ASPR TRACIE Technical Assistance

Request Receipt Date (by ASPR TRACIE): March 20, 2020
Response Date: March 23, 2020
Type of TTA Request: Complex, Urgent

Request:

ASPR TRACIE received a request for staffing models for Alternate Care Sites.

Response:

ASPR TRACIE reviewed several plans for key recommendations for Alternate Care Site staffing and typical skilled nursing facility staffing for comparison. Citations are outlined in this response.

Please refer to CDC’s Coronavirus Disease 2019 webpage for the most up-to-date clinical guidance on COVID-19 outbreak management.

Alternate Care Site Samples


This document includes a comprehensive definition of the term “alternate care site” (ACS) and the guidance it contains can help staff develop ACS planning teams, plan for specific threats (a supply list and pandemic-specific considerations for medication storage are used as an example; job action sheets are included, too), and adequately care for patients on site. Pages 43-47 provide detailed staffing considerations for clinical and non-clinical staff requirements.


This Standard Operating Procedure, developed by the Florida Department of Health includes a sample staffing model on Page 14 for a 50-bed capacity, per 12-hour shift, for various settings. Table 3 is copied below.
The Minnesota Department of Health, Alternate Care Site Plan includes the following information for staffing an ACS.

a. ACS staffing needs for each 50-patient pod
   i. 1 physician
   ii. 1 PA/NP or 2nd physician
   iii. 5 nurses and/or LPN’s, paramedics (at least 3 RN’s)
   iv. 5 nursing assistants/EMT-B personnel
   v. 1 social workers/case managers
   vi. 1 environmental service

b. Additional Support Personnel
   i. 1 charge RN/250 pts
   ii. 1-2 unit secretaries/100 pts
   iii. 1 respiratory therapist/100 pts
   iv. 1 patient admissions clerk/100 pts
   v. 1 chaplain/100 pts
   vi. 1 pharmacist (if hospital > 200 beds)

Higher Acuity ACS

We were unable to find specific models for higher acuity ACSs, but our ASPR TRACIE Subject Matter Experts recommend doubling the staffing models listed above and match them to acuity. Also consider adding respiratory therapy and lab capacity with appropriate staffing for the tests and procedures determined as necessary for patient management.
Long Term Care Staffing Information

The Nursing Home Reform Law of 1987 requires Skilled Nursing Facilities to have:
- A registered nurse eight consecutive hours, seven days a week
- Licensed nurses 24 hours a day
- Otherwise “sufficient” nursing staff to meet residents’ needs

This article cites a non-scientific survey conducted by Nurse.org to gather information about various State’s nurse to resident ratios.

A USCMS study in 2001 established the importance of having a minimum of 0.75 Registered Nurse hours per resident day (hprd), 0.55 Licensed Vocational Nurse/Licensed Practical Nurse hprd, and 2.8 (to 3.0) Certified Nursing Assistant hprd, for a total of 4.1 nursing hprd to meet the federal quality standards.
Table 1

Nursing hours per resident day reported in all U.S. nursing homes in 2014 compared to recommended minimum staffing levels and expected staffing levels.

<table>
<thead>
<tr>
<th>TOTAL NUMBER OF NURSING HOMES (15,391) AND PERCENTILES</th>
<th>RN HOURS PER RESIDENT DAY</th>
<th>LVN/LPN HOURS PER RESIDENT DAY</th>
<th>CNA HOURS PER RESIDENT DAY</th>
<th>TOTAL NURSING HOURS PER RESIDENT DAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>90% N = 1,539</td>
<td>1.36</td>
<td>1.26</td>
<td>3.27</td>
<td>5.39</td>
</tr>
<tr>
<td>75% N = 3,848</td>
<td>0.98</td>
<td>1.02</td>
<td>2.80</td>
<td>4.55</td>
</tr>
<tr>
<td>Mean</td>
<td>1.00</td>
<td>0.90</td>
<td>2.64</td>
<td>4.54</td>
</tr>
<tr>
<td>Median N = 7,696</td>
<td>0.72</td>
<td>0.81</td>
<td>2.40</td>
<td>3.97</td>
</tr>
<tr>
<td>25% N = 3,848</td>
<td>0.53</td>
<td>0.60</td>
<td>2.08</td>
<td>3.53</td>
</tr>
<tr>
<td>10% N = 1,539</td>
<td>0.39</td>
<td>0.39</td>
<td>1.83</td>
<td>3.18</td>
</tr>
<tr>
<td>CMS study recommended minimum standard (2)</td>
<td>0.75</td>
<td>0.55</td>
<td>2.80</td>
<td>4.10</td>
</tr>
<tr>
<td>Average CMS expected staffing based on resident acuity (3)</td>
<td>1.08</td>
<td>0.66</td>
<td>2.43</td>
<td>4.17</td>
</tr>
</tbody>
</table>


Abbreviations: RN, registered nurses; LVN/LPN, licensed vocational or licensed practical nurse; CNA, certified nursing assistants.