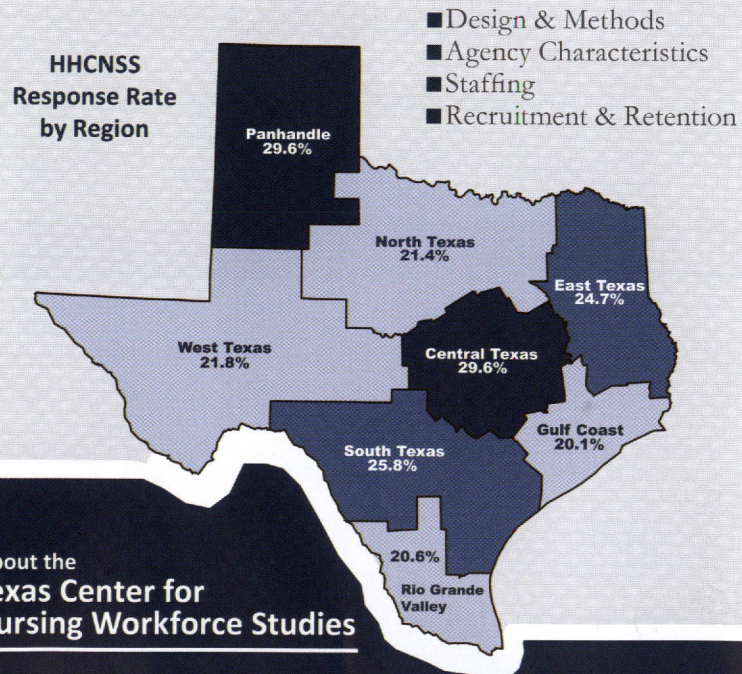


About the Study

The primary purpose of the Home Health and Hospice Care Nurse Staffing Study (HHCNSS) is to assess the size of the Texas nursing shortage and its effects on licensed and certified home health and hospice care agencies.

In summer 2011, the HHCNSS was administered to 2,597 licensed and certified home health and hospice agencies. 572 agencies (22%) responded to the survey. The responding agencies were representative of licensed and certified home health and hospice agencies by geographic region and number of unduplicated clients served.

The 2011 HHCNSS reports are available on the web and provide data on the topics in this brochure and others, including:



About the Texas Center for Nursing Workforce Studies

In response to mounting concern about the state's growing shortage of nurses, the Texas Legislature created the Texas Center for Nursing Workforce Studies (TCNWS) under the governance of the Statewide Health Coordinating Council (SHCC).

The TCNWS conducts research on the state's nursing workforce. Among other duties, the TCNWS analyzes data and issues reports covering nursing education trends, workforce supply and demand trends, and workforce demographics.

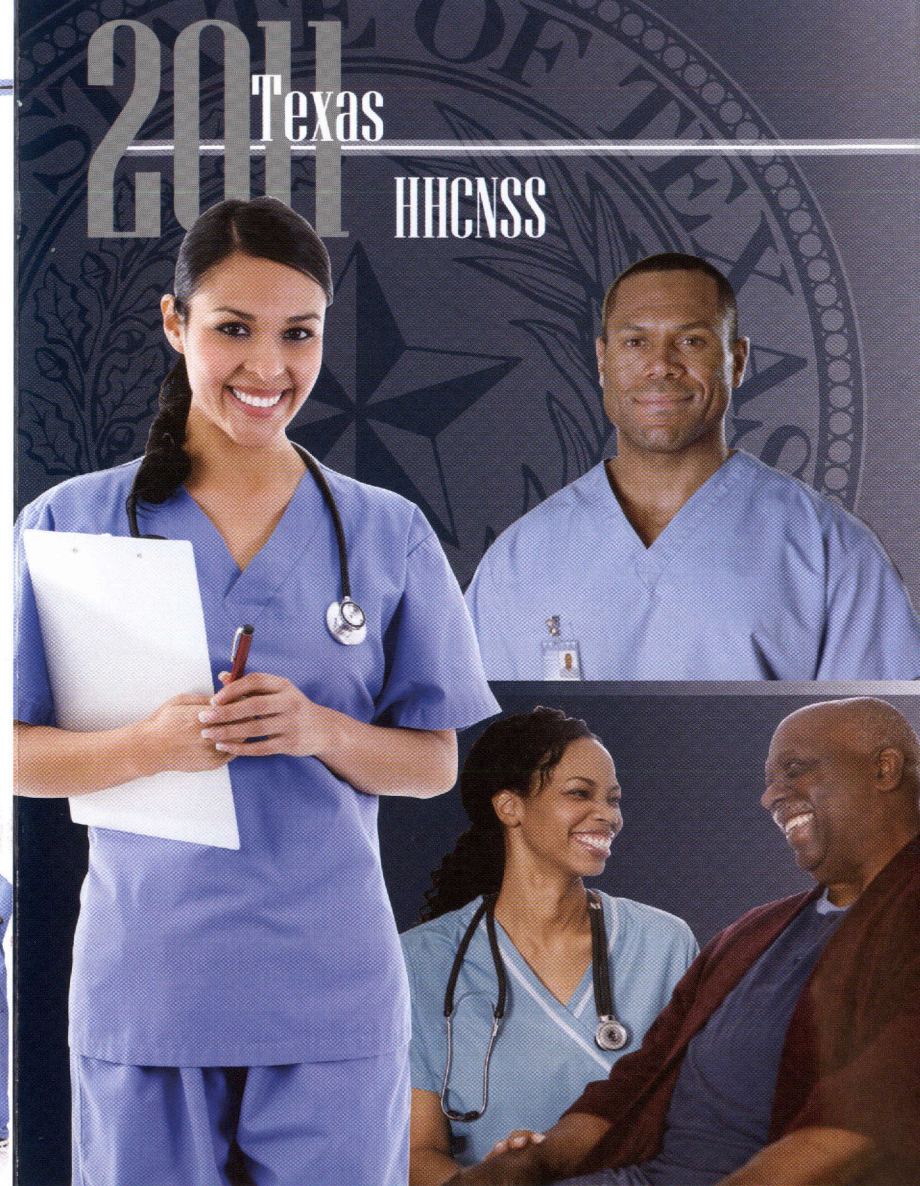
ATTENTION: HOME HEALTH & HOSPICE CARE ADMINISTRATORS — YOUR VALUABLE INPUT IS NEEDED ON THE — HOME HEALTH & HOSPICE CARE NURSE STAFFING STUDY

WHEN: Summer 2013

WHO: Administrators & owners of licensed and certified home health & hospice agencies.

WHY: Your input on this brief survey will help determine the current & future needs of nursing personnel in Texas. The information will help guide legislation to improve the nursing workforce in Texas.

HOW: Contact Joanne Delk at the Texas Center for Nursing Workforce Studies at 512-776-6164 or TCNWS@dshs.texas.gov.



Texas Center for Nursing Workforce Studies
(512) 776-6164
TCNWS@dshs.texas.gov

For a full listing of TCNWS publications, including all 2011 HHCNSS reports, visit
www.dshs.state.tx.us/chs/cnws/publications/



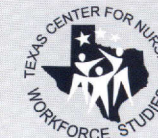
David L. Lakey, M.D.
Commissioner

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2011

HHCNSS

Home Health & Hospice Care
Nurse Staffing Study

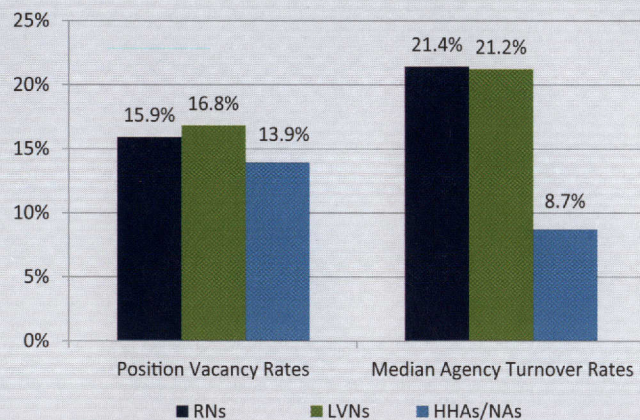


Texas Center for Nursing Workforce Studies

Vacancy & Turnover Rates

Nursing vacancy and turnover rates are among the key measures for assessing a nursing workforce shortage. The 2011 position vacancy rate was similar among the three assessed nurse types (RNs, LVNs, and HHAs/NAAs). However, there was more than twice as much turnover among RNs and LVNs compared to HHAs/NAAs. The 2011 RN position vacancy rate in home health and hospice care agencies was almost twice the rate the TCNWS found in hospitals in 2012 (8.1%). However, the turnover rates in the two populations were identical.

Vacancy and Turnover Rates, 2011



Consequences of Inadequate Nurse Staffing

Agencies were asked to indicate the consequences they experienced in the past year resulting from an inadequate supply of nursing personnel. The table below lists the most frequently cited consequences.

Consequences	% of Agencies
Increased workload	46.5%
Inability to expand services	30.6%
Low nursing staff morale	20.2%
Increased nursing staff turnover	16.3%
Declined referrals	15.2%
Wage increases	14.7%
Delayed admissions	14.5%
Increased voluntary overtime	13.8%
Increased use of temporary nurse staffing	8.3%

Note: RN= Registered Nurse, LVN= Licensed Vocational Nurse, HHA= Home Health Aide, NA= Nurse Aide, APRN= Advanced Practice Registered Nurses

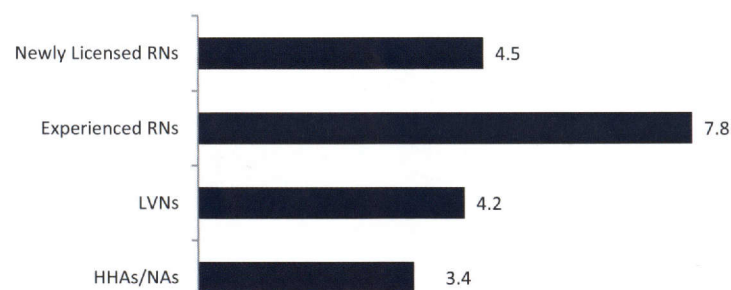
Recruitment & Retention

Agencies reported using a variety of strategies to recruit and retain their nursing staff. The five most frequently reported strategies were flexible scheduling or job sharing, benefits package, reimbursement for workshops or conferences, employee recognition program, and bonus or paid time off.

Recruitment & Retention Strategies	% of Agencies
Flexible scheduling or job sharing	55.4%
Benefits package	53.3%
Reimbursement for workshops/conferences	50.4%
Employee recognition program	46.0%
Bonus or paid time off	46.0%
Payback for unused sick/vacation time	17.9%
Company car	16.8%
Career ladder positions for nurses	14.7%
Tuition reimbursement	14.2%

Agencies were asked the difficulty involved in recruiting nursing staff. Over half of agencies (59.6%) reported that it was somewhat difficult or difficult to recruit experienced RNs. Agencies reported having an easier time recruiting other nurse types. Only 16.6% of agencies reported difficulty recruiting newly licensed RNs, 20.6% for LVNs, and 13.8% for HHAs and NAs. Similarly, agencies reported that on average it took the longest to fill experienced RN positions compared to the other nurse types.

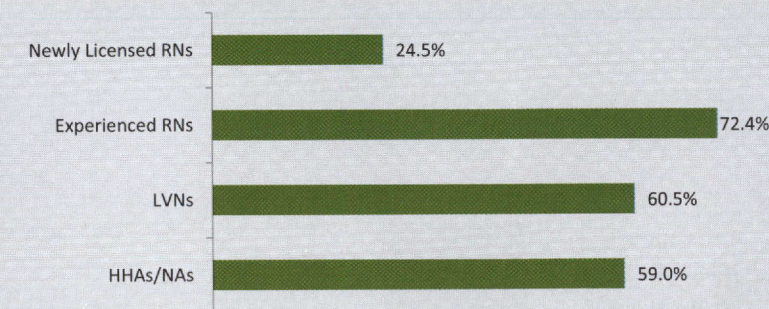
Average Number of Weeks to Fill Positions by Nurse Type, 2011



Need for Additional Nursing Staff

Almost a quarter of responding agencies (24.3%) stated that they had to turn away patients in 2010 due to an insufficient number of nurses. Additionally, in 2011 the majority of agencies projected that they would need to hire additional nursing staff over the next 2 years.

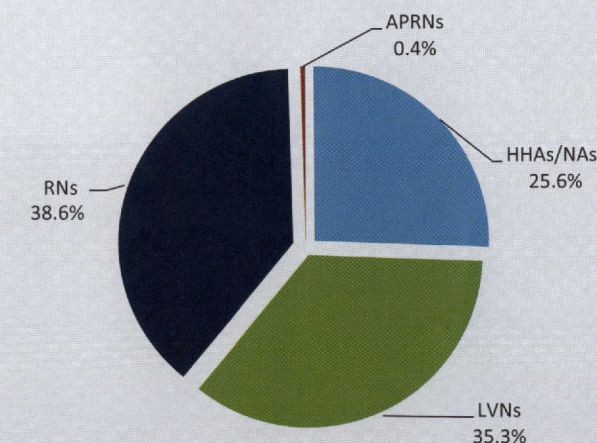
Percentage of Agencies Reporting a Need for More Nurses, by Nurse Type, in the Next 2 Years, 2011



Staff Mix

In 2011, home health & hospice care agencies used a mix of registered nurses, licensed vocational nurses, and home health and nurse aides to provide direct patient care. Less than 1% of direct patient care staff practiced in an advanced practice nursing role.

Direct Patient Care Staffing Mix, 2011



For the complete 2011 HHCNSS reports, visit www.dshs.state.tx.us/chs/cnws/publications/