OMB #: 0920-0298 Exp.: 07/31/2009

Agency Name:	
Agency ID:	

National Home and Hospice Care Survey

Staffing Questionnaire

Prepared for the Centers for Disease Control and Prevention National Center for Health Statistics

by

Westat 1650 Research Boulevard Rockville, MD 20850 1-888-798-6674





Dear Director/Administrator,

The National Center for Health Statistics (NCHS) of the Centers for Disease Control and Prevention (CDC) is conducting the National Home and Hospice Care Survey on a randomly selected nationwide sample of home health care and hospice agencies. This voluntary survey is authorized by Federal Law.

We would like some information about the staff of your agency, including their training, benefits, and experience. Any information you provide will be used only for research purposes and will be held in strict confidence. It will not be released to anyone, other than the agencies involved in the survey that are listed in the Dear Director letter sent to you previously, without the consent of the individual or the establishment in accordance with Section 308(d) of the Public Health Service Act (42 USC 242m) and the Confidential Information Protection and Statistical Efficiency Act (PL 107-347).

If you wish to comment on any question or qualify your answers, please feel free to use space in the margins or on the inside of the final page. Your comments will be read and taken into account.

<u>Please answer all of the questions in reference to the agency listed on the front cover.</u>

NOTICE - Public reporting burden of this collection of information is estimated to average 50 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to: CDC/ATSDR Reports Clearance Officer, 1600 Clifton Road, MS E-11, Atlanta, GA 30333, ATTN: PRA (0920-0298).

Assurance of Confidentiality - All information which would permit identification of an individual, a practice, or an establishment will be held confidential, will be used only by persons engaged in and for the purpose of the survey and will not be disclosed or released to other persons or used for any other purpose without the consent of the individual or the establishment in accordance with section 308(d) of the Public Health Service Act (42 USC 242m) and the Confidential Information Protection and Statistical Efficiency Act (PL 107-347).



These first few questions ask about the background of this agency's Director/Administrator.

1.	Does this agency currently have a Director/Administrator (or acting) on staff?
	² No → SKIP TO QUESTION 10.
_	¹ Yes
↓	
2.	Does this agency's Director/Administrator have a nursing degree?
	² No → SKIP TO QUESTION 4 .
	¹ Yes
3.	What is the highest nursing degree that the agency's Director/Administrator holds?
	Mark one box.
	Diploma Degree in Nursing
	² Associates Degree in Nursing
	³ Bachelors Degree in Nursing
	⁴ Masters Degree in Nursing
	⁹¹ Other nursing degree (PLEASE SPECIFY)

What is the highest degree of any kind that 4. the agency's Director/Administrator holds? Mark one box. Diploma Degree in Nursing Associates Degree in Nursing Associates Degree in Health Care Administration Associates Degree (other health related) Associates Degree (not health related) ⁶ Bachelors Degree in Nursing Bachelors Degree in Health Care Administration Bachelors Degree (other health related) ⁹ Bachelors Degree (not health related) ¹⁰ Masters Degree in Nursing 11 Masters Degree in Health Care Administration Masters Degree (other health related) Masters Degree (not health related)

Other (PLEASE SPECIFY)

 Does this agency's Director/Administrator have a Certified Home or Hospice Care Executive (CHCE) certification? No Yes 	Altogether, about how long has he/she worked as Director/Administrator at any home health of hospice agency, including this one? Write number in only one box. Number of weeks OR
6. What other medical specialty certifications does this agency's Director/Administrator have? Mark all that apply.	Number of months OR Number of years
 None American Nurses Credentialing Center (ANCC) certification (Nurse Practitioner, Nursing Case Management, Public/Community Health, etc.) Certification from a professional health care association/organization [for example, Certified Hospice and Palliative Nurse (CHPN), Certified Rehabilitation Registered Nurse (CRRN), etc.] 	 Does the agency's Director/Administrator also serve as the Director of Nursing for this agency? This person may be called the Director of Professional Services or Clinical Director or is the clinical lead manager or supervisor nurse. No → CONTINUE TO QUESTION 10. Yes → SKIP TO QUESTION 14.
About how long has he/she been the Director/ Administrator at this agency? Write number in only one box. Number of weeks OR Number of months OR Number of years	

Background of Director of Nursing

10.	The following questions are about the Director of Nursing at this agency.		
	This person may be called the Director of Professional Services or Clinical Director or is the clinical lead manager or supervisor nurse who reports to this agency's Director/Administrator.		
	Does this agency currently have a Director of Nursing (or acting) on staff?		
2	No → SKIP TO QUESTION 16.		
1	Yes 7		
11.	What is the highest nursing degree the Director of Nursing holds?		
	Mark one box.		
1	Diploma Degree in Nursing		
2	Associates Degree in Nursing		
3	Bachelors Degree in Nursing		
4	Masters Degree in Nursing		
91	Other nursing degree (PLEASE SPECIFY)		

12. What is the highest degree of any kind the **Director of Nursing holds?** Mark one box. Diploma Degree in Nursing Associates Degree in Nursing ³ Associates Degree in Health Care Administration Associates Degree (other health related) Associates Degree (not health related) ⁶ Bachelors Degree in Nursing Bachelors Degree in Health Care Administration Bachelors Degree (other health related) Bachelors Degree (not health related) Masters Degree in Nursing Masters Degree in Health Care Administration Masters Degree (other health related) Masters Degree (not health related)

Other (PLEASE SPECIFY)

Profile of Nursing Staff

13 What medical specialty certifications does this agency's Director of Nursing have?

Mark all that apply.

- None
- American Nurses Credentialing Center (ANCC) certification, (for example, Nurse Practitioner, Nursing Case Management, Public/Community Health, etc.)
- ² Certification from a professional health care association/organization [for example, Certified Hospice and Palliative Nurse (CHPN), Certified Rehabilitation Registered Nurse (CRRN), etc.]

14_ About how long has he/she been the Director of Nursing at this agency?

Write number in only one box.

- Number of weeks OR Number of months
- OR Number of years

15. Altogether, about how long has he/she been the Director of Nursing at any home health or hospice agency, including this one?

Write number in only one box.

- Number of weeks OR Number of months OR
- Number of years

Next, we would like to know about the background and turnover of this agency's staff.

16. Approximately what percentages of the RNs currently on staff have the following as their highest education/training?

> Write percentage on each line. If none, please enter "0." Your entries should equal 100%

Percent of RNs

а	% Diploma
b	% Associate Degree
С	% BS/BSN (4 years)
d	% MS/MSN or highe
100	% Total
	/0 1 Otal

Do any of the RNs currently on staff have **17**. any specialty certifications?

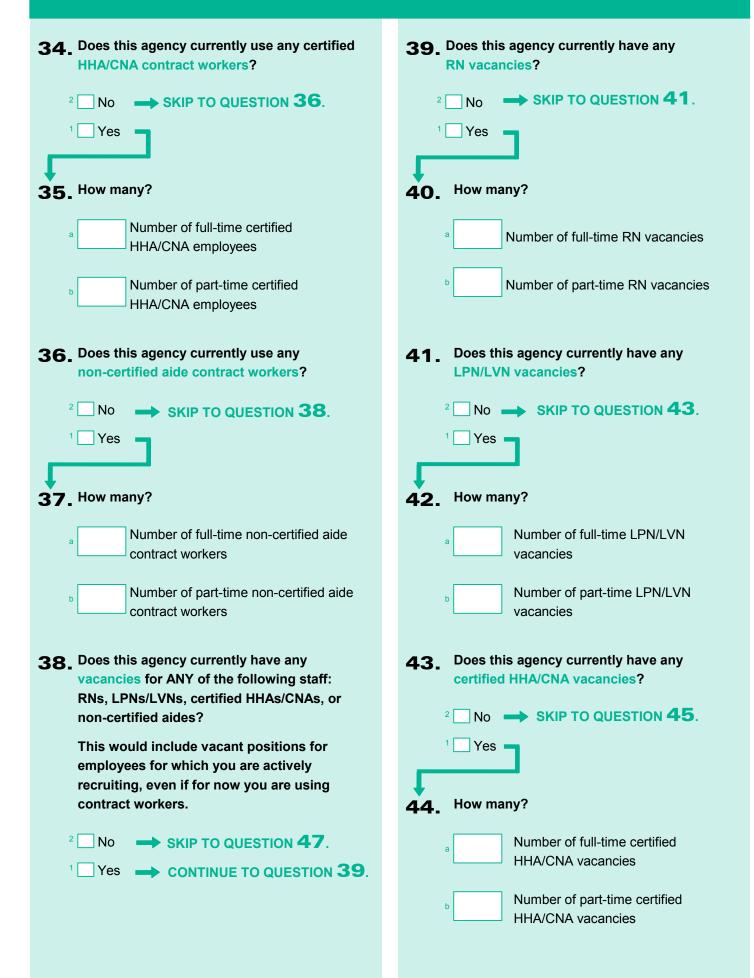
> (Examples include: palliative care, pain management, wound and ostomy care, gerontology, rehabilitation, nursing administration, medical-surgical nursing, public/community health, etc.)

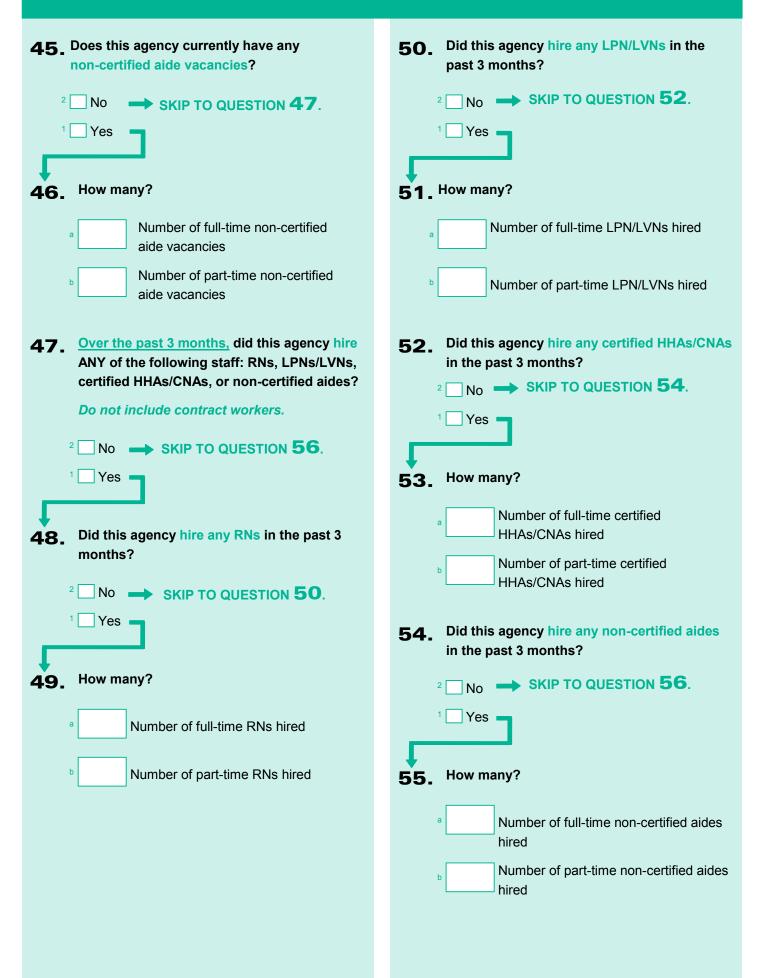
2 No → SK	IP TO QUESTION 19.
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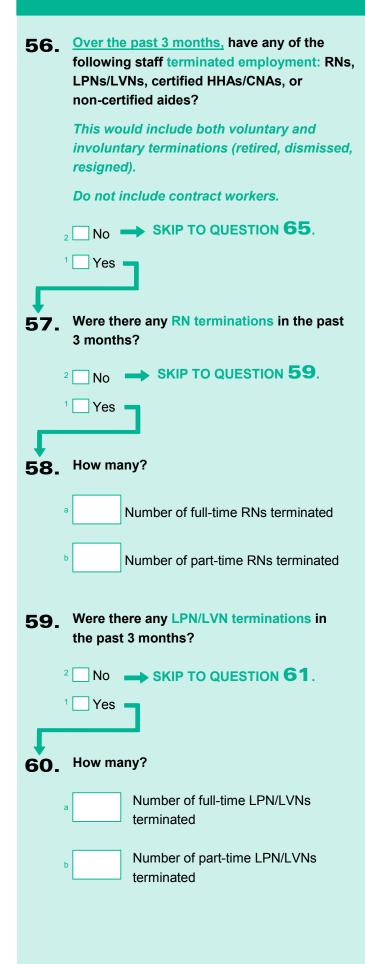
Yes -> CONTINUE TO QUESTION 18.

18. Do any of the RNs on staff have the	21. Does this agency currently have any		
following certifications?	RN employees on staff?		
Mark one box in each row.	Do not include contract workers.		
No Yes	² No → SKIP TO QUESTION 23 .		
² Palliative Care	¹ Yes		
² U Wound and Ostomy Care			
² Pain Management	22. How many?		
² Gerontology	Do not include contract workers.		
² Public/Community Health	Number of full-time RN employees		
19. Does this agency have the following types of Advanced Practice Nurses on staff? Include both full-time and part-time employees	Number of part-time RN employees OR Number of FTE RN employees		
Mark one box in each row.			
No Yes	23_ Does this agency currently have any		
²	LPN/LVN employees on staff?		
² Nurse Practitioner	Do not include contract workers.		
20. Does this agency ever employ or seek to employ any of the following?	² No → SKIP TO QUESTION 25 . ¹ Yes		
Do not include contract workers.	- 		
Mark one box in each row.	24. How many?		
No Yes	Do not include contract workers.		
²	Number of full-time LPN/LVN employees		
² LPNs/LVNs	cmployees		
² Certified HHAs/CNAs	Number of part-time LPN/LVN employees		
² Non-certified Aides	OR		
	Number of FTE LPN/LVN employees		

25. Does this agency currently have any certified HHA/CNA employees on staff? Do not include contract workers. 2 No → SKIP TO QUESTION 27.	29. Does this agency currently use any contract workers for ANY of the following staff: RNs, LPNs, certified HHAs/CNAs, or non-certified aides? 2 No → SKIP TO QUESTION 38.
26. How many? Do not include contract workers. Number of full-time certified HHA/CNA employees Number of part-time certified	30. Does this agency currently use any RN contract workers? 2 No SKIP TO QUESTION 32.
OR Number of FTE certified HHA/CNA employees 27. Does this agency currently have any non-certified aide employees on staff?	31. How many? Number of full-time RN contract workers Number of part-time RN contract workers
non-certified aide employees on staff? Do not include contract workers. 2 No SKIP TO QUESTION 29. 1 Yes Do not include contract workers. Number of full-time non-certified aide employees Number of part-time non-certified aide employees OR Number of FTE non-certified aide employees	32. Does this agency currently use any LPN/LVN contract workers? 2 No SKIP TO QUESTION 34. 1 Yes Number of full-time LPN/LVN contract workers Number of part-time LPN/LVN contract workers







61.	terminations in the past 3 months?		
:	No → SKIP TO QUESTION 63 .		
	¹ Yes		
62 .	How many?		
ć	Number of full-time certified HHA/CNAs terminated		
ı	Number of part-time certified HHA/CNAs terminated		
63.	Were there any non-certified aide terminations in the past 3 months?		
	² No → SKIP TO QUESTION 65 . ¹ Yes ¬		
64.	How many?		
	Number of full-time non-certified aides terminated		
	Number of part-time non-certified aides terminated		

65 .	5. What is the average length of orientation at this agency for the following types of newly					
	hired nur			0.	•	
	ach employe	e type, v	write le	ength of	orien	tation in
appro	priate box.					
If no	orientation, o	heck th	e NON	E box.		
	<u>None</u>	HOURS		DAYS	ı	WEEKS
RNs	OR a		OR b		OR °	
LPNs/ LVNs	0 OR d		OR e		OR f	
Certifie HHAs/ CNAs	ed OR g		OR h		OR i	
Non- certifie Aides	d ⁰ OR j		OR k		OR I	
66_ About what percentage of this agency's current						
	nursing staff have been employed for more than 1 year?					
Write in percentage in each box. If none for a staff type, please enter "0."						
Percent employed more than 1 year						
	% of RNs					
	% of LPNs/LVNs					
	% of Certified HHAs/CNAs					
	4	% of N	lon-cer	tified Aid	des	

67. If hired today, what would be the hourly wage of entry-level nursing staff at this agency?

Write in dollar amount in each box.

Entry-level

Hourly Wages

RNs

LPNs/LVNs

Certified HHAs/CNAs

Non-certified Aides

PLEASE CONTINUE
TO NEXT PAGE

Profile of Other	
Agency Workers	
Does this agency use any volunteers to help your current patients or this agency's staff in any way? 2 No SKIP TO QUESTION 72.	72. Is this agency ever used as a clinical or training site for students? ² □ No → SKIP TO QUESTION 74. ¹ □ Yes ¬
69. What kinds of services do they provide?	73. For what types of students?
Mark all that apply.	Mark all that apply.
¹ General office help	1 Home Health Aide
² Homemaker/household services	² Nurse (RN, LPN)
Personal care (haircuts, nail care, massage,	³ Advance Practice Nurse (NP, CNS)
etc.)	⁴ Physician Assistant
Transportation services	⁵ Medical Student/Intern/Resident
5 Visiting with patients	⁶ Therapist (Physical, Speech, Occupational)
Bereavement/family support	⁷ Social Worker
Recreational activities	91 Other (PLEASE SPECIFY)
Pet therapy	
Religious/spiritual activities	
91 Other (PLEASE SPECIFY)	
70. About how many volunteer workers currently provide services for this agency?	
Number of volunteers	
71. In total, how many of this agency's current patients receive services from any of your volunteer workers?	
Number of current patients	
OR	
% Percent of current patients	

74. Does this agency have any of the following types of staff or contract personnel who provide services to patients served by this	75. Which of these nursing staff retention/ recruitment strategies are used by this agency?
agency?	Mark all that apply.
Please mark "No" or "Yes" for each personnel type.	Employee recognition programs (employee of the month, staff dinners/luncheons, etc.)
<u>No</u> <u>Yes</u>	² Reimbursement for workshops/conferences
² 1 Physicians	³ Sign-on bonus
² Dental health professionals	4 Recruitment bonus
² Psychiatrists	⁵ Career ladder positions for Nurses
² Psychologists	
² 1 Nutritionists, Dietitians	Career ladder positions for HHAs/CNAs
² Occupational Therapists	Flexible scheduling or job sharing 8 Ropus/paid time off
² Occupational Therapy Assistants	
² Physical Therapists	Gabbaticai
² Podiatrists	Tuition (reimbursement or direct payment for employees/new hires)
² Respiratory Therapists	Payback for unused sick/vacation time
² Social Workers	91 Other (PLEASE SPECIFY)
² Speech Pathologists/Audiologists	
² Complementary Alternative Medicine (CAM) Providers	

Employee Benefits

76.	What types of employee benefits are offered to full-time RN and LPN/LVN staff by this agency?
	Mark all that apply.
1	Fully paid health insurance plan for employee
2	Fully paid health insurance plan for employee spouse/dependents
3	Partially paid health insurance plan for employee
4	Partially paid health insurance plan for employee spouse/dependents
5	Other employee insurance plan (dental, vision disability, life)
6	Retirement/pension
7	401k plan/tax-deferred annuity
8	Paid vacation/holidays
9	Paid sick days
10	Paid time off days for "other/personal" reasons
11	Other paid bonuses
12	Mileage reimbursement/agency car
13	Uniforms
14	Cell phones/reimbursements
15	Career promotion/development (workshops, conferences, certification exam, etc.)
16	Education reimbursement
91	Other (PLEASE SPECIFY)

offered to full-time HHA/CNA staff by the agency? Mark all that apply. Fully paid health insurance plan for employee ² Fully paid health insurance plan for employee spouse/dependents ³ Partially paid health insurance plan for employee Partially paid health insurance plan for employee spouse/dependents ⁵ Other employee insurance plan (dental, vision, disability, life) ⁶ Retirement/pension ⁷ 401k plan/tax-deferred annuity Paid vacation/holidays Paid sick days Paid time off days for "other/personal" reasons Other paid bonuses Mileage reimbursement/agency car Uniforms Cell phones/reimbursements ¹⁵ Career promotion/development (workshops, conferences, certification exam, etc.) Education reimbursement Other (PLEASE SPECIFY)

What types of employee benefits are

77.

78.	8 Does this agency currently have an Electronic Medical Records system? This is a computerized version of the patient's medical information used in the management of the patient's health care.				
	Exclu	<u>ide</u> electronic	records used only for billing purposes and required documentation, such as OASIS		
- ²	² No)			
	¹ 🗌 Ye	es -> SKIP	TO QUESTION 80.		
79 .	Does	this agency	have plans to obtain an Electronic Medical Records System within the next year?		
2	² No → SKIP TO QUESTION 81.				
	¹ 🔲 Ye	es - SKIP	TO QUESTION 81.		
80. With this agency's current Electronic Medical Records system, please indicate for each component listed below, whether it is used, available but not used, or not available. Mark one box on each line.					
		Available/	Not		
	<u>Used</u>	Not used	Available		
	¹ 📙	2	Computerized Physicians Order Entry (CPOE) - prescriptions, labs, tests, etc.		
•	¹ ∐ 	2	Test results (chest x-rays, labs, etc.)		
•	1 🔲	2	³ Patient demographics		
•	1 🔲	2	³ Electronic reminders for tests (labs, imaging, etc.)		
	1 🔲	2	³ Clinical Decision Support System (CDSS) contraindications, allergies, guidelines, etc.		
	1 🔲	2	³ Clinical notes		
	1 🔲	2	³ Public health reporting (notifiable diseases)		
	1	2	³ Sharing medical records electronically with other agencies		
81 For each item below, please indicate whether or not this agency uses any of the following <u>Management Systems electronically?</u>					
	Mark	one box in ea	ach row.		
2	<u>No</u>	Yes Billing s	ystem		
2	2	¹ Inventor	ry control (i.e. bar coding)		
2	2	¹ Human	Resources management (personnel records)		
2	2	¹ Staff ma	anagement (e.g., staffing scheduling, etc.)		
2	2	1 Account	ting		

82.			
	Education Systems?		
	Mark one box in each row.		
	No Yes		
:	2 Satellite Broadcast capability (in service, training)		
:	2 Staff Internet access		
:	Patient Internet access (web site with patient educational materials)		
83.	Does this agency use any <u>telemedicine capabilities</u> ? Telemedicine is the use of electronic communication and information technologies to provide or support clinical care at a distance.		
	² No → SKIP TO QUESTION 86.		
_	¹ Yes ¬		
84.	For each item below, please indicate whether or not this agency uses any of the following telemedicine capabilities?		
	Mark one box in each row.		
	No Yes		
:	Routine telephone monitoring of patients' health, involving conversation with nurse or other health care provider/monitor		
:	² ¹ E-mail access to health professionals for patients/caregivers		
:	² Uideo consults with health care professionals		
:	² Routine video monitoring of patients' health, involving conversation with nurse or other health care provider/monitor		
:	PRoutine non-video monitoring of patients' health, without conversation (e.g., regular transmission of vital signs)		
:	² Other telemedicine capability (PLEASE SPECIFY)		
85. F	For about what percentage of this agency's current patients is telemedicine used?		
	Inter percent of current patients or mark the None box.		
_	anticorporation of our one patients of mark the none sex.		
0	None OR ^a % of patients		

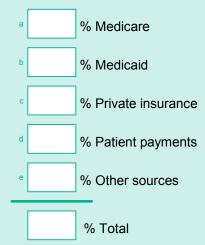
86. Does this agency's staff use any system for Electronic Point of Care Documentation?	90. Are these devices used for any of the following?
Include PDAs (Personal Digital Assistants) Notebook PCs, or other portable handheld devices. 2 No SKIP TO QUESTION 91. 1 Yes Nome None Some All	Mark one box in each row. No Yes 1 Computerized Physicians Order Entry (prescriptions/pharmacy, labs, tests) 1 Test results 1 Electronic reminders for tests Clinical Decision Support System guidelines or reference systems E-mail communication with agency staff/other staff Check the computerized Physicians Order Entry (prescriptions/pharmacy, labs, tests) Electronic reminders for tests Clinical Decision Support System guidelines or reference systems Check the computerized Physicians Order Entry (prescriptions/pharmacy, labs, tests)
88. How many of your administrative staff use these? One Some All	Other (PLEASE SPECIFY)
89. Do any other staff use these? 2 No 1 Yes (PLEASE SPECIFY)	PLEASE CONTINUE TO NEXT PAGE

Agency Information Other 91. Has this agency developed a written plan for management of patients during an influenza pandemic? One No, not started One Yes, in progress One Yes, completed

92. About what percentage of this agency's patient care revenue comes from each of the following?

Write percentage on each line. If none, please enter "0." Your entries should equal 100%

Percent of revenue



Thank you for your cooperation.

WESTAT

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