

An Impossible Staffing Mandate

On April 22, the Biden Administration announced the Nursing Home Minimum Staffing Final Rule. This one-size-fits-all requirement from the Centers for Medicare & Medicaid Services (CMS) will exacerbate the workforce crisis in nursing homes, jeopardizing access to care for seniors.

According to a White House statement, the Nursing Home Minimum Staffing Rule will require all nursing homes that receive federal funding through Medicare and Medicaid to have 3.48 hours per resident per day of total staffing, including a defined number from both registered nurses (0.55

hours per resident per day) and nurse aides (2.45 hours per resident per day). The rule will also require facilities to have a registered nurse onsite 24 hours a day, seven days a week, to provide skilled nursing care.

The AHCA/NCAL Research department analyzed the final rule's impact looking at the latest federally available data on nursing homes. The sector would have to hire an additional 102,000 nurses and nurse aides to comply with the mandate, at a cost of \$6.5 billion a year. AHCA/NCAL is fighting to block the mandate from going into effect.

2.45 Nurse Aide Hours
per Resident Day

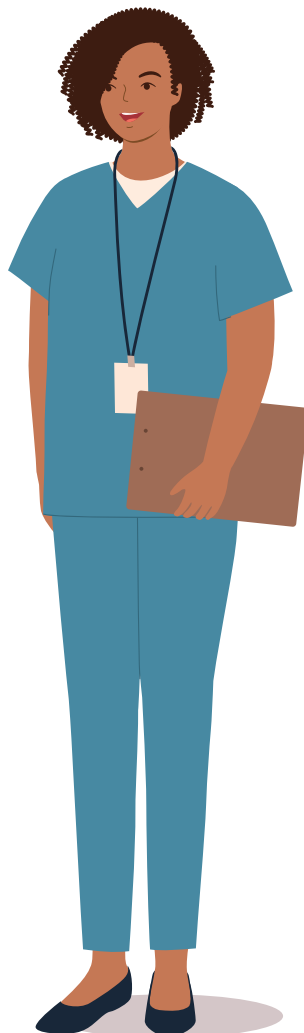
**77,202 CNAs
Needed Nationwide**

61,761 in Urban Areas
15,441 in Rural Areas

3.48 Total Nursing Hours
per Resident Day, includes CNAs,
licensed practical nurses, registered nurses

**38,463 Nurses
Needed Nationwide**

29,690 in Urban Areas
8,773 in Rural Areas



0.55 Registered Nurse Hours
per Resident Day

**21,568 Registered Nurses
Needed Nationwide**

17,166 in Urban Areas
4,402 in Rural Areas

Registered Nurse Onsite
24 Hours a Day/7 Days a Week

**7,274 Registered Nurses
Needed Nationwide**

4,366 in Urban Areas
2,908 in Rural Areas

Source: 2023-Q4 CMS Payroll Based Journal, April 2024
Learn more: <https://www.ahcancal.org/Data-and-Research/Pages/Staffing-Mandate-Analysis.aspx>