

# Proactive Scheduling: How to Avoid Inadequate Staffing in Long-Term Care



The staffing shortage is **critical – and ongoing**



**96%**

Nursing homes experiencing staffing shortages and struggling to hire additional workers<sup>1</sup>



**45%**

Portion of nursing homes that report a worsening workforce situation since mid-2022<sup>1</sup>

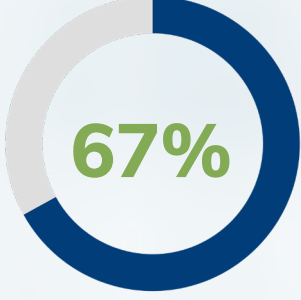
**8.2MILLION**

Long-term care staffing jobs that need to be filled by **2028** as the **U.S. population ages**<sup>2</sup>



## The high price of **inadequate staffing**

**Closing facilities**



are concerned about having to close due to staffing issues<sup>1</sup>

**Soaring labor costs**



are paying for overtime and 78% are using agency staff<sup>1</sup>

**Falling stars**



had lower staffing ratings and 25% lower overall ratings with the latest Five-Star Quality Rating System staffing measure changes



### Diminishing quality of care:

Inadequate staffing is associated with higher mortality, hospitalizations, falls, and pressure ulcer rates<sup>4</sup>



### Rising burden on existing staff:

High workloads contribute significantly to turnover<sup>5</sup> – the median annual turnover rate for total direct care staff in nursing homes is 94%<sup>6</sup>



According to an annual report on RN staffing, **nurses are leaving the bedside due to extreme fatigue and burnout** stemming from escalating patient ratios, acuity, and occupancy rates.<sup>7</sup>

## Harness the power of **proactive scheduling**

With the right workforce management technology, you can make smarter scheduling decisions to:

- Do more with less
- Optimize staffing levels
- Increase staff satisfaction
- Improve quality of care
- Manage labor costs



## See it in action!

Book a demo today and see for yourself how **ABILITY SMARTFORCE Scheduler + Staffing Insights** helps ease the burdens of staff shortages with user-friendly proactive scheduling tools.

<sup>1</sup>Survey: Nursing Home Providers Say Workforce and Economic Challenges Persist," AHCA/NCAL, January 10, 2023, <https://www.ahcancal.org/News-and-Communications/Press-Releases/Pages/Survey-Nursing-Home-Providers-Say-Workforce-and-Economic-Challenges-Persist.aspx>

<sup>2</sup>Staffing Shortages Have U.S. Nursing Homes in Crisis, U.S. News and World Report, June 29, 2022, <https://www.usnews.com/news/health-news/articles/2022-06-29/staffing-shortages-have-u-s-nursing-homes-in-crisis>

<sup>3</sup>CMS Adds New Five-Star Staffing Measures," AHCA/NCAL, August 8, 2022, <https://www.ahcancal.org/News-and-Communications/Blog/Pages/CMS-Adds-New-Five-Star-Staffing-Measures.aspx>

<sup>4</sup>"Nursing and Patient Safety," Jessamyn Phillips, Alex Peck Malliaris, and Debra Bakerjian, AHRQ, April 2021, <https://psnet.ahrq.gov/primer/nursing-and-patient-safety>

<sup>5</sup>"High Staff Turnover: A Job Quality Crisis In Nursing Homes," National Consumer Voice for Quality Long-Term Care, September 8, 2022, <https://theconsumervoice.org/issues/other-issues-and-resources/staffing>

<sup>6</sup>"High Nursing Staff Turnover in Nursing Homes Offers Important Quality Information," Health Affairs, March 2021, <https://www.healthaffairs.org/doi/10.1377/hlthaff.2020.00957>

<sup>7</sup>"2022 NSI National Health Care Retention & RN Staffing Report," NSI Nursing Solutions, March 2022, [https://www.nsinursingsolutions.com/Documents/Library/NSI\\_National\\_Health\\_Care\\_Retention\\_Report.pdf](https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf)