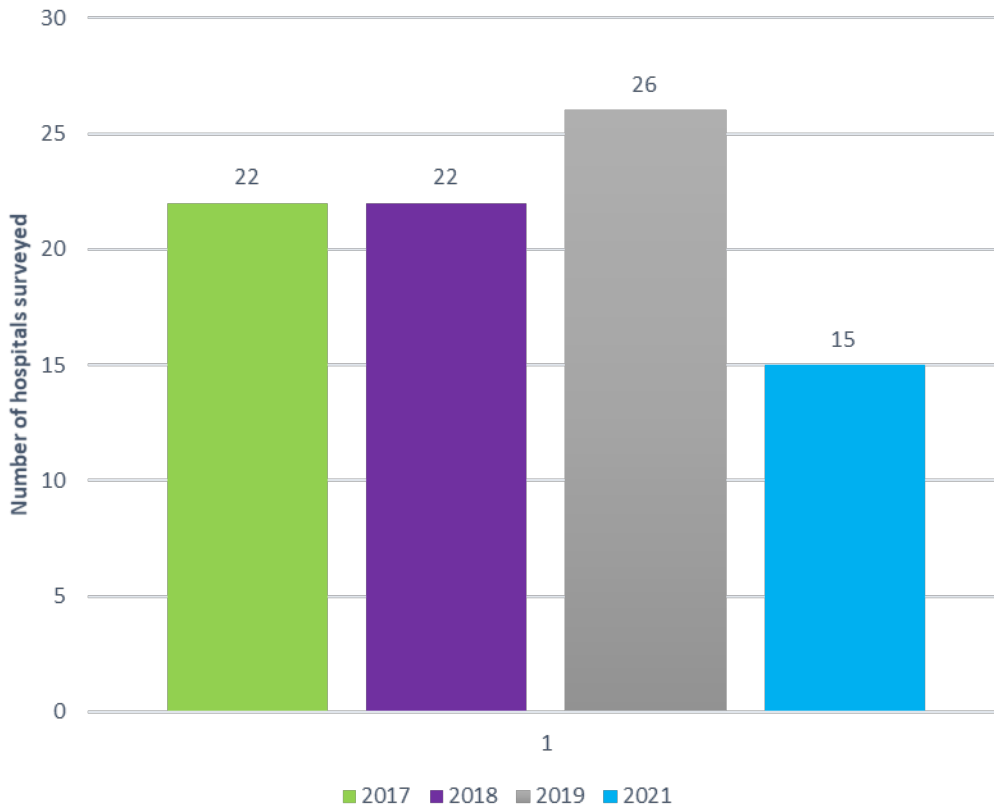# 2021 Year in Review

Public Health Division

Kimberly Voelker, MPH

Nurse Staffing Surveys

Number of Nurse Staffing Surveys Completed per Year

- During Cycle 1, **70** hospitals were surveyed between 2017 – 2019

- Hospitals surveyed in first year of Cycle 1 (2017) scheduled for first year of Cycle 2 (2021)

- For the first year of Cycle 2 (2021), OHA surveyed **15** hospitals

- Due to hospital surge and inclement weather, some hospitals scheduled for 2021 will have their survey delayed
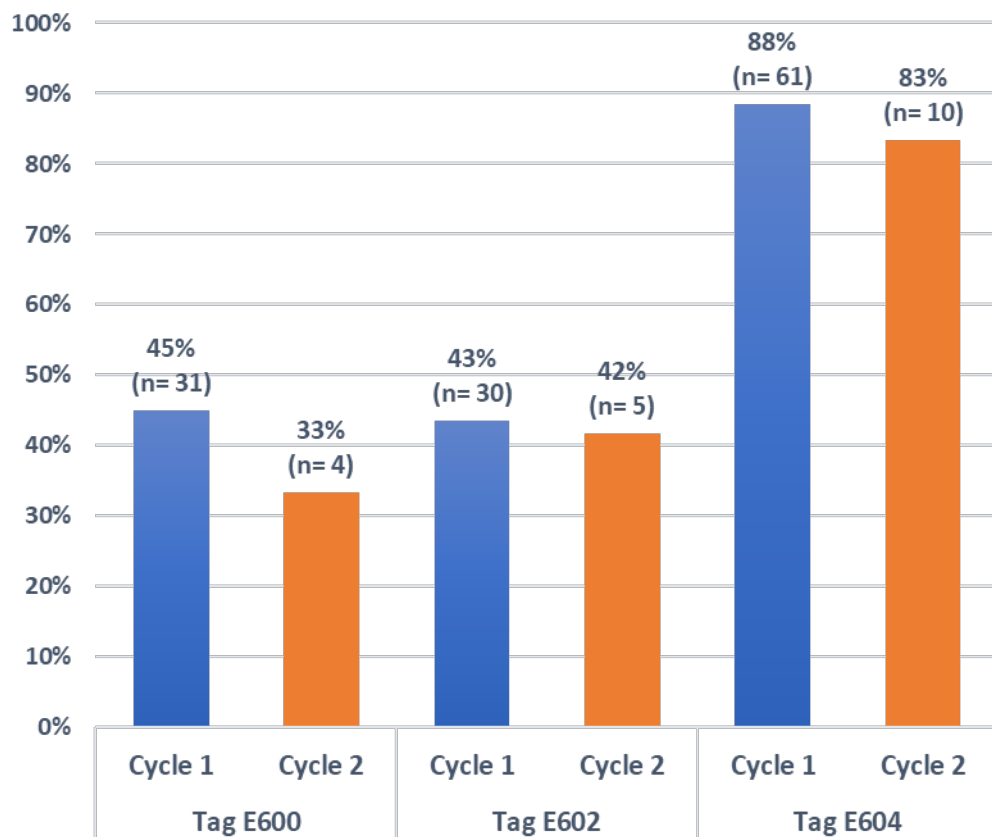
Oregon Health Authority

Nurse Staffing Survey Data - Caveats

- The data presented for **Cycle 1** is combined over three survey years and contains data from **69 hospitals.**

- At the time of drafting this presentation, OHA had completed nurse staffing reports for **12 hospitals** in **Cycle 2.** Twelve hospitals represent just 17% of the total number completed in Cycle 1.

- Early data for **Cycle 2** generally shows hospitals receiving fewer citations related to nurse staffing committee, nurse staffing plan, and MOT requirements

Posting & Record Keeping Requirements

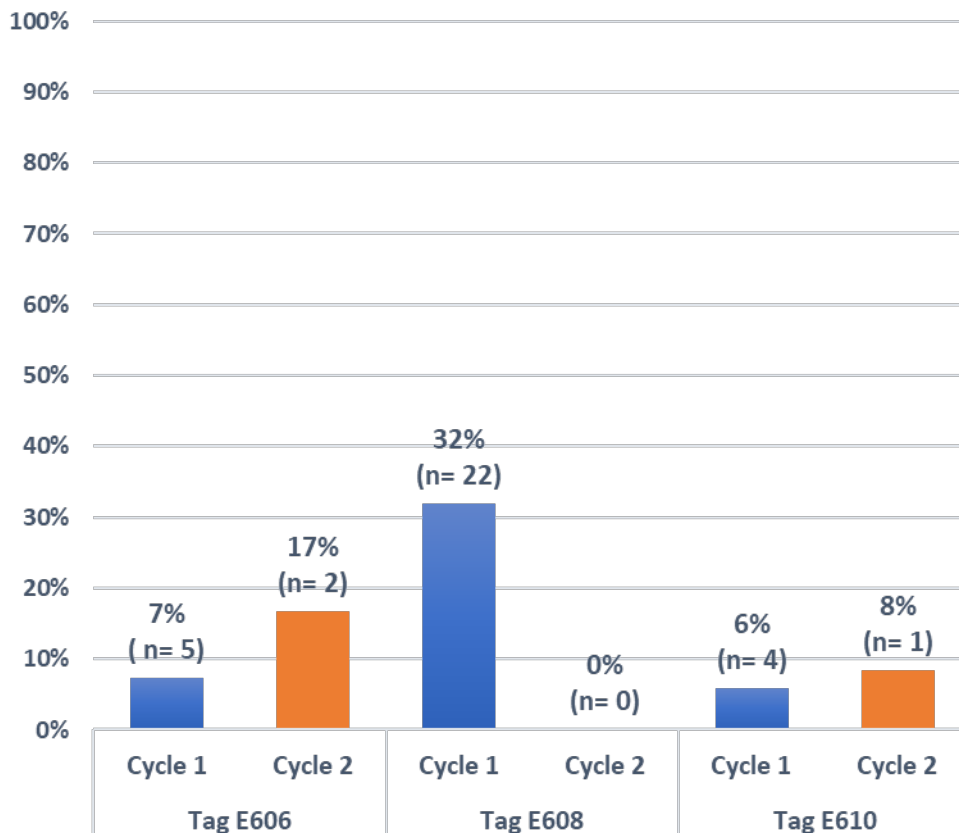**Postings & Record Keeping Citations**
Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- **E600:** Post a complaint notice on each hospital unit that is clearly visible to the public

- **E602:** Post an anti-retaliation notice that is clearly visible and is posted where notices to employees and applicants are usually displayed

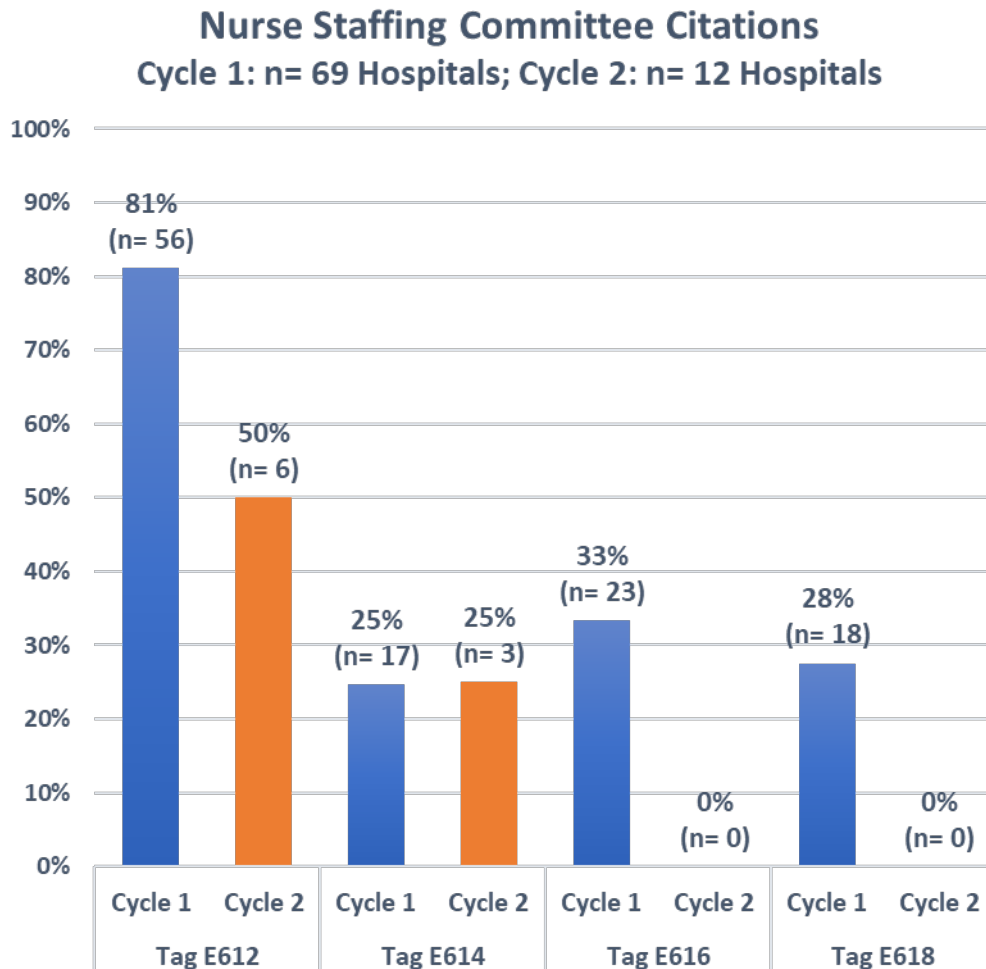- **E604:** Maintain required documentation

Oregon Health Authority

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Nurse Staffing Committee Citations

Nurse Staffing Committee Citations
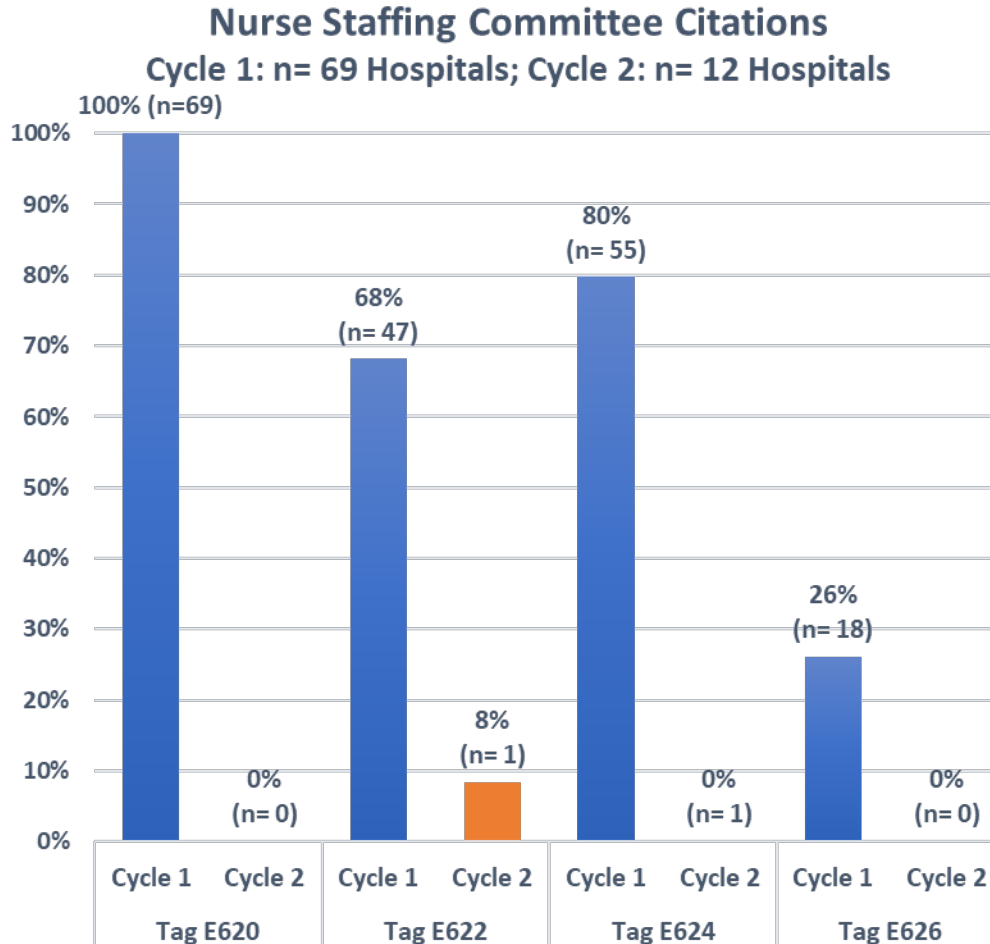Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- **E606:** Establish and maintain a nurse staffing committee responsible for developing NSPs

- **E608:** NSC shall meet at least every three months

- **E610:** Release NSC members to attend meetings and provide paid time for this purpose

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Nurse Staffing Committee Citations

Nurse Staffing Committee Citations
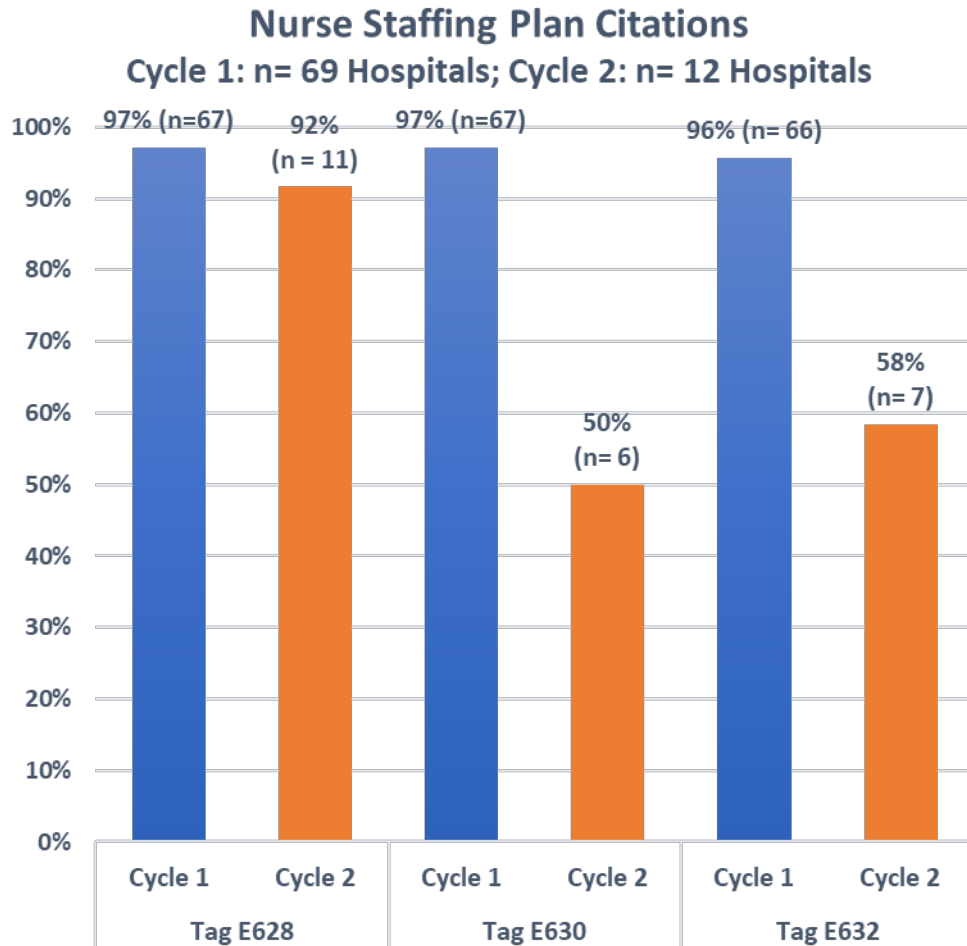Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- **E612:** NSC must be comprised of an equal number of direct care and nurse manager members, with direct care representation for each nursing unit.

- **E614:** NSC must have one non-RN (LPN or CNA) direct care member on the NSC

- **E616:** Selection of direct care NSC representatives

- **E618:** Selection of NSC Co-Chairs

Nurse Staffing Committee Citations

Nurse Staffing Committee Citations
Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- **E620:** NSC charter requirements

- **E622:** NSC meeting conduct requirements, including quorum and voting

- **E624:** NSC meeting minute requirements

- **E626:** NSC minutes must be approved by NSC and available to NSMs upon request

Nurse Staffing Plan Citations

Nurse Staffing Plan Citations
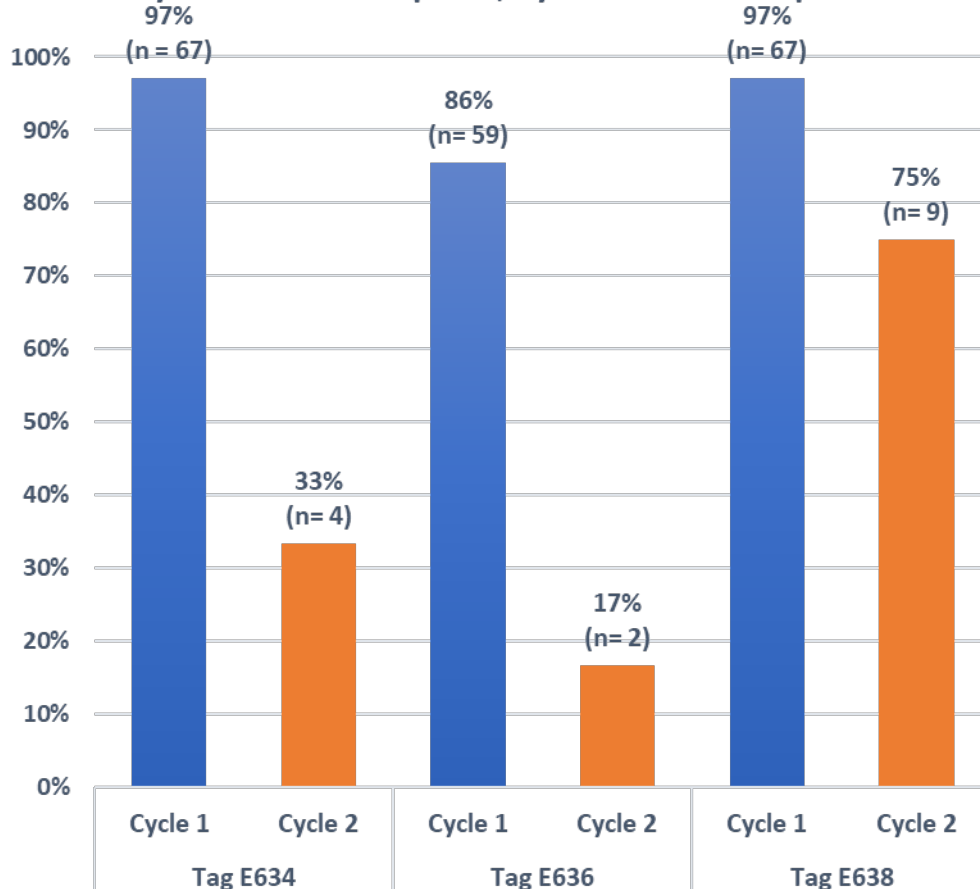Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- **E628:** Develop and implement a NSP approved by NSC

- **E630:** NSP must be based on specialized qualifications and competencies

- **E632:** NSP must include rate of ADT and time required for NSMs to complete those tasks

Nurse Staffing Plan Citations

Nurse Staffing Plan Citations
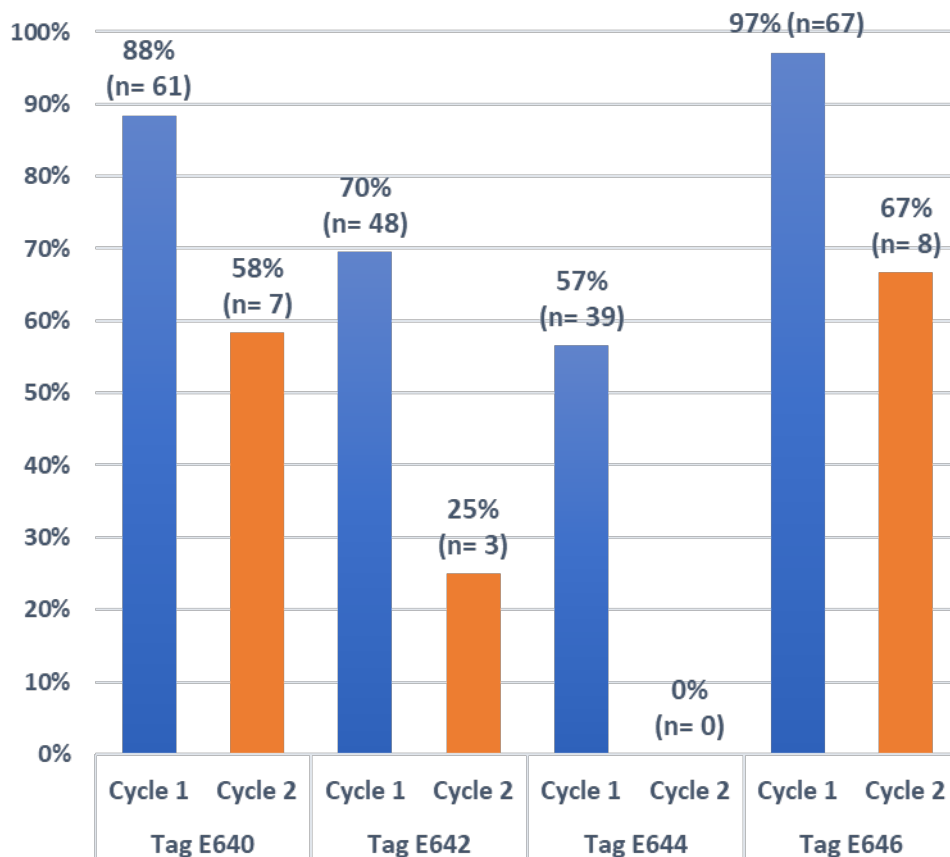Cycle 1: n= 59 Hospitals; Cycle 2: n= 12 Hospitals

- **E634:** NSP must be based on total diagnoses

- **E636:** NSP must be consistent with nationally recognized evidence-based standards and guidelines

- **E638:** NSP must recognize differences in patient acuity and nursing care intensity
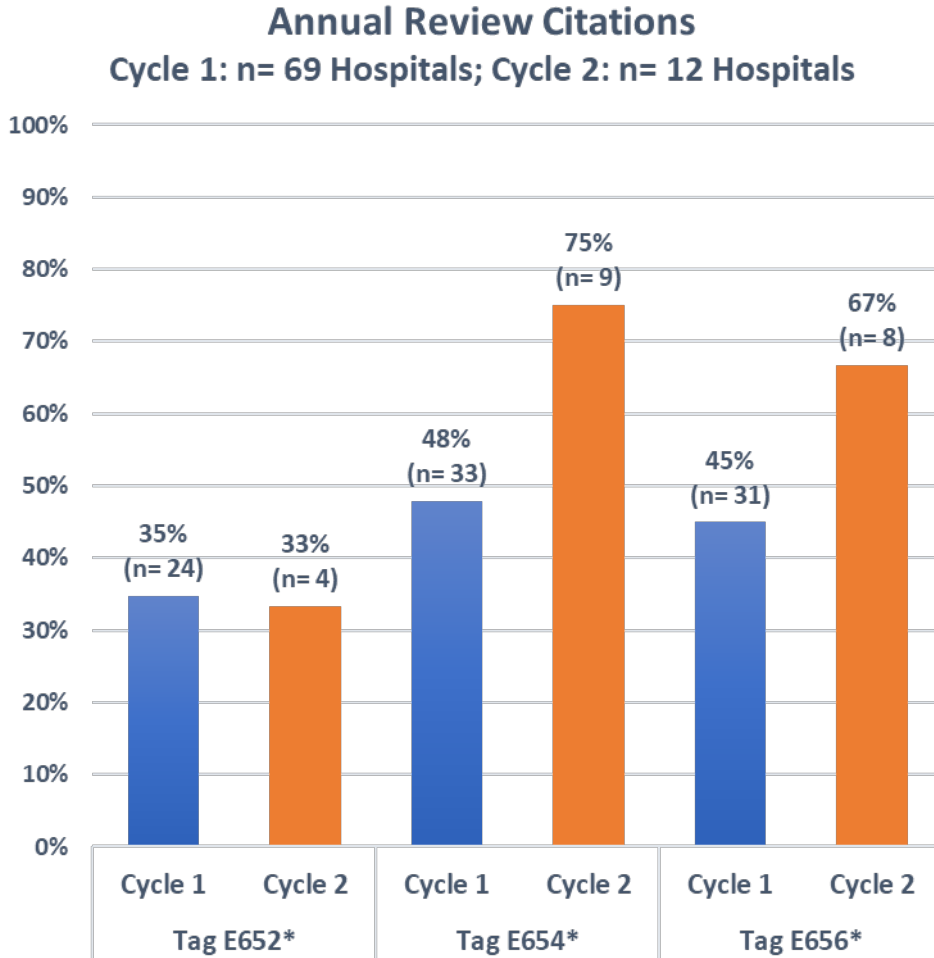
Nurse Staffing Plan Citations

Nurse Staffing Plan Citations
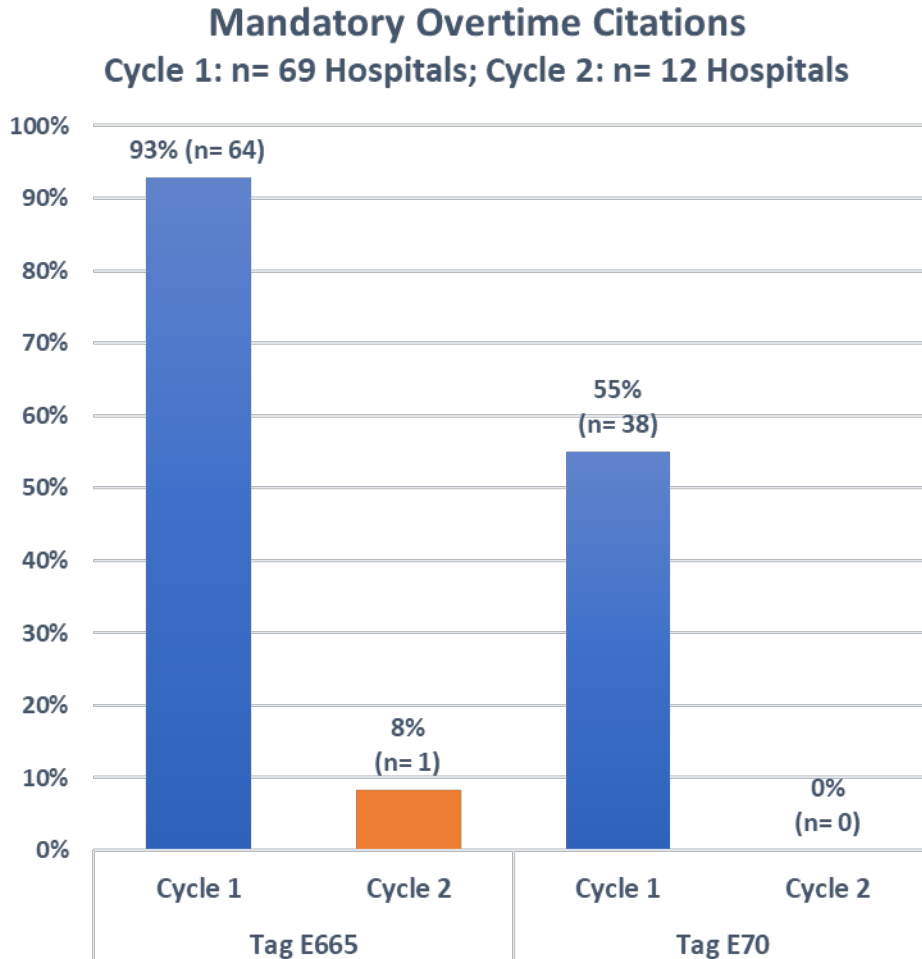Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- **E640**: NSP must establish minimum numbers of NSMs on specified shifts

- **E642:** NSP must ensure that there is no less than 1 RN + 1 RN/CNA/LPN on duty in a unit when a patient is present

- **E644:** NSP must include a formal process for evaluating and initiating limitations on admission or diversion

- **E646:** NSP must consider tasks not related to providing direct care, including meal and rest breaks

Annual Staffing Plan Review Citations

Annual Review Citations
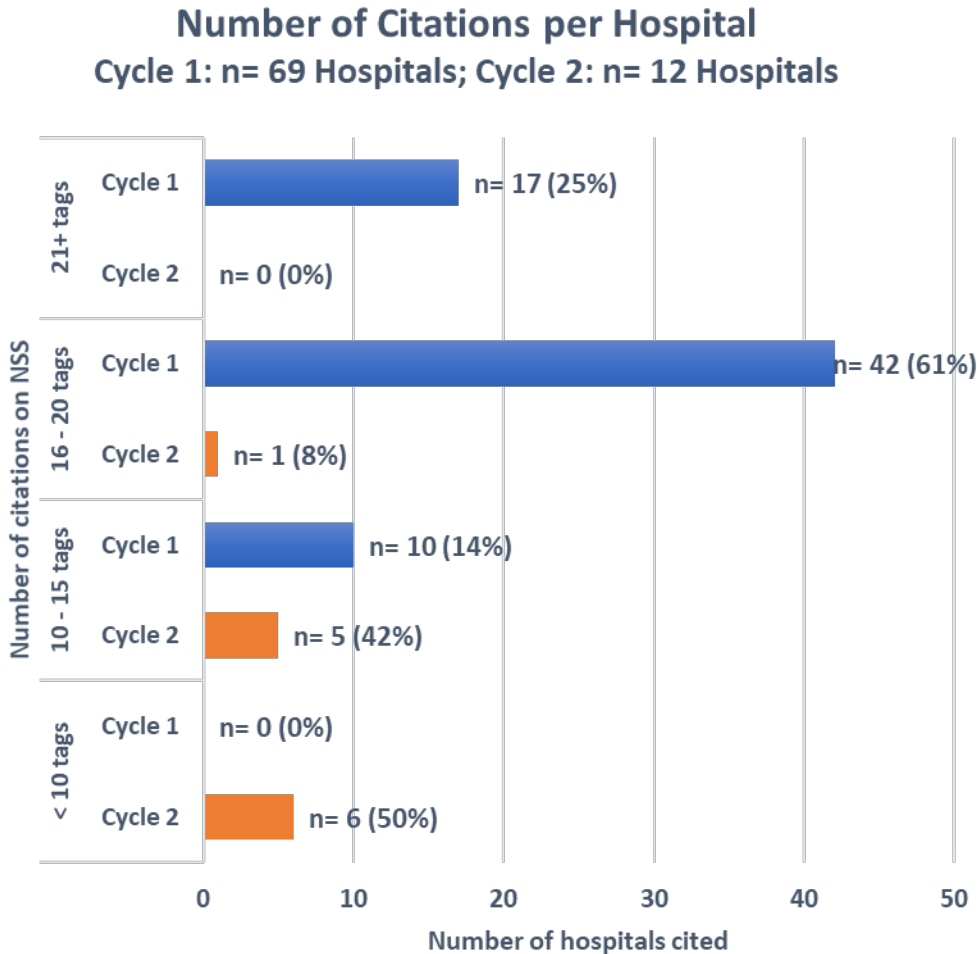Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- **OHA started surveying annual staffing plan review requirements in the second year of Cycle 1, so 33% of hospitals were not surveyed for compliance with these requirements. Hospitals surveyed in 2021 did not have these requirements reviewed during the first survey cycle**

- **E652:** NSC must review NSP at least once per year

- **E654:** NSC must consider certain factors when reviewing the NSP

- **E656:** NSC must issue a written report to the hospital that indicates whether NSP meets patient care needs

Mandatory Overtime Citations

Mandatory Overtime Citations
Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- **E665:** Hospital cannot require overtime (mandatory overtime) except in limited circumstances

- **E670:** Hospital must have a policy and procedure to ensure that MOT is documented in writing and that MOT policies and procedures are clearly written, provided new nursing staff members, and readily available to all nursing staff

Average Number of Citations

Number of Citations per Hospital
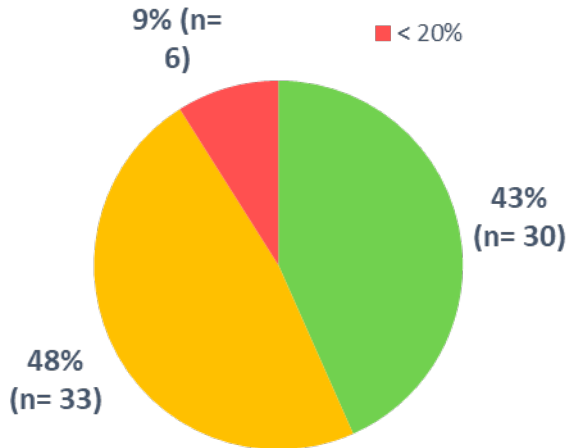### Cycle 1: n= 69 Hospitals; Cycle 2: n= 12 Hospitals

- OHA is citing fewer tags in **Cycle 2** than in **Cycle 1.**

- In **Cycle 1**, the average number of tags cited per survey was **18**. For **Cycle 2,** the average number of tags cited per survey is **9.**

- During **Cycle 1,** there were no hospitals that had fewer than 10 tags cited during its NSS. For **Cycle 2,** six hospitals (50%) have had fewer than 10 citations.

- Similarly, five hospitals (42%) in **Cycle 2** received 10 – 15 citations, compared to 10 hospitals (14%) in **Cycle 1.**

- In **Cycle 1,** 42 hospitals (61%) received 16 – 20 tags during their surveys. There has only been one hospital (8%) in this category for **Cycle 2.**

- 17 hospitals (25%) received more than 20 tags during **Cycle 1.** There have been no hospitals in this category for **Cycle 2.**
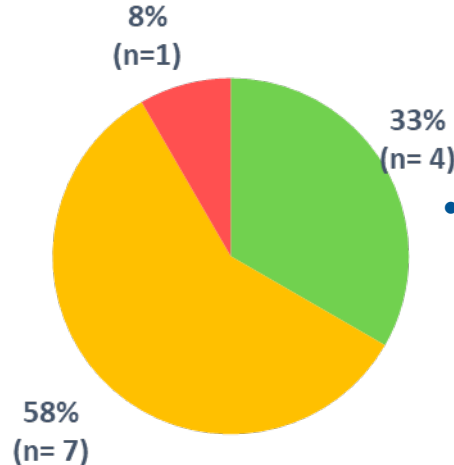
Survey Monkey Response Rate

Cycle 1 Survey Monkey Response Rate (n= 69 Hospitals)

≥85%
20 - 84%
< 20%

9% (n= 6)
43% (n= 30)
48% (n= 33)

Cycle 2 Survey Monkey Response Rate (n= 12 Hospitals)

8% (n=1)
33% (n= 4)
58% (n= 7)

- OHA roughly correlates the SurveyMonkey response rate based to the number of licensed hospital beds

- During **Cycle 1,** 43% of hospitals (n= 30) had a high response rate (≥ 85% of licensed hospital beds), compared to 33% of hospital (n= 4) for **Cycle 2.**

- **Cycle 1** and **Cycle 2** had similar rates of very low SurveyMonkey participation (considered < 20% of licensed hospital beds)

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