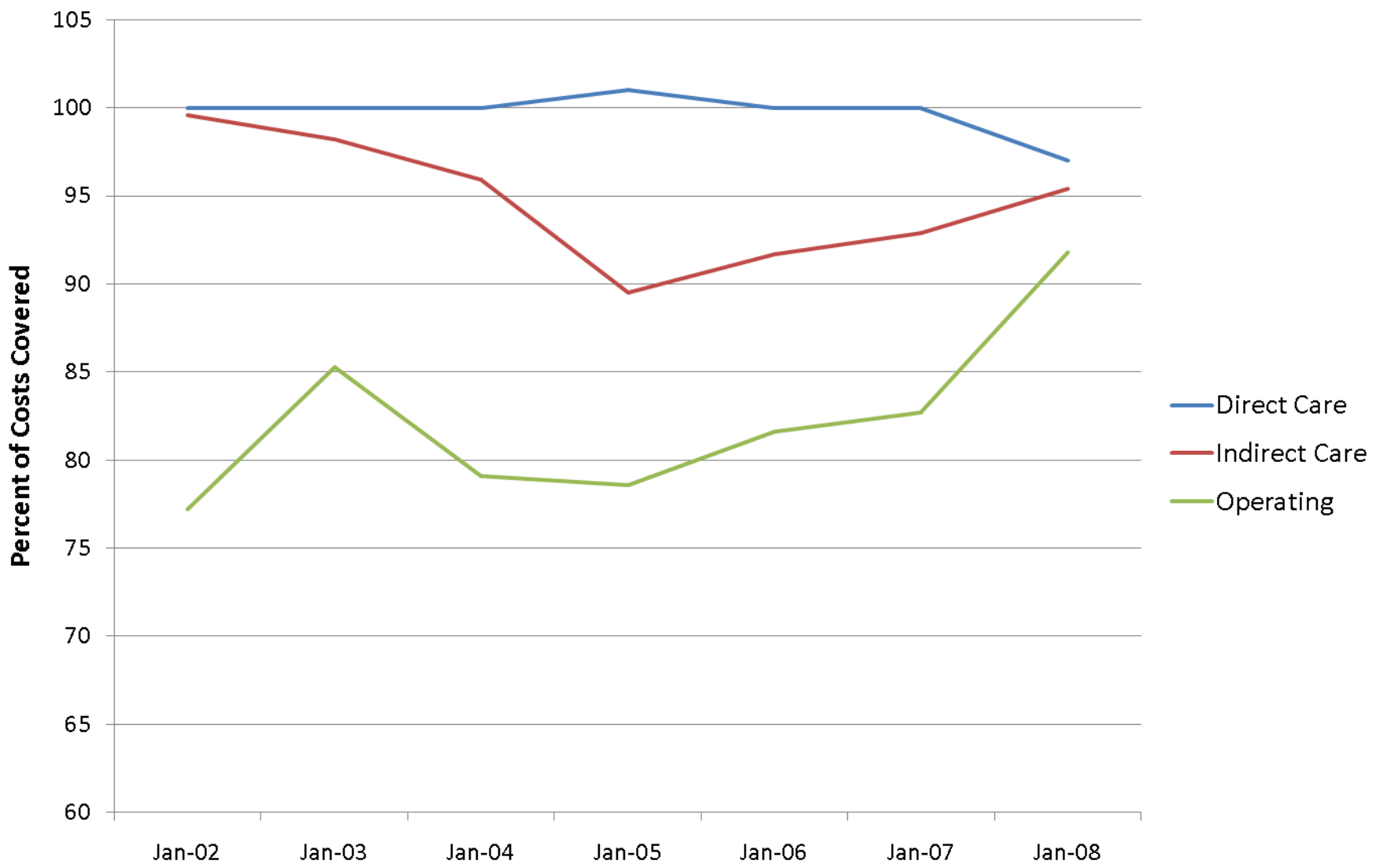
Source: Nursing Home Statistics - Based on Rate Setting Snapshots

Average Reimbursement's Percentage of Cost in Florida Nursing Homes (1999-2008)



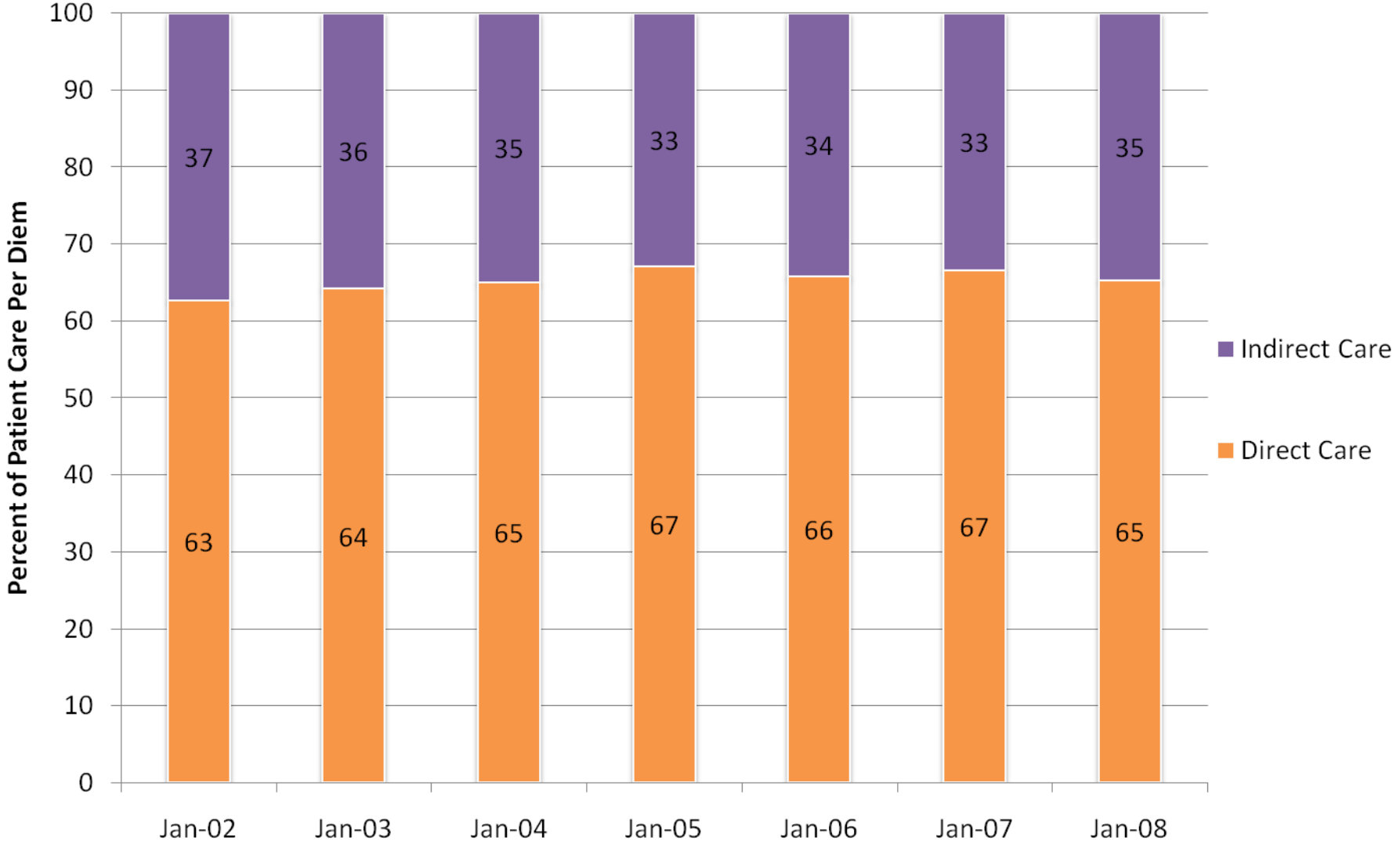
Source: Nursing Home Statistics - Based on Rate Setting Snapshots

Percent of Costs Covered: Direct Care, Indirect Care, & Operating January 2002-January 2008



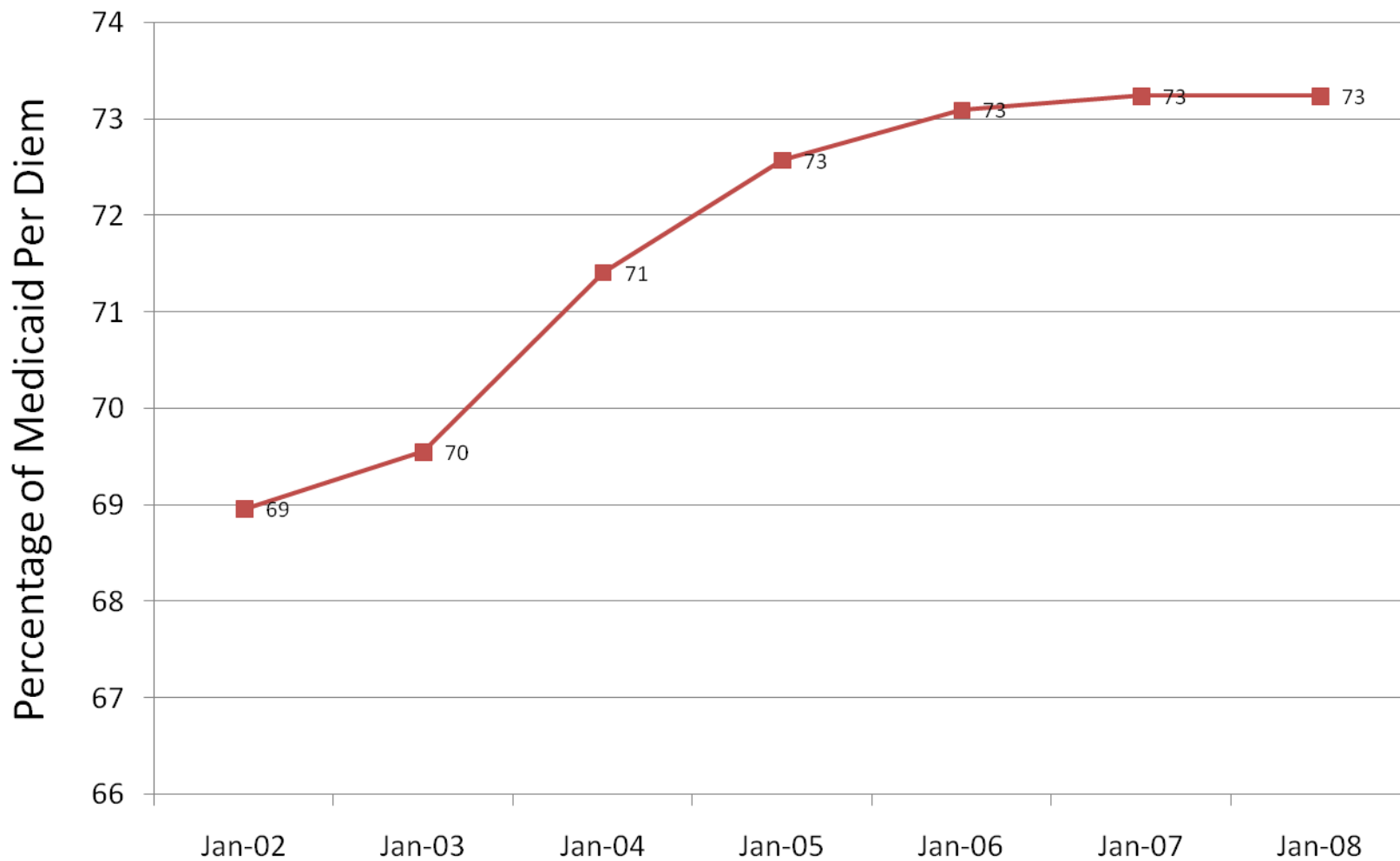
Source: Nursing Home Rate Setting Files

Direct and Indirect Percent of Patient Care Per Diem in Florida Nursing Homes (2002-2008)



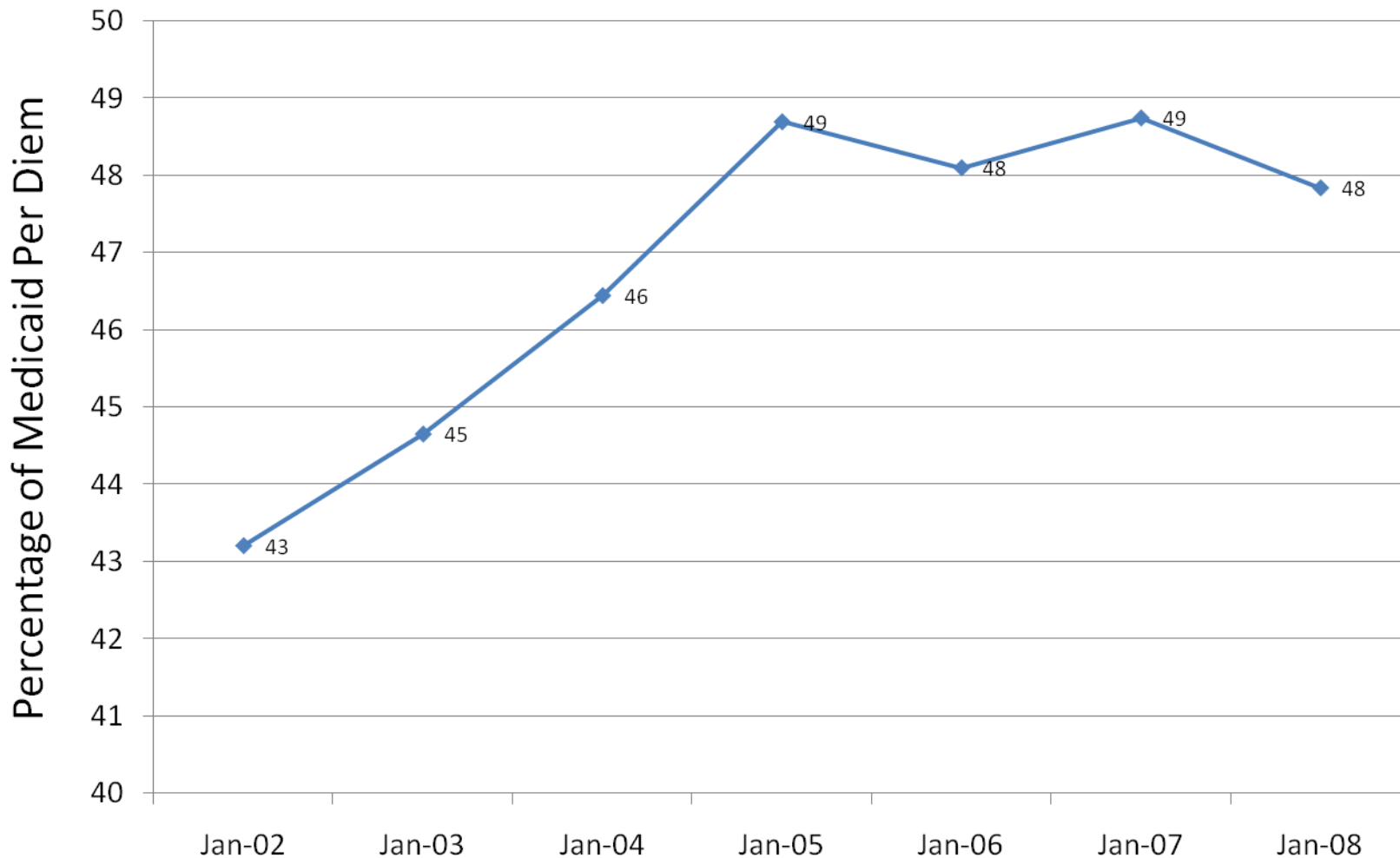
Source: Nursing Home Statistics - Based on Rate Setting Snapshots

Patient Care Per Diem's Percent of Total Medicaid Per Diem Rate in Florida Nursing Homes (2002-2008)



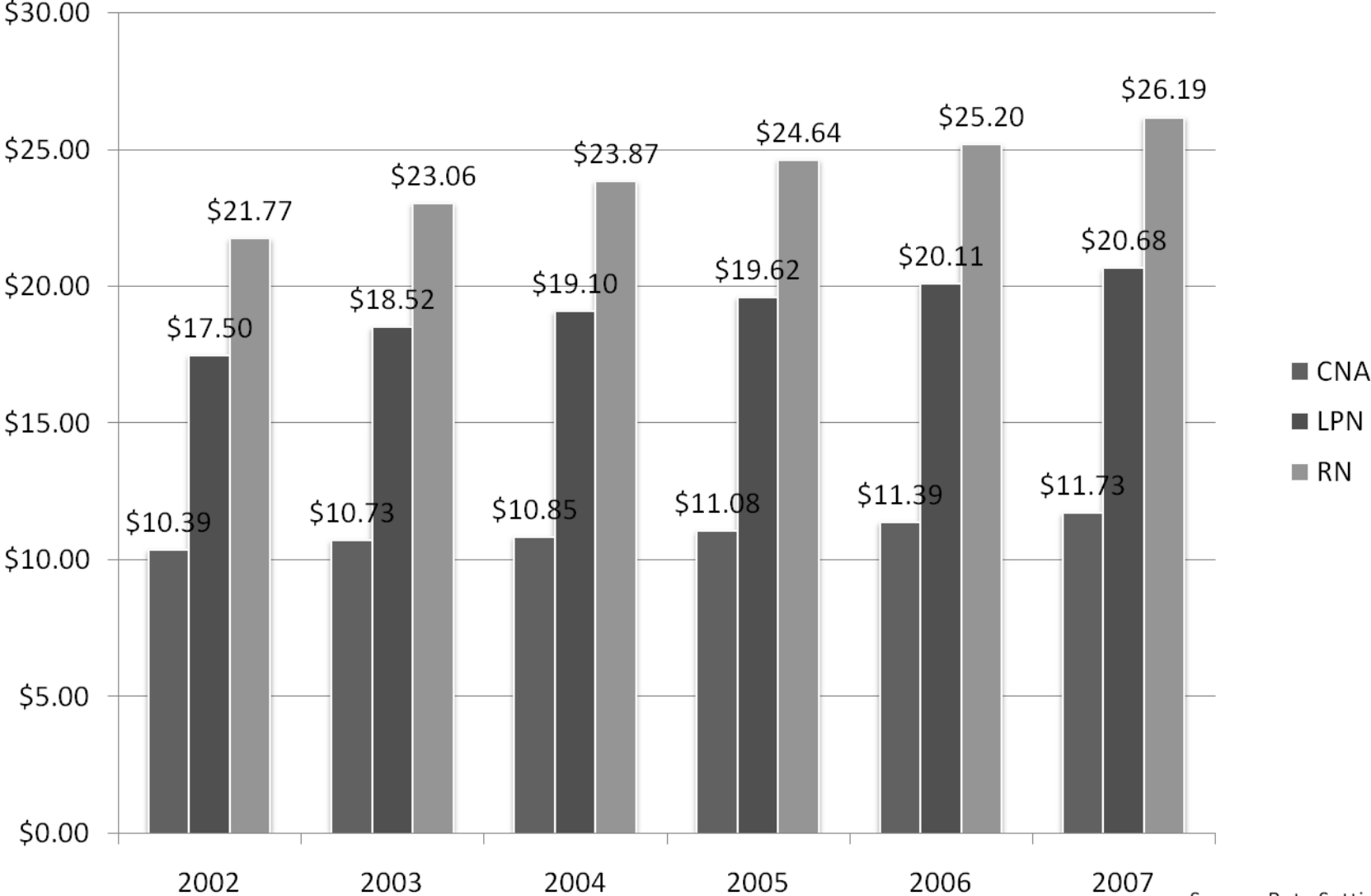
Source: Nursing Home Statistics - Based on Rate Setting Snapshots

Direct Care Per Diem's Percent of Total Medicaid Per Diem Rate in Florida Nursing Homes (2002-2008)



Source: Nursing Home Statistics - Based on Rate Setting Snapshots

Nursing Staff Hourly Wages in Florida Nursing Homes (2002-2007)



Source: Rate Setting Files



Thank You

Kathryn Hyer, PhD. M.P.P., Kali Thomas, MA,
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Contact: khyer@bcs.usf.edu

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