

BETTER CARE NOW

I SUPPORT NURSING
HOME SAFE STAFFING

Safe Staffing Will Save Lives

- Nursing home workers and the families of nursing home residents have been sounding the alarm for decades about the need for better staffing. We need a strong, science-based national staffing standard in long-term care facilities to ensure that happens.
- A strong federal standard for staffing will significantly improve the level of care that residents and families who rely on these services deserve. It also will provide workers with the much-needed and overdue protections and support they need to do their jobs well.
- Prior to the pandemic, nursing homes struggled with chronic understaffing, low funding and poor working conditions. The public health crisis only exacerbated these issues.
- Workers in the long-term care industry—the majority of whom are women of color—are among the lowest-paid workers in our country, and many live in low-income households or below the poverty line.
- These workers also experience higher rates of injury, burnout and workplace violence, as well as unpredictable schedules and night-shift work. A National Institutes of Health study found that certified nursing assistants—who make up more than half of all nursing home staff—experience musculoskeletal injuries at a rate more than **five times** the national average.
- Low staffing in nursing homes often means that workers are forced to manage care for dozens of patients at a time, which can lead to dangerous work environments and terrible health outcomes for residents. There is a direct connection between low staffing and higher incidence of falls, rehospitalizations, missed care and mortality rates.

Take Action Now!



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- At the same time, corporations that operate and own nursing homes have long prioritized cutting costs and reaping huge profits at the expense of workers and residents. This has been exacerbated by an influx of private equity into nursing homes.
- We often hear from nursing home CEOs and owners about the so-called labor shortage. But there is no shortage of good workers—just a shortage of good, high-quality jobs where workers are compensated fairly and treated with dignity and respect.
- A national staffing standard will be a crucial step in transforming these jobs into good jobs.
- It will address entrenched racial and gender inequities and ensure that the workforce is paid fairly and supported in the workplace.
- It will help strengthen our long-term care system, improve the lives of residents every day and prevent unnecessary worker injury and burnout. It also will give working families peace of mind that their loved ones will receive the high-quality care they deserve.
- It will ensure that no matter where someone lives or what ZIP code they're in, they will have access to a safe living environment and the patient-centered care that nursing homes ought to provide.
- As the need for care only continues to grow exponentially, our government must act now to build a sustainable workforce that will meet the increasing demand far into the future.

