

## 2023-24 LEGISLATIVE PRIORITIES

- #5 Strengthen long-term care staffing standards.**  
In nursing homes, NC mandates minimum staffing standards for RNs and LPNs. For Certified Nursing Assistants (CNAs), there are no staffing standards, resulting in a strong likelihood of substandard care of frail elders.

### The Background

- Federal law requires Medicare and Medicaid certified nursing homes to have a registered nurse (RN) on duty at least 8 hours a day, 7 days a week; and a licensed nurse (RN or licensed practical nurse) on duty 24 hours a day. However, there are no minimum staffing levels for nurse's aides, who provide most of the day-to-day care.
- In a nursing home, the Certified Nurse Assistant (CNA) is the true point person when it comes to providing adequate one-on-one care to the resident. They implement bathing, toileting, grooming, feeding, and all other personal care functions for the resident.
- Considering minimal national requirements, most states require staffing above the federal standards.

### The Issues

- While there are federal nursing home staffing standards, North Carolina is not among states which require staffing above federal minimum requirements.
- Quality of care is directly related to the adequacy, competence and stability of the direct care workforce.
- With the absence of defined staffing standards, North Carolina ranks 43<sup>rd</sup> nationally in hours of care provided daily to nursing home residents.

### The Solution

**North Carolina should establish nursing home patient-to-staff ratios for certified nurse assistants that supports a quality standard of care for residents in these facilities.**