



**T**he Long Term Care Nurse Staffing Study (LTCNSS) assesses nurse staffing and related issues in the long term care setting. In 2013, approximately 26% of licensed vocational nurses (LVNs) and 3% of registered nurses (RNs) in Texas worked in the Nursing Home/Extended Care setting. Long term care facilities may also employ certified nurse aides (CNAs), certified medication aides (CMAs), and advanced practice registered nurses (APRNs). During the spring of 2014, the TCNWS administered the LTCNSS to 1,191 Texas nursing facilities. A total of 443 facilities participated, for a final response rate of 37.2%.

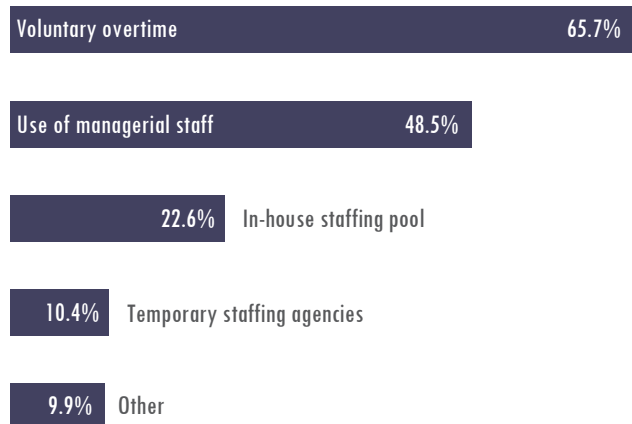
This report provides information on interim staffing in Texas long term care nursing facilities, including methods, hours, and cost.

## Methods of Interim Staffing

Respondents were asked to indicate which methods of interim staffing were utilized in their facility (Figure 1). 84.7% of 443 respondents reported using interim staffing methods.

- Voluntary overtime was the most frequently used interim staffing method, with 65.7% of facilities reporting the use of this strategy.
- Temporary staffing agencies were used by 10.4% of responding facilities.
- None of the 44 respondents who indicated using some “other” staffing method provided a written response explaining the type of method that was used.

**Figure 1. Percentage of facilities using interim staffing methods (n=443)**



## Hours and Cost<sup>1</sup> of Interim Staffing

Facilities were asked to detail the hours and costs of each interim staffing method.

Table 1 includes the total hours and cost<sup>1</sup> for each interim staffing method for all licensed direct resident care nursing staff. Facilities using interim staffing reported:

- A total of 351,547 hours of interim staffing coverage at a cost of almost \$7.5 million.
- 71.5% of expenses for interim staffing are spent on voluntary overtime.
- Voluntary overtime is less costly, on average, than the use of temporary staffing agencies but is still more costly than other methods of interim staffing.

**Table 1. Hours and Cost<sup>1</sup> of Interim Staffing in Texas**

	n	Hours	Cost	Average cost per hour
Voluntary overtime	132	298,138.8	\$5,349,785.33	\$17.94
In-house staffing pool	75	39,792.1	\$709,172.16	\$17.82
Temporary staffing agencies	73	29,259.4	\$1,018,463.10	\$34.81
Use of managerial staff	101	21,788.2	\$365,289.10	\$16.76
Other	70	2,321	\$35,505.00	\$15.30
<b>Total</b>	-	<b>351,547.2</b>	<b>\$7,478,214.69</b>	<b>\$21.27</b>

<sup>1</sup>The analysis on cost of interim staffing is to demonstrate the cost differential between staffing methods, and is not intended for use in estimating nurse wages.

