

Employees in Nursing Homes in the United States: 1973-74 National Nursing Home Survey

Statistics on nursing home employees including hourly wages, work experience, education, age, sex, and race, according to certification, ownership, bed capacity, and regional location of the homes. Based on data collected in the 1973-74 National Nursing Home Survey.

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SYMBOLS

Data not available-----	---
Category not applicable-----	...
Quantity zero-----	-
Quantity more than 0 but less than 0.05-----	0.0
Figure does not meet standards of reliability or precision-----	*

EMPLOYEES IN NURSING HOMES IN THE UNITED STATES: 1973-74 NATIONAL NURSING HOME SURVEY

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INTRODUCTION

Scope of Report

From August 1973 to April 1974, the National Center for Health Statistics, through the Division of Health Resources Utilization Statistics, conducted a nationwide sample survey of nursing homes, their residents, and staff. This report presents estimates from that survey on the characteristics of employees working in those homes.

Data relating to nursing home characteristics such as certification, ownership, bed capacity, and regional location were obtained by means of the survey. In addition, numerous questions elicited data pertaining to employee characteristics such as race, sex, and age as well as covering such topics as salary and other benefits, length of current and past employment, extent of formal education, and kinds of training courses. Because so many important variables have been defined, a tremendous amount of information is available from the survey. However, in order to present as many tables as possible, the discussion and analysis of this report are limited to only the highlights of the major employee categories.

Background

Since 1963 the National Center for Health Statistics (NCHS) has employed two types of surveys to gather nursing home data—universe surveys and sample surveys.

During universe surveys a mailout questionnaire is used to elicit basic information on characteristics of all known nursing homes in the United States. A series of these universe surveys, called Master Facility Inventory (MFI) Surveys, has been conducted (1963,¹ 1967,² 1969,³ 1971,⁴ and 1973⁵). A special *ad hoc* universe survey was conducted in 1968⁶ and more detailed information was obtained than in the MFI Surveys.

However, the more detailed and time consuming surveys are perhaps more efficiently conducted as sample surveys, which cover only a small fraction of the total universe and can be conducted via personal interviews rather than mailings. This technique has been used a number of times by NCHS in collecting nursing home data (1963,⁷ 1964,⁸ and 1969⁹). The universe used in drawing the samples for these surveys has in each case been the most recent MFI listing with newly opened nursing homes added to it. The 1973-74 National Nursing Home Survey¹⁰⁻¹³ is the latest completed sample survey.

Qualifications of the Data

Since the 1973-74 nursing home survey was conducted *prior* to the 1973 MFI Survey, the universe used in drawing the sample was the 1971 MFI together with all nursing homes that were found to have begun operation between the time of the 1971 MFI Survey through January 1973.

To be included in the sample, a nursing home had to qualify by NCHS criteria as either a

nursing care home or a *personal care home with nursing service* (appendix IV). This sampling provision excluded homes where the care offered was entirely personal or domiciliary. Also excluded from the sample were nursing homes in Alaska and Hawaii.

Because the universe was based on the 1971 survey, all homes found in that survey to be personal care or domiciliary care were excluded from the sampling frame, since there was no way of knowing if they had upgraded to a personal care with nursing or nursing care home by the time the 1973-74 survey began. As a result of these exclusions, the estimates from this survey do not correspond precisely to the figures from the 1973 MFI Survey. (See appendix I, "Sampling Frame," for details.)

To participate as a Medicare provider, a home must be certified as an extended care facility (ECF) according to the requirements of Medicare legislation in effect at the time of the survey (Title XVIII of the Social Security Act). To participate as a Medicaid provider, a home could be certified as a skilled nursing home (SNH) and/or as an intermediate care facility (ICF) according to the requirements of Medicaid legislation (Title XIX of the Social Security Act).^a

Of the homes which were certified, some were certified under *both* the Medicare and Medicaid programs. Other homes certified only by the Medicaid program were certified to participate as both a skilled nursing home *and* an intermediate care facility. In order to provide detailed data by certification status, some small certification subgroups were combined with larger ones when both provided similar levels of care. Thus, those homes classified throughout this report as having been certified by *both* Medicare and Medicaid actually include 8 percent that were certified by Medicare only. Similarly, those homes classified as having been certified by Medicaid as skilled nursing homes actually include 35 percent that were also certified as intermediate care facilities.

^aThe extended care facility and skilled nursing home designations are used in this report because most of the survey was conducted prior to legislation that created the skilled nursing facility designation.

Many of the survey findings discussed in these pages are expressed as *percentages* of the estimated employees. Tables of sampling errors for these estimated percentages as well as other sampling errors appear in appendix I.

When discussed in terms of rates and ratios, employees in nursing homes probably can best be examined by using full-time equivalent (FTE) employees. This measurement has been used from time to time throughout this report and can be derived by using the following formula: FTE = (full-time employees) + (part-time employee hours/35 hours). However, since the primary emphasis is on the characteristics of the staff, the central focus will be on the actual full-time and part-time employees. Definitions of terms used in this report are given in appendix II.

HIGHLIGHTS

The following discussion deals with total staff, the three major health-related categories of employees (administrative and medical staff, nursing staff, and therapeutic staff), and employees in charge of shifts. The final group has been included in order to compare attributes of employees selected to be in charge of nursing care with those not selected. The survey counted but did not collect information for the group "All other staff." The counts are presented in tables 1 and 2.

Total Staff

An estimated 590,000 full-time (table 1) and 270,000 part-time (table 2) employees worked in the 15,700 nursing homes covered by the survey. Excluding the clerical and office staff, food service personnel, and housekeeping and maintenance personnel, for whom no data were collected, the total numbers of health-related employees were approximately 409,000 full-time (table 1) and 174,000 part-time (table 2). Converting these to full-time equivalents (FTE's), there were 46 FTE health-related employees per 100 residents. In 1968 a comparable statistic showed a rate of 42 FTE's per 100 residents.⁶

Administrative and Medical Staff

The types of nursing home employees included in this group are listed in table A, along with the number of full-time and part-time employees estimated to be in each category (extracted from tables 1 and 2).

Table A. Number of full-time and part-time administrative and medical employees in nursing homes, by type of employee: United States, 1973-74

Type of employee	Full-time	Part-time
Total administrative and medical employees.....	24,700	22,600
Administrative or assistant administrator.....	18,800	2,200
Physician (M.D. or D.O.).....	1,000	5,700
Dentist.....	100	1,300
Pharmacist.....	600	2,900
Dietitian or nutritionist.....	1,300	6,000
Registered medical record administrator.....	*100	1,600
Other professional occupations (Includes interns, residents, therapeutic recreators).....	1,600	1,900
Other medical record administrators and technicians.....	1,200	1,000

The total number of all these types of employees working full time in nursing homes was approximately 25,000, of which 19,000 were administrators or assistant administrators. Because they made up such a large proportion of the group, the remainder of this section will deal only with administrators and assistant administrators. The survey did not distinguish between administrators and assistant administrators; therefore, they will be treated as one and referred to as administrators. The number of part-time administrators was so small that only the full-time administrators will be discussed here.

A look at administrators as a whole revealed

- About an equal number of women and men.
- Some black administrators (3 percent) but mostly white (96 percent).
- An average age of 47 years.
- An average hourly wage of \$5.44.

- A preponderance of high school graduates (95 percent).
- 2 out of 5 with college degrees.
- An average current employment of 6.3 years.
- An average total work experience of 10.6 years as nursing home or hospital administrators.

Although this overall view is useful, an even clearer picture emerges when comparisons between the sexes, races, and ages are made relative to their salaries, education, and work experience. Additional analyses can then be made in terms of the certification status, bed capacity, ownership, and location of the nursing homes themselves.

One observation concerning nursing home administrators was that men apparently received more compensation (wages and fringe benefits) in their capacity as administrators than women received. This was shown in a number of tables, most of which will be discussed here.

The average hourly wage of full-time administrators was \$6.22 for men and \$4.56 for women (table 1). Although this difference was not statistically significant, it is strikingly consistent with similar findings that *were* statistically significant. For instance, only 22 percent of the male administrators earned less than \$4.00 per hour, whereas 45 percent of the female administrators earned less than this (tables 3 and 4, respectively). At the other end, nearly 36 percent of the men earned \$6.00 or more an hour, yet only 20 percent of the women did so.

There were also differences between the sexes in the fringe benefits received by these administrators. Most notably, in the area of health and/or life insurance coverage, nearly 66 percent of the men compared with 44 percent of the women received this benefit (tables 3 and 4, respectively). In the area of pensions, about 21 percent of the men compared with 9 percent of the women received pensions.

Men had more years of formal education than women, with the median being 15 years for men and 13 for women. If salaries for men and women of equal education (13 years or more)

are compared, the salaries for the men were still significantly higher. Of this group, only 17 percent of the men versus 39 percent of the women earned less than \$4.00 per hour. Furthermore, 40 percent of the men versus 24 percent of the women earned \$6.00 or more per hour.

A nonsignificant difference was evident for those with 12 years or less of education, as 60 percent of the men compared with 41 percent of the women earned \$4.00 or more per hour.

The women were approximately the same age as the men (48 years of age and 45 years of age, respectively) (table 1). Although tables 3 and 4 show that women earned less than men in each of the four age groups, none of the differences were statistically significant. The tables also indicate that age had no apparent effect on salaries for either men or women. This is illustrated by the fact that the younger, the middle-aged, and the older administrators of each sex had approximately the same proportion of their age group earning less than \$4.00, \$4.00 to \$5.99, and \$6.00 or more per hour.

Women had not only more years of current employment than men but also more years of total experience as administrators in nursing homes and hospitals. The average number of years of current employment as nursing home administrator was 7.2 for women and 5.3 for men (tables 4 and 3, respectively). The average number of years of total experience was 12.0 for women and 9.0 for men. Actually, as tables 3 and 4 indicate, there appears to be little or no relationship between years of employment and salaries for men or women.

The study showed that the administrators of homes of large bed size generally had higher salaries than those in the small homes. This seems reasonable since the large homes would have more residents, more staff, and, in general, more responsibilities. Tables 3 and 4 show that the large nursing homes tended to employ the men, while the small homes employed the women. Specifically, in the homes with 100 or more beds, of the 5,900 administrators, 2 out of 3 were men. In the homes with less than 50 beds, of the 6,200 administrators, 2 out of 3 were women.

On the surface, therefore, the salary differences between male and female administrators

appear to depend on the size of the nursing home; that is, the large homes (with higher salaries) employed more men, while the small homes (with lower salaries) employed more women. However, tables 3 and 4 indicate that salary differences between the sexes existed within both homes. For instance, in the largest homes (100 beds or more) only 14 percent of the men compared with 38 percent of the women earned less than \$4.00 an hour, whereas 50 percent of the men compared with 26 percent of the women earned \$6.00 or more an hour. Similarly, in the smallest homes (less than 50 beds) women tended to earn lower wages while men tended to earn higher wages.

The survey found that 96.4 percent of the nursing home administrators were white and 3.1 percent were black (table 5). Since there were so few black administrators (about 600) and even fewer were of all other races combined (less than 100), detailed comparisons between races would not prove significant because the sampling errors are too large.

A synopsis of remaining highlights for administrative and medical staff follows.

From a regional standpoint, it was found (table 6) that the estimates were higher for average hourly wages paid to administrators working in the Northeast Region of the United States (\$6.92), while the estimates were lower for wages paid to those in the South (\$4.39). The differences between these estimates were not statistically significant.

Type of ownership of the home had no discernible effect on salaries. Proprietary nursing homes paid approximately the same salaries to administrators as nonprofit and government homes paid (tables 6, 7, and 8).

During the year prior to the survey, approximately 77 percent of the administrators had taken nondegree health-related courses, and 62 percent had taken courses specifically related to nursing home administration (table 9).

Finally, comparing this survey with a 1969 survey⁹ showed an increase in the percent of administrators having more than 12 years of education (50 percent in 1969 and 70 percent in 1973-74) and more than double the number of administrators under the age of 35 (1,600 in 1969 and 3,400 in 1973-74).

Nursing Staff

For purposes of this report the nursing staff will be divided into three categories—registered nurses, licensed practical or vocational nurses, and nurse's aides (and orderlies).

Registered nurses.—An estimated 38,700 full-time (table 1) and 28,500 part-time (table 2) registered nurses (RN's) were employed in the nursing homes covered by the 1973-74 survey. As a whole, these RN's had the following characteristics:

- More than 98 percent were women.
- Ninety-five percent were white and three percent were black.
- Average age was 44.
- Average hourly wages were \$4.83 for full-time work and \$4.61 for part-time.
- Virtually all (98 percent) had 13 years or more of education.
- For full-time RN's the average current employment was 3.5 years.
- For full-time RN's the average total work experience as an RN was 14.2 years.

With so few men and so few black RN's, detailed comparisons could not be made between sexes and races. The large sampling errors would render the differences not significant. The following figures show the relative size of the estimate.

- Average hourly wage—women \$4.83, men \$4.93; white \$4.82, black \$5.56.
- Average age—women 44, men 39; white 44, black 42.
- Total RN work experience—women 14.2 years, men 10.9 years; white 14.3 years, black 14.7 years.

In the absence of sex and race comparisons, other points of interest arose. Full-time RN's earned an average of \$4.83 an hour, a rate that was quite uniform throughout the United States.

The range in the hourly wage paid to RN's from one region to another was from \$5.02 per hour in the South to \$4.61 per hour in the West (table 6). A further indication of how uniform

their salaries were is shown in table 7, which indicates that 73 percent of all full-time RN's earned between \$3.00 and \$4.99 an hour. In fact, 88 percent earned between \$3.00 and \$5.99 an hour (not shown).

Neither the age of the nurse nor the ownership or certification of the nursing home had an appreciable effect on the RN's salaries (tables 6 and 7). However, the bed size of the home did reflect a difference in their salaries. As table 7 illustrates, RN's in the large homes tended to make higher salaries. Years of experience also seemed to make a difference in the hourly wage earnings of RN's. Those with higher wages had more years of experience (table B). (As obvious as this may seem, no such statement could be made regarding the administrators.)

In the area of fringe benefits, RN's generally received paid vacations (86 percent) and other types of leave (68 percent) but seldom received pensions (20 percent), cash bonuses (13 percent), or meals (38 percent). About half received health and/or life insurance benefits (table 10).

Finally, there were an estimated 53,500 full-time equivalent RN's employed in nursing homes—a substantial increase over the 34,500 employed in 1968.⁶ The number of full-time equivalent RN's per 100 residents increased from 4.2 in 1968 to 5.0 in 1973-74 (table 11).

Licensed practical or vocational nurses.—An estimated 52,100 full-time and 20,500 part-time licensed practical or vocational nurses (LPN's) were employed in nursing homes during 1973-74. As a whole, these LPN's had the following characteristics:

- Almost 98 percent were women.
- About 80 percent were white, 18 percent black, and 2 percent Spanish American.
- Average age was 41.
- Average hourly wage was \$3.21.
- More than 75 percent had 13 years or more of education.
- For full-time LPN's the average current employment was 3.3 years.
- For full-time LPN's the average total work experience as an LPN was 9.2 years.

Table B. Averages of total years of nursing home and hospital experience as a registered nurse and years of current nursing home employment, by average hourly wage: United States, 1973-74

Employment in hospitals and nursing homes	All registered nurses	Average hourly wage			
		Less than \$3.00	\$3.00-\$3.99	\$4.00-\$4.99	\$5.00 or more
Average years					
Total experience.....	14.2	13.5	12.8	14.2	16.5
Current employment.....	3.5	3.7	3.2	3.2	4.5

As with RN's, comparisons between male and female LPN's would not be statistically significant. The following figures show the relative size of the estimates.

- Average hourly wage—men \$3.81, women \$3.20.
- Average age—men 37, women 41.
- Total LPN work experience—men 11.3 years, women 9.2 years.

There was a much higher percentage of black LPN's than black RN's. The estimated 10,100 black full-time LPN's represented nearly one-fifth of all full-time LPN's. There were an estimated 1,000 Spanish-American LPN's. Large sampling errors rule out comparisons, but the following figures show the relative size of the estimates.

- Average hourly wage—white \$3.09, black \$3.70.
- Average age—white 41, black 40.
- Total LPN work experience—white 8.8 years, black 10.8 years.

Although educational requirements for LPN's varied among States, a look at the educa-

tional levels of LPN's is still useful. Most full-time LPN's (57 percent) had 13 years of education, whereas 25 percent had 12 years or less, and 18 percent had 14 years or more. The number of years of education appeared to have an effect on LPN salaries, as seen in table 7. One indication of this is that only 36 percent of LPN's with 11 years or less of education earned \$3.00 or more an hour; 63 percent of LPN's with 14 years or more of education earned this amount.

Table 6 shows that age had no noticeable effect on salaries, and table 7 indicates the same for ownership. The bed size of the home appears to have a slight effect on salaries (large homes paying more) but not to the extent that was shown for RN's (table 7). LPN's with the most years of experience usually earned the highest wages (table C).

In terms of certification, those homes certified for both Medicare and Medicaid (includes Medicare only) had a higher percentage of full-time LPN's earning \$3.00 or more per hour than did any of the other certification groups.

Table C. Averages of total years of nursing home and hospital experience as a licensed practical nurse and years of current nursing home employment, by average hourly wage: United States, 1973-74

Employment in hospitals and nursing homes	All licensed practical nurses	Average hourly wage			
		Less than \$2.50	\$2.50-\$2.99	\$3.00-\$3.99	\$4.00 or more
Average years					
Total experience.....	9.3	9.0	8.0	9.4	11.2
Current employment.....	3.4	3.9	2.7	3.1	4.5

The average hourly wage of LPN's (\$3.21 per hour) varied the most between the Northeast Region (\$3.53 per hour) and the South (\$2.90 per hour) as seen in table 6. The difference between the two was not statistically significant, however.

in the area of fringe benefits, LPN's generally received paid vacations (83 percent) but seldom received cash bonuses (14 percent), pensions (15 percent), or meals (32 percent). Just under half received health and/or life insurance benefits, and just over half received other types of leave (table 10).

Finally, there were an estimated 63,700 full-time equivalent LPN's employed in nursing homes—a substantial increase over the 42,600 employed in 1968.⁶ The number of full-time equivalent LPN's per 100 residents increased from 5.2 in 1968 to 5.9 during 1973-74 (table 11).

Nurse's aides.—An estimated 283,400 full-time and 91,000 part-time nurse's aides (and orderlies) were employed in nursing homes during 1973-74 (table 5). As a whole, these nurse's aides had the following characteristics:

- Ninety-five percent were women.
- Seventy-four percent were white, 21 percent were black, and 3 percent were Spanish American.
- Average age was 36.
- Average hourly wage was \$2.25 for full-time and \$2.11 for part-time.
- Most had 12 years or less of education (82 percent).
- For full-time nurse's aides the average current employment was 2.9 years (table D).

- For full-time nurse's aides the average total work experience as a nurse's aide was 5.1 years (table D).

As before, differences are not statistically significant when comparing men and women who are full-time nurse's aides. The following figures for full-time nurse's aides show the relative size of the estimates.

- Average hourly wage—men \$2.36, women \$2.24.
- Average age—men 33, women 36.
- Total nurse's aide work experience—men 5.3 years, women 5.1 years.

For an estimated 201,500 white, 67,300 black, and 10,900 Spanish American full-time nurse's aides, the following figures can be shown, although the differences are not statistically significant.

- Average hourly wage—white \$2.15, black \$2.57, Spanish American \$2.09.
- Average age—white 36, black 37, Spanish American 32.
- Total nurse's aide work experience—white 4.9 years, black 5.6 years, Spanish American 4.0 years.

A brief look at the educational levels of full-time nurse's aides showed an estimated 43 percent had less than 12 years of education, with another 40 percent having exactly 12 years of education (table 8).

Once again bed size had the most noticeable effect on salaries. Full-time nurse's aides who worked in nursing homes with less than 100 beds earned an average of \$2.03 an hour compared with those working in homes with 200 beds or more, who averaged \$2.90 an hour (table 6).

From one geographical region to another there was little difference in the average hourly wage paid to nurse's aides working in nursing homes. The Northeast Region had the highest average hourly wage with \$2.63, while the North Central and South had the lowest with \$2.08 and \$2.06, respectively (table 6).

As for fringe benefits, nurse's aides generally received paid vacations (79 percent) but seldom received cash bonuses (13 percent), pensions (15 percent), or meals (25 percent). Less than half (41

Table D. Averages of total years of nursing home and hospital experience as a nurse's aide and years of current nursing home employment, by average hourly wage: United States, 1973-74

Employment in hospitals and nursing homes	All nurse's aides	Average hourly wage		
		Less than \$2.00	\$2.00-\$2.49	\$2.50 or more
		Average years		
Total experience.....	5.1	4.0	5.8	7.3
Current employment.....	2.9	2.3	3.2	4.4

percent) received health and/or life insurance benefits and approximately half received other types of leave (table 10).

Finally, there were an estimated 335,500 full-time equivalent nurse's aides in nursing homes—a substantial increase over the 216,700 employed in 1968.⁶ The number of full-time equivalent nurse's aides per 100 residents increased from 26.6 in 1968 to 31.2 in 1973-74 (table 11).

Therapeutic Staff

The types of nursing home employees included in this group are shown in table E, along with the number of full-time and part-time employees estimated to be in each category (extracted from table 1).

A look at the data for the therapeutic staff revealed

- About 8 out of 10 were women.
- Nearly 96 percent were white.
- Average age was 40.
- Average hourly wage was \$3.87 for full-time work and \$7.88 for part-time.
- Average current employment was 2.8 years.
- Average total work experience for full-time work was 5.4 years and 9.8 years for part-time.

Table F, which shows the number of full-time equivalent therapeutic employees per 100 homes, indicates that the small and noncertified nursing

Table E. Numbers of full-time and part-time therapeutic employees in nursing homes, by type of employee: United States, 1973-74

Type of employee	Full-time	Part-time
Total therapeutic staff.....	10,400	11,700
Registered occupational therapists	600	1,400
Registered physical therapists.....	1,200	3,000
Activities directors	4,700	2,700
Social workers.....	1,200	2,400
Speech pathologists, audiologists.....	*100	700
Occupational therapist assistants.....	800	600
Physical therapist assistants.....	1,200	*500
Social worker technicians/assistants	600	*400

Table F. Number of nursing homes and full-time equivalent (FTE) therapeutic employees and rate per 100 homes, by selected nursing home characteristics: United States, 1973-74

Nursing home characteristic	Number		
	Homes	FTE therapeutic employees	Rate per 100 homes
Total.....	15,700	14,300	91
<u>Certification</u>			
Both Medicare and Medicaid ¹	4,200	8,000	190
Skilled nursing home ²	3,500	3,500	100
Intermediate care facility ²	4,400	1,600	36
Not certified.....	3,600	1,200	33
<u>Bed size</u>			
Less than 50 beds	6,400	1,500	23
50-99 beds.....	5,500	4,700	85
100 beds or more.....	3,800	8,200	216
<u>Ownership</u>			
Proprietary	11,900	9,600	81
Government and nonprofit.....	3,900	4,700	121

¹8 percent of these homes were certified for Medicare only.

²35 percent of these homes were certified as both skilled nursing homes and intermediate care facilities.

NOTE: Figures may not add to totals due to rounding.

homes were the least likely to have therapeutic personnel on their staff.

The regional picture in table G shows the Northeast and North Central with more than twice as many therapeutic staff persons as the South and West. This table also shows part-time therapeutic staff members as having more years of education than those on the full-time staff.

Staff in Charge of Shifts

An important measure of care provided by nursing homes is the level of skill of the person in charge of nursing care for the entire facility. This section will focus on those persons in charge who were *on duty* (awake, dressed, and serving the residents) for one or more shifts.

Since other reports^{11,12} have already discussed the person in charge of the various shifts in terms of the characteristics of the home, this

Table G. Number of full-time and part-time therapeutic employees, by region of hospital and years of education: United States, 1973-74

Region and education	Full-time therapeutic employees	Part-time therapeutic employees
Total	10,400	11,700
<u>Region</u>		
Northeast	3,800	4,200
North Central	3,500	3,800
South	1,500	1,400
West	1,600	2,300
<u>Education</u>		
Less than 12 years	900	*400
12 years	2,900	1,400
13-15 years	2,500	1,800
16 years	2,300	3,000
17 years	1,800	5,100

report will deal only with the characteristics of the people themselves.

At the time of the survey, there were about 44,300 shifts in the 15,700 nursing homes, with 86 percent of the homes utilizing 3 shifts. Approximately 39,000 of these shifts were supervised by full-time employees, while the remaining 5,300 shifts were supervised by part-time employees. Most of the shifts were run by RN's (17,200 full-time and 3,400 part-time), followed closely by LPN's (13,800 full-time and 1,300

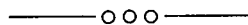
part-time), then nurse's aides (6,700 full-time and 600 part-time) and administrators (1,200 full-time).

It is interesting to note that, although there were about an equal number of male and female administrators (9,400), of the 1,200 administrators in charge, 1,100 were women.

Table 12 shows the average age of each of the full-time employee groups in charge of shifts. When compared with the ages of the employee groups as a whole (table 1), there was very little age difference found.

Table 12 gives the average hourly wages of full-time employees in charge of shifts and this can be compared with the wages of the entire employee groups shown in table 1. Although the staff in charge showed lower average hourly wages in every instance, their numbers were too small to make these differences statistically significant.

The distribution of the people in charge by regions of the country are also shown in table 12. Note the rather large differences in the use of RN's, LPN's, and nurse's aides. The North Central Region utilized nurse's aides in nearly 1 out of every 3 shifts, whereas the Northeast and West Regions rarely had nurse's aides in charge. One possible explanation for this is that the North Central Region had more small homes (less than 50 beds) than the other regions,¹⁰ and nurse's aides were much more likely to be put in charge of the small rather than the large homes (table 12).



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LIST OF DETAILED TABLES

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Table 1. Number, average hourly wage, and average age of full-time nursing home employees, by sex and selected occupations: United States, 1973-74

Occupation	Number of full-time employees			Average hourly wage			Average age		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
All employees ¹ -----	409,300	28,900	380,400	\$2.85	\$4.42	\$2.73	38	38	38
Nursing staff-----	374,200	16,400	357,800	2.64	2.54	2.65	38	34	38
Registered nurse-----	38,700	*500	38,200	4.83	4.93	4.83	44	39	44
Licensed practical or vocational nurse-----	52,100	1,100	51,000	3.21	3.81	3.20	41	37	41
Nurse's aide-----	283,400	14,800	268,600	2.25	2.36	2.24	36	33	36
Therapeutic staff-----	10,400	1,200	9,200	3.87	5.92	3.62	39	35	39
Registered occupational therapist-----	600	*100	*500	4.27	5.21	4.12	36	27	38
Registered physical therapist-----	1,200	*400	800	7.94	9.50	7.20	37	39	36
Activities director-----	4,700	*100	4,500	2.88	3.66	2.86	41	38	41
Social worker-----	1,200	*300	1,000	5.58	5.08	5.71	38	34	39
Speech pathologist, audiologist-----	*100	-	*100	5.23	*	5.23	27	*	27
Occupational therapist assistant-----	800	*100	700	2.95	3.62	2.89	39	33	39
Physical therapist assistant-----	1,200	*200	1,000	2.68	2.70	2.68	34	28	35
Social worker technician, assistant-----	600	-	600	3.25	6.70	3.11	43	57	43
Administrative and medical staff-----	24,700	11,400	13,300	5.75	7.10	4.52	46	45	47
Administrator, assistant administrator-----	18,800	9,400	9,400	5.44	6.22	4.56	47	45	49
Physician ² -----	1,000	800	*100	17.53	18.35	12.82	50	50	49
Dentist-----	*100	*100	-	24.12	24.12	*	59	59	*
Pharmacist-----	600	*500	*100	7.50	7.57	7.18	46	43	58
Dietitian or nutritionist-----	1,300	-	1,300	4.47	3.70	4.48	44	34	44
Registered medical record administrator-----	*100	-	*100	5.63	9.23	5.23	44	25	46
Other professional occupations ³ -----	1,600	*400	1,200	4.39	5.66	3.96	42	46	41
Other medical record administrators and technicians-----	1,200	*100	1,100	3.66	4.24	3.58	40	34	41
All other staff ⁴ -----	180,000	39,000	141,000	---	---	---	---	---	---

¹ Excludes "all other staff."

² Includes medical doctors and doctors of osteopathy.

³ Includes interns, residents, and therapeutic recreators.

⁴ Includes clerks, bookkeepers, cooks, kitchen help, housekeeping and maintenance personnel, etc.

Table 2. Number, average hourly wage, and average age of part-time nursing home employees, by sex and selected occupations: United States, 1973-74

Occupation	Number of part-time employees			Average hourly wage			Average age		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
All employees ¹ -----	174,300	20,300	154,100	\$4.09	\$11.08	\$3.37	37	40	37
Nursing staff-----	140,000	5,400	134,600	2.78	2.55	2.79	36	28	36
Registered nurse-----	28,500	*300	28,200	4.61	6.26	4.60	43	44	43
Licensed practical or vocational nurse-----	20,500	*500	20,000	3.21	3.86	3.20	40	34	40
Nurse's aide-----	91,000	4,600	86,400	2.11	2.16	2.11	33	26	33
Therapeutic staff-----	11,700	3,100	8,600	7.88	11.28	6.77	41	39	41
Registered occupational therapist-----	1,400	-	1,400	9.01	*	8.42	38	*	38
Registered physical therapist-----	3,000	1,700	1,300	11.03	11.12	10.93	39	39	40
Activities director-----	2,700	-	2,600	3.66	*	3.53	43	*	43
Social worker-----	2,400	800	1,600	9.18	11.39	8.19	42	39	43
Speech pathologist, audiologist-----	700	*300	*400	11.38	12.66	10.59	36	40	33
Occupational therapist assistant-----	600	-	*500	5.14	*	5.17	42	*	41
Physical therapist assistant-----	*500	*100	*500	3.80	4.62	3.70	40	35	41
Social worker technician, assistant-----	*400	*100	*300	5.54	7.77	4.95	47	37	49
Administrative and medical staff-----	22,600	11,800	10,800	11.83	17.02	8.03	44	46	43
Administrator, assistant administrator-----	2,200	1,400	800	7.39	8.50	5.54	47	46	49
Physician ² -----	5,700	5,300	*400	23.49	23.86	18.71	49	50	46
Dentist-----	1,300	1,300	-	16.33	13.72	*	46	46	*
Pharmacist-----	2,900	2,600	*300	9.93	10.51	6.22	41	41	45
Dietitian or nutritionist-----	6,000	-	6,000	7.68	*	7.64	42	*	42
Registered medical record administrator-----	1,600	*100	1,500	10.48	4.64	10.70	45	46	45
Other professional occupations ³ -----	1,900	900	1,000	8.88	12.32	6.34	38	42	35
Other medical record administrators and technicians-----	1,000	*200	800	5.27	9.13	4.63	45	52	43
All other staff ⁴ -----	95,000	22,000	73,000	---	---	---	---	---	---

¹Excludes "all other staff."

²Includes medical doctors and doctors of osteopathy.

³Includes interns, residents, and therapeutic recreators.

⁴Includes clerks, bookkeepers, cooks, kitchen help, housekeeping and maintenance personnel, etc.

Table 3. Data for selected characteristics of full-time male administrators: United States, 1973-74

Characteristic	Full-time male administrator							
	Total	Number reporting wages	Average hourly wage	Wages per hour				
				All hourly wages	Less than \$4.00	\$4.00-4.99	\$5.00-5.99	\$6.00 or more
All homes-----	9,400	8,900	\$6.22	100.0	22.2	22.6	19.2	35.9
<u>NURSING HOME</u>								
<u>Bed size</u>								
Less than 50 beds-----	2,000	2,000	5.77	100.0	34.6	25.2	15.2	25.0
50-99 beds-----	3,600	3,400	5.33	100.0	24.0	26.8	21.7	27.5
100 beds or more-----	3,800	3,500	7.33	100.0	13.6	17.2	19.1	50.2
<u>Region</u>								
Northeast-----	2,500	2,300	8.21	100.0	14.5	12.7	21.1	51.8
North Central-----	3,000	2,900	5.79	100.0	24.4	23.1	17.3	35.2
South-----	2,500	2,300	4.95	100.0	28.1	34.7	17.5	19.6
West-----	1,300	1,300	5.93	100.0	20.5	17.4	23.2	38.9
<u>Ownership</u>								
Proprietary-----	6,900	6,500	6.23	100.0	20.1	23.2	21.0	35.7
Government and nonprofit-----	2,500	2,400	6.18	100.0	28.0	21.1	14.4	36.5
<u>ADMINISTRATOR</u>								
<u>Age</u>								
Under 35 years-----	2,200	2,000	6.09	100.0	24.0	24.6	18.8	32.7
35-44 years-----	2,000	1,900	5.86	100.0	17.2	21.6	21.4	39.8
45-54 years-----	3,100	3,000	5.77	100.0	20.4	24.6	20.8	34.2
55 years and over-----	2,100	2,000	7.33	100.0	27.7	18.7	15.4	38.3
<u>Education</u>								
Less than 12 years-----	*400	*400	*3.21	100.0	*	*	*	*
12 years-----	1,800	1,600	5.52	100.0	31.4	18.5	24.4	25.7
13 years-----	600	600	5.44	100.0	14.9	31.2	21.4	32.3
14 years-----	1,600	1,500	5.25	100.0	15.5	38.0	17.1	29.3
15 years or more-----	5,000	4,800	7.08	100.0	17.5	19.2	18.7	44.6
<u>Benefits</u>								
Paid vacation-----	7,800	7,500	6.44	100.0	18.7	23.4	19.8	38.2
Cash bonus-----	2,100	2,000	7.89	100.0	17.0	18.0	23.3	41.6
Pension-----	2,000	1,900	6.45	100.0	21.3	18.2	14.8	45.9
Health, life insurance-----	6,100	5,900	6.50	100.0	15.4	20.8	19.9	43.9
Other leave ¹ -----	8,400	8,100	6.35	100.0	20.5	22.6	19.1	37.7
Meals-----	4,600	4,400	5.81	100.0	25.8	23.2	15.8	35.2
<u>Employment</u>								
Average in years								
Current employment-----	5.3	5.4	...	...	5.9	4.4	5.4	5.6
Total experience ² -----	9.0	9.1	...	...	9.1	6.3	9.4	10.7
Average age of administrator-----	45	45	...	...	45	44	44	45

¹Includes civic and personal leave (jury duty, military reserves, voting, and funerals) and release time for attending training institutes.

²Includes only experience as administrator in nursing home or hospital.

Table 4. Data for selected characteristics of full-time female administrators: United States, 1973-74

Characteristic	Full-time female administrator							
	Total	Number reporting wages	Average hourly wage	Wages per hour				
				All hourly wages	Less than \$4.00	\$4.00-4.99	\$5.00-5.99	\$6.00 or more
All homes-----	9,400	7,900	\$4.56	100.0	45.4	23.3	11.7	19.6
<u>NURSING HOME</u>								
<u>Bed size</u>								
Less than 50 beds-----	4,200	3,200	4.07	100.0	56.2	19.7	9.6	14.6
50-99 beds-----	3,200	2,800	4.92	100.0	38.3	28.1	12.8	20.8
100 beds or more-----	2,100	1,800	4.87	100.0	37.7	22.0	13.9	26.4
<u>Region</u>								
Northeast-----	2,300	1,800	5.27	100.0	28.3	24.0	18.1	29.6
North Central-----	3,000	2,500	4.74	100.0	51.3	20.2	5.2	23.4
South-----	3,000	2,500	3.87	100.0	53.7	25.5	13.4	7.5
West-----	1,100	1,000	4.53	100.0	41.1	24.1	12.8	22.0
<u>Ownership</u>								
Proprietary-----	7,600	6,300	4.47	100.0	44.4	25.0	12.2	18.4
Government and nonprofit-----	1,800	1,500	4.91	100.0	49.6	16.0	9.9	24.5
<u>ADMINISTRATOR</u>								
<u>Age</u>								
Under 35 years-----	1,200	1,200	4.31	100.0	51.6	25.0	6.2	17.2
35-44 years-----	1,800	1,600	4.16	100.0	48.8	22.0	9.5	19.7
45-54 years-----	2,900	2,300	4.64	100.0	40.5	22.1	17.1	20.3
55 years and over-----	3,500	2,800	4.82	100.0	44.9	24.1	10.9	19.9
<u>Education</u>								
Less than 12 years-----	700	*400	*4.22	100.0	*	*	*	*
12 years-----	2,800	2,300	4.16	100.0	56.6	18.1	13.6	11.7
13 years-----	1,800	1,500	3.95	100.0	52.7	29.8	3.7	13.7
14 years-----	1,100	1,000	4.13	100.0	48.8	27.0	13.3	11.0
15 years or more-----	3,000	2,600	5.47	100.0	26.4	23.3	15.8	34.5
<u>Benefits</u>								
Paid vacation-----	6,600	6,100	4.76	100.0	41.9	25.0	12.9	20.2
Cash bonus-----	1,500	1,400	4.76	100.0	39.4	24.2	14.5	21.8
Pension-----	900	900	4.31	100.0	47.8	23.8	13.8	14.5
Health, life insurance-----	4,200	3,700	4.99	100.0	30.8	26.4	14.6	28.2
Other leave ¹ -----	7,100	6,300	4.67	100.0	42.6	24.4	12.3	20.8
Meals-----	5,200	4,300	4.47	100.0	49.8	21.2	12.6	16.5
<u>Employment</u>								
Average in years								
Current employment-----	7.2	6.6	...	...	7.1	6.1	6.0	6.6
Total experience ² -----	12.0	11.2	...	...	10.1	11.5	11.9	13.2
Average age of administrator-----	49	48	...	...	47	48	50	49

¹Includes civic and personal leave (jury duty, military reserves, voting, and funerals) and release time for attending training institutes.

²Includes only experience as administrator in nursing home or hospital.

Table 5. Number and percent distribution of full-time and part-time nursing home employees, by race or ethnicity and age for selected occupational categories and occupations: United States, 1973-74

Age for selected occupational category and occupation	All employees		Race or ethnicity							
	Full-time	Part-time	White ¹		Black ¹		Spanish American		Other ¹	
			Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
All employees ² -----	409,300	174,300	311,600	155,000	80,000	15,400	12,300	2,300	5,400	1,600
Under 35 years-----	171,700	80,300	41.2	45.4	41.6	51.3	60.2	48.1	48.5	52.1
35-44 years-----	84,000	33,200	19.0	18.6	26.8	22.2	20.1	23.3	16.5	*
45-54 years-----	86,300	29,800	21.6	17.6	20.0	13.6	15.1	*	24.4	*
55 years and over-----	67,300	31,100	18.2	18.4	11.7	12.9	4.6	*	10.6	*
<u>Occupational category</u>										
Administrative and medical-----	24,700	22,600	23,500	21,700	800	600	*100	*	*300	*300
Under 35 years-----	5,200	4,800	20.3	21.0	*	*	*	*	*	*
35-44 years-----	5,000	6,700	20.1	29.3	*	*	*	*	*	*
45-54 years-----	7,300	6,000	29.6	26.4	*	*	*	*	*	*
55 years and over-----	7,300	5,200	29.9	23.2	*	*	*	*	*	*
Therapeutic-----	10,400	11,800	9,800	11,400	*400	*200	*100	*	*100	*
Under 35 years-----	4,200	4,100	40.6	34.9	*	*	*	*	*	*
35-44 years-----	2,100	3,000	20.2	24.7	*	*	*	*	*	*
45-54 years-----	2,200	2,800	21.1	24.2	*	*	*	*	*	*
55 years and over-----	1,800	1,900	18.0	16.1	*	*	*	*	*	*
Nursing-----	374,200	140,000	278,300	121,900	78,800	14,600	12,100	2,200	5,000	1,300
Under 35 years-----	162,300	71,400	43.0	50.7	41.9	53.1	60.3	50.1	47.8	55.1
35-44 years-----	76,800	23,600	18.9	16.1	26.8	21.7	20.0	23.1	16.0	*
45-54 years-----	76,800	21,000	20.9	15.4	19.8	12.7	15.2	*	25.2	*
55 years and over-----	58,200	24,000	17.3	17.7	11.5	12.5	4.6	*	11.0	*
<u>Occupation</u>										
Administrator-----	18,800	2,200	18,100	2,100	600	*	*	*	*	*
Under 35 years-----	3,400	*	18.5	*	*	*	*	*	*	*
35-44 years-----	3,800	*	20.2	*	*	*	*	*	*	*
45-54 years-----	6,000	700	31.7	30.2	*	*	*	*	*	*
55 years and over-----	5,600	700	29.6	30.5	*	*	*	*	*	*
Registered nurse---	38,700	28,500	36,300	27,600	1,500	*400	*200	*100	700	*400
Under 35 years-----	9,500	7,900	23.9	27.0	*	*	*	*	*	*
35-44 years-----	9,000	8,100	22.8	28.4	33.9	*	*	*	*	*
45-54 years-----	10,500	6,700	27.9	24.1	*	*	*	*	*	*
55 years and over-----	9,600	5,800	25.4	20.5	*	*	*	*	*	*
Licensed practical nurse-----	52,100	20,500	40,600	17,400	10,100	2,700	1,000	*200	*500	*200
Under 35 years-----	18,500	9,000	35.0	44.9	35.8	35.0	52.6	*	*	*
35-44 years-----	11,500	4,000	20.7	17.6	26.0	29.7	*	*	*	*
45-54 years-----	11,400	3,100	21.8	14.1	23.4	22.5	*	*	*	*
55 years and over-----	10,800	4,400	22.5	23.4	14.8	*	*	*	*	*
Nurse's aide-----	283,400	91,000	201,500	76,900	67,300	11,500	10,900	1,800	3,800	800
Under 35 years-----	134,300	54,500	48.0	60.6	43.1	57.8	61.9	50.7	48.7	*
35-44 years-----	56,400	11,500	17.8	11.3	26.8	19.8	19.0	*	*	*
45-54 years-----	54,900	11,100	19.5	12.7	19.3	10.5	15.1	*	29.5	*
55 years and over-----	37,800	13,800	14.7	15.5	10.9	12.0	*	*	*	*

¹ Excludes Spanish American.

² Excludes "all other staff" (clerks, bookkeepers, cooks, kitchen help, housekeeping and maintenance personnel, etc.).

Table 6. Average hourly wage for selected full-time nursing home employees, by selected characteristics: United States, 1973-74

Characteristic	Full-time employee			
	Administrator	Registered nurse	Licensed practical nurse	Nurse's aide
	Average hourly wage			
All homes-----	\$5.44	\$4.83	\$3.21	\$2.25
<u>NURSING HOME</u>				
<u>Bed size</u>				
Less than 50 beds-----	4.71	4.20	2.88	2.05
50-99 beds-----	5.14	4.66	3.11	2.02
100-199 beds-----	5.70	4.94	3.25	2.25
200 beds or more-----	9.37	5.28	3.67	2.90
<u>Region</u>				
Northeast-----	6.92	4.77	3.53	2.63
North Central-----	5.30	4.94	3.13	2.08
South-----	4.39	5.02	2.90	2.06
West-----	5.33	4.61	3.51	2.38
<u>Ownership</u>				
Proprietary-----	5.36	4.71	3.21	2.19
Government and nonprofit-----	5.68	5.06	3.21	2.37
<u>EMPLOYEE</u>				
<u>Age</u>				
Under 35 years-----	5.43	4.43	3.13	2.18
35-44 years-----	5.08	5.14	3.24	2.28
45-54 years-----	5.27	5.05	3.36	2.33
55 years and over-----	5.88	4.68	3.19	2.32

Table 7. Data for selected characteristics of full-time registered nurses and full-time licensed practical nurses: United States, 1973-74

Characteristic	Registered nurse					Licensed practical nurse						
	Number reporting wages ¹	Average hourly wage group				Number reporting wages ¹	Average hourly wage group					
		All groups	Less than \$3.00	\$3.00-3.99	\$4.00-4.99		\$5.00 or more	All groups	Less than \$2.50	\$2.50-2.99	\$3.00-3.99	\$4.00 or more
		Percent distribution					Percent distribution					
All nursing homes-----	37,200	100.0	4.1	30.7	42.6	22.7	50,200	100.0	14.9	33.9	40.6	10.5
Less than 50 beds-----	4,600	100.0	8.0	38.6	43.1	10.3	7,900	100.0	22.0	37.7	34.8	5.5
50-99 beds-----	11,700	100.0	4.3	37.8	38.8	19.0	16,700	100.0	18.6	36.6	37.8	7.1
100 beds or more-----	20,900	100.0	3.0	25.0	44.6	27.4	25,600	100.0	10.5	31.0	44.3	14.3
<u>NURSING HOME</u>												
<u>Ownership</u>												
Proprietary-----	24,300	100.0	4.4	31.5	44.2	19.9	35,000	100.0	15.6	35.2	39.2	10.0
Less than 50 beds-----	3,200	100.0	9.6	35.7	44.9	9.8	6,100	100.0	23.9	34.0	36.0	6.3
50-99 beds-----	8,500	100.0	4.3	35.5	42.5	17.6	12,300	100.0	17.4	37.5	38.0	7.2
100 beds or more-----	12,600	100.0	3.3	27.7	45.2	23.9	16,500	100.0	11.3	34.0	41.3	13.4
Government and nonprofit--	12,900	100.0	3.1	29.3	39.6	28.0	15,200	100.0	13.5	30.9	43.9	11.7
Less than 50 beds-----	1,400	100.0	4.0	45.4	39.1	11.5	1,800	100.0	15.6	50.5	30.6	3.3
50-99 beds-----	3,100	100.0	4.4	44.1	28.8	22.6	4,300	100.0	22.2	24.1	37.1	6.5
100 beds or more-----	8,300	100.0	2.5	21.1	43.7	32.8	9,100	100.0	9.0	25.6	49.7	15.7
<u>Certification</u>												
Both Medicare and Medicaid ² -----	18,900	100.0	2.7	25.2	44.7	27.5	21,000	100.0	11.4	25.5	48.4	14.8
Less than 50 beds-----	900	100.0	4.4	31.1	47.9	16.5	1,600	100.0	2.2	40.2	56.4	1.2
50-99 beds-----	5,700	100.0	2.4	32.0	44.0	21.5	6,800	100.0	17.4	24.9	47.7	10.0
100 beds or more-----	12,400	100.0	2.7	21.6	44.7	31.0	12,600	100.0	9.2	24.0	47.7	19.1
Skilled nursing home ³ -----	10,600	100.0	3.6	34.4	41.5	20.5	15,600	100.0	14.7	40.0	37.0	8.4
Less than 50 beds-----	1,000	100.0	4.0	35.2	48.8	12.1	1,700	100.0	19.9	41.6	35.9	2.6
50-99 beds-----	3,400	100.0	4.1	44.2	32.8	18.8	5,400	100.0	17.8	44.1	32.0	6.0
100 beds or more-----	6,200	100.0	3.1	29.0	45.1	22.8	8,500	100.0	11.6	37.0	40.3	11.1
Intermediate care facility-----	4,100	100.0	9.6	38.5	40.4	11.5	9,100	100.0	22.0	44.0	28.5	5.5
Less than 50 beds-----	1,200	100.0	15.1	32.2	43.5	9.2	2,900	100.0	31.5	36.0	24.3	8.2
50-99 beds-----	1,800	100.0	10.0	40.5	36.7	12.7	3,200	100.0	21.5	48.1	27.5	2.9
100 beds or more-----	1,100	100.0	3.4	41.7	43.0	11.9	3,000	100.0	13.4	47.4	33.5	5.7
Not certified-----	3,500	100.0	5.9	40.5	37.3	16.3	4,500	100.0	18.7	32.0	41.7	7.6
Less than 50 beds-----	1,500	100.0	7.1	50.5	36.2	6.2	1,700	100.0	25.9	34.3	31.7	8.1
50-99 beds-----	800	100.0	6.1	45.5	32.4	16.0	1,300	100.0	21.0	38.2	34.5	6.3
100 beds or more-----	1,200	100.0	4.1	25.1	41.8	28.9	1,500	100.0	8.5	23.9	59.5	8.1
<u>Region</u>												
Northeast-----	13,800	100.0	2.6	26.1	43.2	28.1	12,500	100.0	10.3	18.6	49.4	21.7
North Central-----	10,200	100.0	4.1	32.2	42.6	21.2	13,500	100.0	12.6	34.9	45.6	6.8
South-----	6,400	100.0	7.3	40.4	38.9	13.5	16,400	100.0	23.9	47.2	25.4	3.5
West-----	6,700	100.0	3.6	28.7	44.9	22.7	7,800	100.0	7.8	28.8	49.9	13.5
<u>EMPLOYEE</u>												
<u>Education</u>												
Less than 12 years-----	*200	100.0	25.5	45.8	18.6	10.0	4,800	100.0	28.3	35.5	28.6	7.5
12 years-----	*400	100.0	52.3	13.1	29.9	4.8	7,700	100.0	15.9	35.1	40.0	8.9
13 years-----	3,700	100.0	7.2	32.2	35.9	24.6	28,700	100.0	13.6	36.1	41.2	9.1
14 years-----	4,200	100.0	2.8	32.5	40.7	23.9	6,200	100.0	11.6	25.1	47.7	15.6
15 years or more-----	28,600	100.0	3.0	30.4	44.1	22.6	2,800	100.0	11.6	25.5	41.0	22.0

¹Excludes employees who donated their services.

²8 percent of these homes were certified for Medicare only.

³35 percent of these homes were certified as both skilled nursing homes and intermediate care facilities.

NOTE: Figures may not add to totals due to rounding.

Table 8. Data for selected characteristics of full-time administrators and full-time nurse's aides: United States, 1973-74

Characteristic	Administrator						Nurse's aide				
	Number reporting wages ¹	Average hourly wage group					Number reporting wages ¹	Average hourly wage group			
		All groups	Less than \$4.00	\$4.00-4.99	\$5.00-5.99	\$6.00 or more		All groups	Less than \$2.00	\$2.00-2.49	\$2.50 or more
		Percent distribution						Percent distribution			
All nursing homes-----	16,700	100.0	33.0	22.9	15.7	28.2	274,100	100.0	54.9	29.5	15.7
Less than 50 beds-----	5,200	100.0	48.0	21.8	11.7	18.5	38,100	100.0	67.7	24.4	7.8
50-99 beds-----	6,200	100.0	30.6	27.4	17.6	24.4	94,200	100.0	64.6	29.7	5.7
100 beds or more-----	5,300	100.0	21.7	18.8	17.3	42.1	141,900	100.0	45.0	30.8	24.2
<u>NURSING HOME</u>											
<u>Ownership</u>											
Proprietary-----	12,800	100.0	32.1	24.1	16.6	27.2	191,500	100.0	61.7	27.3	11.0
Less than 50 beds-----	4,500	100.0	46.6	24.5	11.1	17.8	28,200	100.0	70.9	22.3	6.8
50-99 beds-----	4,800	100.0	28.8	26.3	19.9	25.0	71,100	100.0	68.6	26.5	4.8
100 beds or more-----	3,600	100.0	18.7	20.7	19.0	41.5	92,200	100.0	53.6	29.4	17.0
Government and nonprofit-----	3,900	100.0	36.4	19.1	12.6	31.8	82,600	100.0	38.9	34.8	26.2
Less than 50 beds-----	700	100.0	56.4	5.3	15.2	23.1	9,800	100.0	58.5	30.6	11.0
50-99 beds-----	1,500	100.0	36.1	31.1	10.1	22.7	23,100	100.0	52.1	39.4	8.5
100 beds or more-----	1,700	100.0	28.2	14.8	13.7	43.4	49,700	100.0	29.0	33.5	37.5
<u>Certification</u>											
Both Medicare and Medicaid ² -----	5,000	100.0	15.8	22.9	20.3	41.0	113,400	100.0	45.0	34.4	20.6
Less than 50 beds-----	*500	100.0	33.4	30.4	3.4	32.7	5,700	100.0	44.9	38.3	16.8
50-99 beds-----	2,000	100.0	15.9	30.1	23.9	30.0	36,200	100.0	56.1	37.0	6.9
100 beds or more-----	2,500	100.0	12.2	15.8	20.7	51.3	71,600	100.0	39.3	32.8	27.9
Skilled nursing home ³ -----	4,400	100.0	26.7	17.6	20.3	35.4	79,000	100.0	53.7	29.8	16.5
Less than 50 beds-----	1,000	100.0	28.6	10.5	27.2	33.5	6,200	100.0	66.3	32.1	1.6
50-99 beds-----	1,900	100.0	31.8	21.1	18.9	28.2	26,600	100.0	62.6	31.2	6.2
100 beds or more-----	1,600	100.0	19.5	17.6	17.8	45.0	46,300	100.0	46.8	28.7	24.5
Intermediate care facility-----	4,300	100.0	41.4	30.8	11.9	15.9	53,000	100.0	75.1	19.5	5.4
Less than 50 beds-----	1,900	100.0	43.3	28.1	12.7	15.8	16,000	100.0	78.7	15.3	6.0
50-99 beds-----	1,600	100.0	39.1	34.8	12.4	13.7	21,100	100.0	78.7	17.7	3.5
100 beds or more-----	900	100.0	41.7	28.9	9.2	20.1	15,900	100.0	66.6	26.3	7.1
Not certified-----	3,000	100.0	59.3	19.6	6.8	14.4	28,700	100.0	59.9	28.0	12.2
Less than 50 beds-----	1,900	100.0	66.5	18.9	4.9	9.8	10,300	100.0	64.0	26.3	9.7
50-99 beds-----	800	100.0	46.4	20.7	9.2	23.7	10,300	100.0	70.2	24.4	5.3
100 beds or more-----	*400	100.0	50.2	20.7	11.1	17.9	8,200	100.0	41.8	34.4	23.8
<u>Region</u>											
Northeast-----	4,100	100.0	20.5	17.7	19.8	42.0	57,200	100.0	19.9	39.9	40.3
North Central-----	5,500	100.0	36.8	21.7	11.6	29.7	90,700	100.0	57.5	31.7	10.7
South-----	4,900	100.0	41.3	30.0	15.4	13.3	76,300	100.0	75.9	16.9	7.3
West-----	2,300	100.0	29.4	20.3	18.7	31.6	49,900	100.0	57.9	33.2	9.0
<u>EMPLOYEE</u>											
<u>Education</u>											
Less than 12 years-----	700	100.0	75.8	14.1	4.2	5.9	118,200	100.0	57.1	28.1	14.8
12 years-----	4,000	100.0	46.1	18.3	18.1	17.5	109,900	100.0	54.4	31.6	13.9
13 years-----	2,100	100.0	42.8	30.2	8.4	18.6	22,600	100.0	54.7	28.0	17.3
14 years-----	2,500	100.0	29.1	33.5	15.5	21.9	13,600	100.0	47.1	35.5	17.4
15 years or more-----	7,400	100.0	20.6	20.6	17.7	41.0	9,900	100.0	43.8	19.0	37.1

¹Excludes employees who donated their services.

²8 percent of these homes were certified for Medicare only.

³35 percent of these homes were certified as both skilled nursing homes and intermediate care facilities.

NOTE: Figures may not add to totals due to rounding.

Table 9. Percent of selected full-time nursing home employees taking nondegree health-related courses, by type of course: United States, 1973-74

Type of course	All full-time employees	Full-time employee			
		Administrator	Registered nurse	Licensed practical nurse	Nurse's aide
One or more courses-----	35.5	77.1	56.9	41.0	27.4
Nursing care of the aged-----	18.0	37.0	33.6	19.4	14.8
Medical care of the aged-----	4.8	8.2	9.8	5.4	3.8
Social problems of the aged-----	9.5	30.7	20.6	12.2	5.6
Physical therapy-----	7.6	13.3	17.1	9.1	5.3
Occupational therapy-----	3.1	8.9	5.5	3.2	1.9
Nutrition-----	5.6	22.8	9.1	6.6	3.7
Nursing home administration-----	4.9	62.0	8.6	2.5	1.0
Inservice education-----	19.6	24.1	34.0	26.1	16.1
Medical records-----	4.2	17.2	10.7	4.4	2.3
Activity programs-----	5.8	23.0	9.7	5.8	3.0
Social services-----	3.3	17.0	6.9	3.1	1.5
Pharmacology and care of drugs----	6.0	15.1	18.7	16.3	1.9

Table 10. Number and percent of selected full-time nursing home employees receiving fringe benefits, by type of benefit: United States, 1973-74

Type of benefit	Full-time employee			
	Administrator	Registered nurse	Licensed practical nurse	Nurse's aide
	Number			
All full-time employees----	18,800	38,700	52,100	283,400
	Percent			
Paid vacation-----	76.7	86.1	82.6	79.1
Cash bonus-----	19.3	13.3	13.8	12.6
Pension-----	15.2	19.8	15.4	15.4
Health, life insurance-----	55.0	51.8	43.3	40.5
Other leave ¹ -----	82.7	68.2	55.8	50.2
Meals-----	52.2	38.4	32.2	25.3

¹Includes civic and personal leave (jury duty, military reserves, voting, funerals) and release time for attending institutes.

Table 11. Number and rate per 100 residents of full-time equivalent registered nurses, licensed practical nurses, and nurse's aides in nursing homes, by selected nursing home characteristics: United States, 1973-74

Nursing home characteristic	Full-time equivalent					
	Registered nurse		Licensed practical nurse		Nurse's aide	
	Number	Rate per 100 residents	Number	Rate per 100 residents	Number	Rate per 100 residents
All homes-----	53,500	5	63,700	6	335,500	31
<u>Certification</u>						
Both Medicare and Medicaid ¹ -----	27,100	7	26,700	7	137,100	34
Skilled nursing home ² -----	15,800	5	19,800	7	96,300	33
Intermediate care facility-----	5,600	2	11,600	5	66,900	28
Not certified-----	5,000	4	5,600	4	35,300	25
<u>Bed size</u>						
Less than 50 beds-----	7,500	5	10,700	7	51,000	31
50-99 beds-----	16,500	4	21,100	6	114,600	31
100 beds or more-----	29,500	5	31,900	6	169,900	31
<u>Ownership</u>						
Proprietary-----	35,000	5	44,300	6	233,600	31
Government and nonprofit-----	18,500	6	19,400	6	102,000	32

¹8 percent of these homes were certified for Medicare only.

²35 percent of these homes were certified as both skilled nursing homes and intermediate care facilities.

NOTE: Figures may not add to totals due to rounding.

Table 12. Data for selected characteristics of full-time employees in charge of shifts, by type of employee: United States, 1973-74

Characteristic	Type of employee			
	Administrator	Registered nurse	Licensed practical nurse	Nurse's aide
	Number			
All homes-----	1,200	17,200	13,800	6,700
Less than 50 beds-----	1,000	3,200	5,300	5,000
50-99 beds-----	*100	6,700	6,000	1,400
100 beds or more-----	*100	7,200	2,500	*300
<u>NURSING HOME</u>				
<u>Ownership</u>				
Proprietary-----	1,100	12,500	10,800	5,300
Less than 50 beds-----	900	2,400	4,400	4,000
50-99 beds-----	*	5,000	4,700	1,100
100 beds or more-----	*	5,100	1,700	*
Government and nonprofit-----	*100	4,700	3,000	1,400
Less than 50 beds-----	*	900	900	1,000
50-99 beds-----	*	1,700	1,400	*400
100 beds or more-----	*	2,100	800	*
<u>Certification</u>				
Both Medicare and Medicaid-----	*	7,700	3,200	*
Skilled nursing home-----	*	4,900	3,500	*
Intermediate care facility-----	*300	2,800	5,000	3,300
Not certified-----	800	1,700	2,000	3,200
<u>Region</u>				
Northeast-----	*300	4,600	2,000	600
North Central-----	*400	4,800	4,300	4,000
South-----	*200	3,800	5,000	1,500
West-----	*200	3,900	2,400	600
<u>EMPLOYEE</u>				
<u>Education</u>				
Less than 12 years-----	*200	*100	1,400	3,200
12 years-----	*400	*200	2,300	2,500
13 years-----	*200	1,700	7,400	600
14 years-----	*100	1,700	1,700	*300
15 years or more-----	*300	13,500	900	*100
<u>Employment</u>				
	Average in years			
Current employment-----	9.6	3.7	3.5	4.9
Total experience ¹ -----	16.8	15.9	9.9	7.1
<u>Other</u>				
Age-----	55	46	43	44
Average in dollars				
Hourly wage-----	\$2.91	\$4.57	\$3.10	\$1.97

¹Total experience in a nursing home or hospital.

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APPENDIX I

TECHNICAL NOTES ON METHODS

SURVEY DESIGN

From August 1973 to April 1974, the Division of Health Resources Utilization Statistics (DHRUS) conducted the National Nursing Home Survey (NNHS)—a sample survey of nursing homes, their residents and staff in the conterminous United States. The survey was designed and developed by DHRUS in conjunction with a group of experts in various fields encompassing the broad area of long-term care.¹⁴ It was specifically designed as the first of a series of surveys to satisfy the diverse data needs of those who establish standards for, plan, provide, and assess long-term care services.

Sampling Frame

The 1973-74 NNHS focused on nursing homes which *provided some level of nursing care*. Only facilities providing nursing care were included because detailed questions on facility services and resident health status were relevant only to these facilities. They included both nursing care homes and personal care homes with nursing, while personal care homes without nursing and domiciliary care homes were excluded. Facilities were either freestanding establishments or nursing care units of hospitals, retirement centers, and similar institutions. A definition of nursing care and detailed criteria for classifying facilities providing such care are presented in appendix III.

The survey universe consisted of two groups of facilities: those providing some level of

nursing care as classified in the 1971 Master Facility Inventory (MFI) *and* those opening for business in 1972. The major group (93 percent) was composed of all nursing homes providing some level of nursing care as classified by the 1971 MFI. MFI is a census of all inpatient health facilities conducted every 2 years by mail by the National Center for Health Statistics. A detailed description of how MFI was developed, its content, and procedures for updating and assessing its coverage has been published.

In order for data collection to begin in August, the sampling frame was "frozen" in the spring of 1973 so that the sample could be selected in ample time to permit the scheduling of nationwide data collection. To obtain as current a sample frame as possible, all nursing homes which opened for business during 1972 were also included in the universe. (Facilities opening in early 1973 could not be included since data about them were not yet available.) The facilities which opened in 1972 comprised the second, and smaller (7 percent), group of facilities in the universe. Although the universe included only facilities providing nursing care, all facilities opened in 1972 were included because the level of nursing care they provided was unknown prior to the survey. Once NNHS was conducted, facilities not meeting the criteria were classified as out of scope (see table I for details).

Although NNHS was conducted in 1973-74, it should be noted that estimates will not correspond precisely to figures from the 1973 MFI census for several reasons. In comparison to the MFI, the NNHS universe excluded the following: 1) personal care homes and domiciliary care

NOTE: A list of references follows the text.

Table I. Distribution of facilities in the 1973-74 National Nursing Home Survey universe and disposition of sample facilities according to primary sampling strata: Conterminous United States

Certification status and size of facility	Universe (sampling frame) ¹	Number of facilities in sample			
		Total facilities	Out of scope or out of business	In scope and in business	
				Nonresponding	Responding
All types.....	17,685	2,118	147	63	1,908
Both Medicare and Medicaid and Medicare only.....	4,099	803	20	26	757
Unknown number of beds.....	2	-	-	-	-
Less than 25 beds.....	149	4	-	1	3
25-49 beds.....	538	35	-	1	34
50-99 beds.....	1,713	228	7	7	214
100-199 beds.....	1,385	370	8	11	351
200-299 beds.....	224	100	4	3	93
300-499 beds.....	68	46	1	2	43
500 beds or more.....	20	20	-	1	19
Medicaid only.....	7,473	790	34	24	732
Unknown number of beds.....	3	-	-	-	-
Less than 15 beds.....	250	5	1	2	2
15-24 beds.....	967	36	5	1	30
25-49 beds.....	2,253	123	11	3	109
50-99 beds.....	2,688	293	4	8	281
100-199 beds.....	1,108	241	3	6	232
200-299 beds.....	145	52	5	3	44
300-499 beds.....	43	24	3	1	20
500 beds or more.....	16	16	2	-	14
Not certified.....	6,113	525	93	13	419
Unknown number of beds.....	19	-	-	-	-
Less than 15 beds.....	1,279	23	10	-	13
15-24 beds.....	1,062	38	9	-	29
25-49 beds.....	1,575	87	13	3	71
50-99 beds.....	1,334	145	19	5	121
100-199 beds.....	652	141	21	4	116
200-299 beds.....	120	43	12	-	31
300-499 beds.....	52	28	4	1	23
500 beds or more.....	20	20	5	-	15

¹The universe consisted of nursing homes providing some level of nursing care as classified in the 1971 MFI and those opened for business in 1972.

homes; 2) facilities which opened in 1973; and 3) facilities which, between 1971 and 1973, upgraded the level of care they provided, thereby meeting the "nursing care" criteria when surveyed in the 1973 MFI. Data from NNHS are also subject to sampling variability, while data from MFI are not, since MFI is a census.

Sampling Design

The sampling was a stratified two-stage probability design: The first stage was a selec-

tion of establishments and the second stage was a selection of residents and employees of the sample establishments. In preparation for the first-stage sample selection, establishments listed in MFI were sorted into three types of strata based on Medicare and Medicaid certification: 1) both Medicare and Medicaid *and* Medicare only; 2) Medicaid only; and 3) not certified. Facilities in each of these three strata were sorted into bed size groups, producing 26 primary strata as shown in table I. The nursing homes in the universe were ordered by type of

ownership, geographic region, State, and county. The sample was then selected systematically after a random start within each primary stratum. Table I shows the distribution of establishments in the sampling frame and the final disposition of the sample with regard to response and in-scope status. The number of facilities estimated by the survey (15,749) is less than the universe figure (17,685) because some facilities went out of business or out of scope between the time the universe was "frozen" and the survey was conducted. Differences ranging from 2,100-2,900 between survey estimates and universe figures occurred in the 1963,¹ 1964,⁸ and 1969³ nursing home surveys for the same reason.

The second-stage selection of residents and employees was carried out by the interviewers at the time of their visits to the establishments in accordance with specific instructions given for each sample establishment. The sample frame for residents was the total number of residents on the register of the establishment on the evening prior to the day of the survey. Residents who were physically absent from the facility due to overnight leave or a hospital visit but had a bed maintained for them at the establishment were included in the sample frame. An average of 10 residents were in the sample per facility.

The sampling frame for employees was the Staff Control Record on which the interviewer listed the names of all staff (including those employed by contract) and sampled professional, semiprofessional, and nursing staff. Those generally *not* involved in direct patient care, such as office staff, food service, housekeeping, and maintenance personnel, were excluded from the sample. The interviewer used predesignated sampling instructions that appeared at the head of each column of this form. An average of 14 staff were in the sample per facility.

Data Collection Procedures for 1973-74 National Nursing Home Survey

The 1973-74 NNHS utilized eight questionnaires. (See appendix IV for copies of questionnaires relevant to this report. For all other data collection instruments, see reference 10.)

NOTE: A list of references follows the text.

Administrator Letter and Worksheet
Facility Questionnaire
Expense Questionnaire
Resident Control Record
Resident Questionnaire
Staff Questionnaire—Parts I and II
Staff Control Record

Data were collected according to the following procedure:

1. A letter was sent to the administrators of sample facilities informing them of the survey and the fact that an interviewer would contact them for an appointment. On the back of the letter was a worksheet which the administrator was requested to fill out prior to the interviewer's visit. This worksheet asked for those data that required access to records and some time in compiling (such as total admissions and discharges, inpatient days of care, etc.). Included with this introductory letter were letters of endorsement from the American Nursing Home Association and the American Association of Homes for the Aging urging the administrators to participate in the survey.
2. Several days to 1 week after the mailing of the letters, the interviewer telephoned the sample facility and made an appointment with the administrator.
3. At the time of the appointment, the following procedures were followed: The Facility Questionnaire was completed by the interviewer who interviewed the administrator or owner of the facility. After completing this form, the interviewer secured the administrator's permission to send the Expense Questionnaire to the facility's accountant. (If financial records were not kept by an outside firm, the Expense Questionnaire was filled out by the administrator, with the interviewer present.) The interviewer completed the Staff Control Record (a list of all currently employed staff both full and part time), selected the sample

of staff from it, and prepared Staff Questionnaires, Parts I and II, which were left for each sample staff person to complete, seal in addressed and franked envelopes (one for each part of the questionnaire), and return either to the interviewer or by mail. The interviewer then completed the Resident Control Record (a list of all residents currently in the facility), selected the sample of residents from it, and filled a Resident Questionnaire for each sample person by interviewing the member of the nursing staff familiar with care provided to the resident. The nurse referred to the resident's medical records. No resident was interviewed directly.

If the Expense Questionnaire was not returned within 2 weeks, the interviewer telephoned the accountant requesting its prompt return. If the Staff Questionnaires were not returned in 1 week, the interviewer contacted the staff member and requested the return of the form.

Figure I presents a summary of the data collection procedures.

GENERAL QUALIFICATIONS

Nonresponse and Imputation of Missing Data

Response rates differed for each type of questionnaire as indicated below:

<i>Questionnaire</i>	<i>Response Rate</i>
Facility.....	97 percent
Expense.....	88 percent
Resident.....	98 percent
Staff.....	82 percent

Generally, response rates were higher for questionnaires administered in a personal interview situation (facility and resident) as compared to those which were self-enumerated (expense and staff). Statistics presented in this report were adjusted for failure of a facility to respond. Data were also adjusted for non-

Figure I. Summary of data collection procedures

Questionnaire	Respondent	Interview situation
Facility.....	Administrator	Personal interview
Expense.....	Facility's accountant	Self-enumerated questionnaire
Resident.....	Member of nursing staff familiar with care provided to the resident or resident's medical records (10 sampled residents per facility)	Personal interview
Staff.....	Sampled staff member (14 per facility)	Self-enumerated questionnaire

response which resulted from failure to complete one of the questionnaires (expense, resident, staff) or from failure to complete an item on a questionnaire. Those items left unanswered on a partially completed questionnaire (facility, expense, resident, staff) were generally imputed by assigning a value from a responding unit with major characteristics identical to those of the nonresponding unit.

Rounding of Numbers

Estimates of employees have been rounded to the nearest hundred. For this reason detailed figures within tables do not always add to totals. Percents were calculated on the basis of original, unrounded figures and will not necessarily agree precisely with percents which might be calculated from rounded data.

Data Processing

A series of checks was performed during the course of the survey. This included field follow-ups for missing and inconsistent data, some manual editing of the questionnaires, extensive editing conducted by computer to assure that all responses were accurate, consistent, logical, and complete. Once the data base was edited, the computer was used to calculate and assign weights, ratio adjustments, recodes, and other related procedures necessary to produce national estimates from the sample data.

Estimation Procedures

Statistics reported in this publication are derived by a ratio estimating procedure. The purpose of ratio estimation is to take into account all relevant information in the estimation process, thereby reducing the variability of the estimate. The estimation of number of establishments and establishment data not related to size are inflated by the reciprocal of the probability of selecting the sample establishment and adjusted for the nonresponding establishments within primary certification-size strata. Two ratio adjustments, one at each stage of selection, were also used in the estimation process. The first-stage ratio adjustment (along with the above inflation factors) was included in the estimation of establishment data related to size, resident data, and staff data for all primary certification-size strata from which a sample of facilities was drawn. The numerator was the total beds according to the Master Facility Inventory data for all facilities in the stratum. The denominator was the estimate of the total beds obtained through a simple inflation of the Master Facility Inventory data for the sample homes in the stratum. The effect of the first-stage ratio adjustment was to bring the sample in closer agreement with the known universe of beds. The second-stage ratio adjustment was included in the estimation of resident and staff data within establishments. The second-stage ratio adjustment is the product of two fractions: The first is the inverse of the sampling fraction for residents (or staff) upon which the selection is based; the second is the ratio of the number of sample residents (or staff) in the establishment to the number of residents (or staff) for whom questionnaires were completed within the facility.

RELIABILITY OF ESTIMATES

As in any survey, the results are subject to reporting and processing errors and errors due to nonresponse. To the extent possible, these types of errors were kept to a minimum by methods built into survey procedures.

Since statistics presented in this report are based on a sample, they will differ somewhat

from figures that would have been obtained if a complete census had been taken using the same schedules, instructions, and procedures.

The standard error is primarily a measure of the variability that occurs by chance because only a sample, rather than the entire universe, is surveyed. The standard error also reflects part of the measurement error, but it does not measure any systematic biases in the data. It is inversely proportional to the square root of the number of observations in the sample. Thus, as the sample size increases, the standard error generally decreases.

The relative standard error of an estimate is obtained by dividing the standard error of the estimate by the estimate itself and is expressed as a percentage of the estimate. According to NCHS standards, reliable estimates are those which have a relative standard error of 25 percent or less. For a relative standard error of 25 percent or less, the minimum number of employees is 600. Thus employee estimates must be 600 or larger in order to meet the standards of reliability. In this report asterisks are shown for any cell with a number of less than 600 or a percent which represents a number of less than 600, that is, with more than a 25-percent relative standard error. Tables II and III present standard errors for categories of employees, and tables IV and V present standard errors for average hourly wages for categories of employees. Tables VI, VII, and VIII present standard errors for average age, years of education, and years of employment for employees, respectively.

Because of the relationship between the relative standard error and the estimate, the standard error of an estimate can be found by multiplying the estimate by its relative standard error.

For example, table 4 shows that in nursing homes with less than 50 beds, 56.2 percent of the 4,200 female administrators earned less than \$4.00 per hour, while table 3 shows that 34.6 percent of the 2,000 male administrators earned this amount. Using the standard errors of percentages in table II and interpolating, it was found that the standard error was 4.32 for the women and 5.21 for the men. The chances are about 95 out of 100 that an estimate from the

Table II. Standard errors of percents for professional employees

Base of estimated percent (number of professional employees)	Estimated percent							
	1 or 99	2 or 98	5 or 95	10 or 90	20 or 80	30 or 70	40 or 60	50
	Standard error in percentage points							
400.....	2.45	3.45	5.37	7.40	9.86	11.30	12.08	12.33
500.....	2.19	3.09	4.81	6.62	8.82	10.11	10.80	11.03
600.....	2.00	2.82	4.39	6.04	8.05	9.23	9.86	10.07
700.....	1.85	2.61	4.06	5.59	7.46	8.54	9.13	9.32
800.....	1.73	2.44	3.80	5.23	6.97	7.99	8.54	8.72
900.....	1.64	2.30	3.58	4.93	6.58	7.53	8.05	8.22
1,000.....	1.55	2.18	3.40	4.68	6.24	7.15	7.64	7.80
2,000.....	1.10	1.54	2.40	3.31	4.41	5.05	5.40	5.51
3,000.....	0.90	1.26	1.96	2.70	3.60	4.13	4.41	4.50
4,000.....	0.78	1.09	1.70	2.34	3.12	3.57	3.82	3.90
5,000.....	0.69	0.98	1.52	2.09	2.79	3.20	3.42	3.49
6,000.....	0.63	0.89	1.39	1.91	2.55	2.92	3.12	3.18
7,000.....	0.59	0.83	1.28	1.77	2.36	2.70	2.89	2.95
8,000.....	0.55	0.77	1.20	1.65	2.21	2.53	2.70	2.76
9,000.....	0.52	0.73	1.13	1.56	2.08	2.38	2.55	2.60
10,000.....	0.49	0.69	1.07	1.48	1.97	2.26	2.42	2.47
20,000.....	0.35	0.49	0.76	1.05	1.39	1.60	1.71	1.74
30,000.....	0.28	0.40	0.62	0.85	1.14	1.30	1.39	1.42
40,000.....	0.25	0.35	0.54	0.74	0.99	1.13	1.21	1.23
50,000.....	0.22	0.31	0.48	0.66	0.88	1.01	1.08	1.10
60,000.....	0.20	0.28	0.44	0.60	0.81	0.92	0.99	1.01
70,000.....	0.19	0.26	0.41	0.56	0.75	0.85	0.91	0.93
80,000.....	0.17	0.24	0.38	0.52	0.70	0.80	0.85	0.87
90,000.....	0.16	0.23	0.36	0.49	0.66	0.75	0.81	0.82
100,000.....	0.16	0.22	0.34	0.47	0.62	0.71	0.76	0.78
200,000.....	0.11	0.15	0.24	0.33	0.44	0.51	0.54	0.55

Table III. Standard errors of percents for total employees, nurse's aides, and nonprofessional employees

Base of estimated percent (number of employees)	Estimated percent							
	1 or 99	2 or 98	5 or 95	10 or 90	20 or 80	30 or 70	40 or 60	50
	Standard error in percentage points							
2,000.....	2.22	3.12	4.86	6.70	8.93	10.23	10.93	11.16
3,000.....	1.81	2.55	3.97	5.47	7.29	8.35	8.93	9.11
4,000.....	1.57	2.21	3.44	4.73	6.31	7.23	7.73	7.89
5,000.....	1.40	1.98	3.08	4.23	5.65	6.47	6.91	7.06
6,000.....	1.28	1.80	2.81	3.87	5.15	5.90	6.31	6.44
7,000.....	1.19	1.67	2.60	3.58	4.77	5.47	5.84	5.96
8,000.....	1.11	1.56	2.43	3.35	4.46	5.11	5.47	5.58
9,000.....	1.05	1.47	2.29	3.16	4.21	4.82	5.15	5.26
10,000.....	0.99	1.40	2.18	2.99	3.99	4.57	4.89	4.99
20,000.....	0.70	0.99	1.54	2.12	2.82	3.23	3.46	3.53
30,000.....	0.57	0.81	1.26	1.73	2.30	2.64	2.82	2.88
40,000.....	0.50	0.70	1.09	1.50	2.00	2.29	2.44	2.50
50,000.....	0.44	0.62	0.97	1.34	1.79	2.05	2.19	2.23
60,000.....	0.41	0.57	0.89	1.22	1.63	1.87	2.00	2.04
70,000.....	0.38	0.53	0.82	1.13	1.51	1.73	1.85	1.89
80,000.....	0.35	0.49	0.77	1.06	1.41	1.62	1.73	1.76
90,000.....	0.33	0.47	0.73	1.00	1.33	1.52	1.63	1.66
100,000.....	0.31	0.44	0.69	0.95	1.26	1.45	1.55	1.58
200,000.....	0.22	0.31	0.49	0.67	0.89	1.02	1.09	1.12
300,000.....	0.18	0.26	0.40	0.55	0.73	0.84	0.89	0.91
400,000.....	0.16	0.22	0.34	0.47	0.63	0.72	0.77	0.79
500,000.....	0.14	0.20	0.31	0.42	0.56	0.65	0.69	0.71

Table IV. Standard errors of average hourly wages for professional employees

Base of average wage (number of profes- sional employees)	Average hourly wage												
	\$2.00	\$2.50	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$8.00	\$10.00
	Standard error in dollars												
2,000.....	*0.55	*0.63	0.70	0.77	0.84	0.91	0.98	1.04	1.10	1.17	1.23	1.35	1.59
3,000.....	0.45	0.52	0.58	0.63	0.69	0.75	0.80	0.85	0.91	0.96	1.01	1.11	1.31
4,000.....	0.39	0.45	0.50	0.55	0.60	0.65	0.69	0.74	0.79	0.83	0.88	0.96	1.14
5,000.....	0.35	0.40	0.45	0.49	0.54	0.58	0.62	0.67	0.71	0.75	0.79	0.87	1.02
6,000.....	0.32	0.37	0.41	0.45	0.49	0.53	0.57	0.61	0.65	0.68	0.72	0.79	0.94
7,000.....	0.30	0.34	0.38	0.42	0.46	0.49	0.53	0.57	0.60	0.64	0.67	0.74	0.87
8,000.....	0.28	0.32	0.36	0.39	0.43	0.46	0.50	0.53	0.56	0.60	0.63	0.69	0.82
9,000.....	0.26	0.30	0.34	0.37	0.41	0.44	0.47	0.50	0.53	0.57	0.60	0.66	0.78
10,000.....	0.25	0.29	0.32	0.35	0.39	0.42	0.45	0.48	0.51	0.54	0.57	0.63	0.74
20,000.....	0.18	0.21	0.23	0.26	0.28	0.30	0.33	0.35	0.37	0.40	0.42	0.46	0.55
30,000.....	0.15	0.17	0.19	0.21	0.24	0.26	0.28	0.30	0.31	0.33	0.35	0.39	0.47
40,000.....	0.13	0.15	0.17	0.19	0.21	0.23	0.25	0.26	0.28	0.30	0.32	0.35	0.42
50,000.....	0.12	0.14	0.16	0.17	0.19	0.21	0.23	0.24	0.26	0.28	0.29	0.32	0.39
100,000.....	0.09	0.11	0.12	0.14	0.15	0.16	0.18	0.19	0.21	0.22	0.24	0.26	0.32
200,000.....	0.07	0.09	0.10	0.11	0.12	0.14	0.15	0.16	0.18	0.19	0.20	0.23	0.28

sample differs from the value that would have been obtained from a complete census by less than twice the standard error. To continue the above example, the chances are 95 out of 100 that the true values are contained in the intervals $56.2 \pm 2(4.32)$ for women (47.7 to 64.7), and $34.6 \pm 2(5.21)$ for men (24.4 to 44.8).

Statistical tests to determine whether the

differences between selected characteristics are statistically significant can be performed by comparing the confidence intervals for the estimates in question. If there is no overlapping of the confidence intervals, the estimates are considered statistically different. In the example above there is no overlapping and, therefore, the differences are statistically different.

Table V. Standard errors of average hourly wages for total and nonprofessional employees

Base of average wage (number of employees)	Average hourly wage									
	\$1.75	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.50	\$4.00	\$5.00	
	Standard error in dollars									
3,000.....	*0.62	*0.68	*0.73	*0.78	*0.84	*0.89	*0.99	*1.09	*1.28	
4,000.....	*0.54	*0.59	*0.63	*0.68	*0.72	*0.77	0.86	0.94	1.11	
5,000.....	*0.48	*0.52	*0.57	0.61	0.65	0.69	0.76	0.84	0.99	
6,000.....	*0.44	0.48	0.52	0.55	0.59	0.63	0.70	0.77	0.91	
7,000.....	0.41	0.44	0.48	0.51	0.55	0.58	0.65	0.71	0.84	
8,000.....	0.38	0.41	0.45	0.48	0.51	0.54	0.60	0.66	0.78	
9,000.....	0.36	0.39	0.42	0.45	0.48	0.51	0.57	0.63	0.74	
10,000.....	0.34	0.37	0.40	0.43	0.46	0.49	0.54	0.59	0.70	
20,000.....	0.24	0.26	0.28	0.30	0.32	0.34	0.38	0.42	0.49	
30,000.....	0.20	0.21	0.23	0.25	0.26	0.28	0.31	0.34	0.40	
40,000.....	0.17	0.18	0.20	0.21	0.23	0.24	0.27	0.29	0.35	
50,000.....	0.15	0.16	0.18	0.19	0.20	0.21	0.24	0.26	0.31	
100,000.....	0.11	0.11	0.12	0.13	0.14	0.15	0.17	0.18	0.21	
200,000.....	0.07	0.08	0.09	0.09	0.10	0.10	0.11	0.12	0.14	
300,000.....	0.06	0.06	0.07	0.07	0.08	0.08	0.09	0.10	0.11	
400,000.....	0.05	0.05	0.06	0.06	0.06	0.07	0.07	0.08	0.09	
500,000.....	0.04	0.05	0.05	0.05	0.06	0.06	0.06	0.07	0.08	
550,000.....	0.04	0.04	0.05	0.05	0.05	0.05	0.06	0.06	0.07	

Table VI. Standard errors of average employee ages

Base of average age (number of employees)	Average age								
	20	25	30	35	40	45	50	55	60
	Standard error in years								
3,000.....	*	5.96	6.90	7.83	8.76	9.69	10.61	16.53	12.45
4,000.....	4.34	5.16	5.97	6.78	7.59	8.39	9.19	9.99	10.78
5,000.....	3.88	4.62	5.34	6.07	6.79	7.50	8.22	8.93	9.65
6,000.....	3.54	4.21	4.88	5.54	6.20	6.85	7.51	8.16	8.81
7,000.....	3.28	3.90	4.52	5.13	5.74	6.35	6.95	7.55	8.16
8,000.....	3.07	3.65	4.23	4.80	5.37	5.94	6.50	7.07	7.63
9,000.....	2.89	3.44	3.99	4.53	5.06	5.60	6.13	6.67	7.20
10,000.....	2.74	3.27	3.78	4.29	4.80	5.31	5.82	6.32	6.83
20,000.....	1.94	2.31	2.68	3.04	3.40	3.76	4.12	4.48	4.84
30,000.....	1.59	1.89	2.19	2.49	2.78	3.08	3.37	3.67	3.96
40,000.....	1.38	1.64	1.90	2.16	2.42	2.67	2.93	3.18	3.44
50,000.....	1.23	1.47	1.70	1.93	2.16	2.39	2.62	2.85	3.08
100,000.....	0.88	1.05	1.21	1.38	1.54	1.71	1.87	2.04	2.20
200,000.....	0.63	0.75	0.87	0.99	1.11	1.23	1.35	1.47	1.59
300,000.....	0.52	0.62	0.72	0.82	0.92	1.02	1.12	1.22	1.32
400,000.....	0.46	0.55	0.64	0.73	0.81	0.90	0.99	1.08	1.17
500,000.....	0.41	0.50	0.58	0.66	0.74	0.82	0.90	0.98	1.06
550,000.....	0.40	0.48	0.56	0.63	0.71	0.79	0.87	0.94	1.02

Table VII. Standard errors of average years of education for total employees

Base of average years (number of employees)	Average years of education									
	8	9	10	11	12	13	14	15	16	17
	Standard error in years									
3,000.....	1.83	2.02	2.21	2.39	2.58	2.76	2.95	3.13	3.32	3.50
4,000.....	1.59	1.75	1.91	2.08	2.24	2.40	2.56	2.72	2.88	3.04
5,000.....	1.42	1.57	1.71	1.86	2.00	2.15	2.29	2.43	2.58	2.72
6,000.....	1.30	1.43	1.57	1.70	1.83	1.96	2.09	2.22	2.35	2.49
7,000.....	1.21	1.33	1.45	1.57	1.70	1.82	1.94	2.06	2.18	2.30
8,000.....	1.13	1.24	1.36	1.47	1.59	1.70	1.82	1.93	2.04	2.16
9,000.....	1.06	1.17	1.28	1.39	1.50	1.61	1.71	1.82	1.93	2.04
10,000.....	1.01	1.11	1.22	1.32	1.42	1.53	1.63	1.73	1.83	1.93
20,000.....	0.72	0.80	0.87	0.94	1.02	1.09	1.16	1.24	1.31	1.38
30,000.....	0.59	0.65	0.72	0.78	0.84	0.90	0.96	1.02	1.08	1.14
40,000.....	0.52	0.57	0.63	0.68	0.73	0.79	0.84	0.89	0.94	1.00
50,000.....	0.47	0.52	0.56	0.61	0.66	0.71	0.76	0.81	0.85	0.90
100,000.....	0.34	0.38	0.42	0.45	0.49	0.52	0.56	0.60	0.63	0.67
200,000.....	0.26	0.29	0.32	0.35	0.37	0.40	0.43	0.46	0.49	0.51
300,000.....	0.23	0.25	0.28	0.30	0.33	0.35	0.38	0.40	0.43	0.45
400,000.....	0.21	0.23	0.25	0.28	0.30	0.32	0.35	0.37	0.39	0.42
500,000.....	0.19	0.22	0.24	0.26	0.28	0.30	0.33	0.35	0.37	0.39
550,000.....	0.19	0.21	0.23	0.25	0.28	0.30	0.32	0.34	0.36	0.38

Table VIII. Standard errors of average length of work experience for total employees

Base of average employment (number of employees)	Average years of employment									
	1	2	3	5	7	9	11	13	15	17
	Standard error in years									
3,000	*0.43	*0.66	*0.86	*1.26	1.64	2.01	2.39	2.76	3.13	3.50
4,000	*0.37	*0.57	0.75	1.09	1.42	1.75	2.07	2.39	2.71	3.03
5,000	*0.33	*0.51	0.67	0.98	1.27	1.56	1.85	2.14	2.43	2.72
6,000	*0.30	0.46	0.61	0.89	1.16	1.43	1.70	1.96	2.22	2.49
7,000	*0.28	0.43	0.57	0.83	1.08	1.33	1.57	1.82	2.06	2.31
8,000	*0.26	0.40	0.53	0.77	1.01	1.24	1.47	1.70	1.93	2.16
9,000	0.25	0.38	0.50	0.73	0.95	1.17	1.39	1.61	1.83	2.04
10,000	0.23	0.36	0.48	0.69	0.91	1.11	1.32	1.53	1.73	1.94
20,000	0.17	0.26	0.34	0.50	0.65	0.80	0.95	1.10	1.25	1.40
30,000	0.14	0.21	0.28	0.41	0.54	0.66	0.79	0.91	1.04	1.16
40,000	0.12	0.18	0.24	0.36	0.47	0.58	0.69	0.80	0.91	1.02
50,000	0.11	0.17	0.22	0.32	0.43	0.53	0.63	0.73	0.83	0.93
100,000	0.08	0.12	0.16	0.24	0.32	0.40	0.47	0.55	0.63	0.71
200,000	0.06	0.09	0.12	0.19	0.25	0.31	0.38	0.44	0.50	0.56
300,000	0.05	0.08	0.11	0.17	0.22	0.28	0.34	0.39	0.45	0.51
400,000	0.04	0.07	0.10	0.15	0.21	0.26	0.31	0.37	0.42	0.47
500,000	0.04	0.07	0.09	0.14	0.20	0.25	0.30	0.35	0.40	0.45
550,000	0.04	0.06	0.09	0.14	0.19	0.24	0.29	0.35	0.40	0.45

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APPENDIX II

DEFINITIONS OF CERTAIN TERMS USED IN THIS REPORT

Resident.—A resident is a person who has been formally admitted but not discharged from an establishment. All such persons were included in the survey whether or not they were physically present at the time of the survey.

Certification status.—Certification status refers to the facility certification by the Medicare and/or Medicaid programs.

Medicare refers to the medical assistance provided in Title XVIII of the Social Security Act. Medicare is a health insurance program administered by the Social Security Administration for persons aged 65 years and over who are eligible for benefits.

Extended care facility refers to certification as an extended care facility under Medicare.

Medicaid refers to the medical assistance provided in Title XIX of the Social Security Act. Medicaid is a State-administered program for the medically indigent.

Skilled nursing home refers to certification as a skilled nursing home under Medicaid.

Intermediate care facility refers to certification as an intermediate care facility under Medicaid.

Not certified refers to facilities which are not certified as providers of care either by Medicare or Medicaid.

Type of ownership.—Type of ownership refers to the type of organization that controls and operates the nursing home.

Proprietary facility is a facility operated under private commercial ownership.

Nonprofit facility is a facility operated under voluntary or nonprofit auspices, including both church-related facilities and those not church related.

Government facility is a facility operated under Federal, State, or local government auspices.

Employee.—This term refers to any person who was on the staff of the facility or was employed under contract. It includes any paid worker, proprietor, or member of a religious order who contributes his services.

Full-time employees are those who worked 35 hours or more in the week prior to the survey.

Part-time employees are those who worked less than 35 hours in the week prior to the survey.

Full-time equivalents are equal to 35 hours of "part-time" employees' work per week for the purposes of this report.

Race or ethnicity.—Race or ethnicity refers to the resident's primary racial or ethnic heritage as perceived by the staff informant. In this report, persons reported as "Caucasian" were classified as "white," those reported as "Negro"

Figure II. States included in the four geographic regions

Region	States Included
Northeast.....	Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania
North Central..	Michigan, Ohio, Indiana, Illinois, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Kansas, Nebraska
South.....	Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Texas, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma
West.....	Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, Washington, Alaska, Oregon, California, Hawaii

as "black," and those reported as "American Indian," "Oriental," or "other" as "other." Those reported as "Spanish American" were classified as such.

Geographic region.—Classification of facilities by geographic area is provided by grouping the States (excluding Alaska and Hawaii) into regions. These regions correspond to those used by the U.S. Bureau of the Census and are shown in figure II.



APPENDIX III

CRITERIA FOR CLASSIFYING NURSING HOMES ACCORDING TO LEVEL OF NURSING CARE

Types of Facilities Included In the Survey

Institutions included in the 1973-74 Nursing Home Survey were those classified as either nursing care homes or personal care homes with nursing according to data collected in the 1971 Master Facility Inventory Survey⁴ conducted by the National Center for Health Statistics.

Definitions for these two classes of nursing homes were as follows:

Nursing Care Home

- Fifty percent or more of the residents received nursing care during the week prior to the survey. (Nursing care is defined as the provision of one or more of the following services: taking temperature-pulse-respiration or blood pressure; full bed bath; application of dressings or bandages; catheterization; intravenous, intramuscular, or hypodermic injection; nasal feeding; irrigation; bowel and bladder retraining; oxygen therapy; and enema.)

- At least one full-time (35 hours or more per week) registered nurse (RN) or licensed practical nurse (LPN) was employed.

Personal Care Home With Nursing

- Some but less than 50 percent of the residents received nursing care during the week prior to the survey.
- At least one full-time RN or LPN was employed.

or

- Some of the residents received nursing care during the week prior to the survey.
- No full-time RN or LPN was employed.
- The institution either:
Provided administration of medicines or supervision over self-administered medicines.

or

Provided assistance with three or more activities for daily living (such as help with tub bath or shower; help with dressing, correspondence, or shopping; help with walking or getting about; and help with eating).

NOTE: A list of references follows the text.

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APPENDIX IV

SELECTED QUESTIONNAIRES USED
IN THE 1973-74 NATIONAL NURSING HOME SURVEY



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

PUBLIC HEALTH SERVICE
HEALTH RESOURCES ADMINISTRATION
ROCKVILLE, MARYLAND 20852

NATIONAL CENTER FOR
HEALTH STATISTICS

Dear Administrator:

The National Center for Health Statistics (NCHS) of the U. S. Public Health Service is conducting a sample survey of resident facilities providing nursing and personal care to obtain basic data on their policies, services, and staff. This survey is being conducted as a part of the Department of Health, Education, and Welfare's nursing home improvement program. The information from this survey will be used to compile statistics on the number and kinds of such facilities in the United States. Enclosed are two summary reports from previous surveys, which are illustrative of the kinds of data to be obtained from this survey. These statistics will be used to meet the needs of Congress, State legislatures, Federal, regional, and local health planners, national health associations, and many others who plan and provide health services to the aged.

As you can see from these reports, it is not possible to identify any particular facility. We wish to assure you that any information which permits the identification of the services provided by your facility, or the residents and staff will be held strictly confidential. This information will be used only by persons engaged in and for the purposes of the survey, and will not be disclosed or released to others for any purpose. Because the NCHS is committed to provide a factual basis for planning national programs designed to advance the health of the American people, limited basic information about your facility (such as name, address, size, type, and ownership) will be made available upon request to the NCHS.

Within about one week an interviewer will contact you for an appointment; this person will be with Applied Management Sciences, the firm under Federal contract to conduct this survey. In preparation for this call, please review the worksheet printed on the back of this letter. These questions request necessary information which may take time to assemble from your records. I have enclosed them so that you may do this at your convenience prior to the interviewer's visit.

This survey includes a small, carefully selected nationwide sample of nursing homes and similar facilities. Because this nursing home represents several facilities of similar type, your participation is vital in obtaining accurate and complete data. We would appreciate your cooperation in this effort.

Sincerely yours,

A handwritten signature in cursive script that reads "Edward B. Perrin".

Edward B. Perrin, Ph.D. Acting Director

STAFF CLASSIFICATION CARD

1973 Nursing Home Survey
 National Center for Health Statistics
 Health Resources Administration
 Rockville, Maryland

OMB # 068-S-72172
 Expires 7-31-74

WHICH OF THE FOLLOWING JOB CATEGORIES BEST FITS THE JOB WHICH THIS EMPLOYEE DOES IN THIS FACILITY?

01. ADMINISTRATOR	}	GROUP A Enter in Column i of Staff Control Record
02. PHYSICIAN (M.D. OR D.O.)		
03. DENTIST		
04. PHARMACIST		
05. REGISTERED OCCUPATIONAL THERAPIST		
06. REGISTERED PHYSICAL THERAPIST		
07. ACTIVITIES DIRECTOR		
08. DIETITIAN OR NUTRITIONIST		
09. REGISTERED MEDICAL RECORD ADMINISTRATOR		
10. SOCIAL WORKER		
11. SPEECH PATHOLOGIST AND/OR AUDIOLOGIST		
12. OTHER PROFESSIONAL OCCUPATIONS (INCLUDES INTERN, RESIDENT, THERAPEUTIC RECREATOR)		
13. OCCUPATION THERAPIST ASSISTANT		
14. PHYSICAL THERAPIST ASSISTANT		
15. SOCIAL WORKER TECHNICIAN/ASSISTANT		
16. OTHER MEDICAL RECORD ADMINISTRATORS AND TECHNICIANS		
17. REGISTERED NURSE	}	GROUP B Enter in Column j of Staff Control Record
18. LICENSED PRACTICAL NURSE OR LICENSED VOCATIONAL NURSE . . .	}	GROUP C Enter in Column k of Staff Control Record
19. NURSE'S AIDE AND ORDERLY	}	GROUP D Enter in Column l of Staff Control Record
20. CLERICAL, BOOKKEEPING, OR OTHER OFFICE STAFF	}	GROUP E Enter in Column m of Staff Control Record
21. FOOD SERVICE PERSONNEL (COOK, KITCHEN HELP, ETC.)		
22. HOUSEKEEPING AND MAINTENANCE PERSONNEL (MAID, LAUNDRYMAN, MAINTENANCE MAN, ETC.)		
23. JOB OTHER THAN THOSE LISTED ABOVE (PLEASE SPECIFY JOB TITLE ON THE INDIVIDUAL LINE OF STAFF CONTROL RECORD)		

7. IN ADDITION TO THIS SALARY, DO YOU RECEIVE:
(Mark the Yes or No Box for Each Line)

		Yes	No
a. Paid vacation, paid holidays, and/or paid sick leave?	54-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
b. Cash bonus?	55-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
c. Pension plan in addition to Social Security?	56-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
d. Health insurance?	57-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
e. Life insurance?	58-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
f. Release time for attending training institutes?	59-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
g. Civic or personal leave (such as leave for jury duty, military reserves, voting, funerals)?	60-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
h. Room?	61-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
i. Meals?	62-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
j. Other? Specify _____	63-1	<input type="checkbox"/>	-2 <input type="checkbox"/>

64

8. LAST WEEK IN THIS FACILITY, DID YOU PERFORM ANY OF THE FOLLOWING SERVICES:
(Mark the Yes or No Box for Each Line)

		Yes	No
a. Administration of the facility?	65-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
b. Nursing care?	66-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
c. Medical and dental care?	67-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
d. Physical therapy?	68-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
e. Occupational therapy?	69-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
f. Recreational therapy?	70-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
g. Speech and hearing therapy?	71-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
h. Social work?	72-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
i. Clerical work?	73-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
j. Kitchen/dietary work, grocery shopping?	74-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
k. Housekeeping services?	75-1	<input type="checkbox"/>	-2 <input type="checkbox"/>
l. Other? Specify service _____	76-1	<input type="checkbox"/>	-2 <input type="checkbox"/>

77

9. WHAT IS THE HIGHEST GRADE YOU COMPLETED IN SCHOOL?

	Circle highest grade completed	CARD2
a. College	1 2 3 4 5 or more	cc14-2
b. Nursing school (diploma) ..	1 2 3	cc15
c. Junior college	1 2	cc16
d. High school	1 2 3 4	cc17
e. Elementary school	1 2 3 4 5 6 7 8	cc18

cc19

10a. WHICH OF THE FOLLOWING DEGREES DO YOU HAVE?
(Mark all that apply, count completed degrees only)

Associate degree or certificate	20-1	<input type="checkbox"/>	<table border="1" style="width: 100%;"> <thead> <tr> <th>b. FOR EACH DEGREE THAT YOU HAVE PLEASE ENTER YOUR MAJOR FIELD OF STUDY</th> <th>c. IN WHAT YEAR DID YOU RECEIVE EACH DEGREE?</th> </tr> </thead> <tbody> <tr> <td>cc25,26</td> <td>19 _____ cc27,28</td> </tr> <tr> <td>cc29,30</td> <td>19 _____ cc31,32</td> </tr> <tr> <td>cc33,34</td> <td>19 _____ cc35,36</td> </tr> <tr> <td>cc37,38</td> <td>19 _____ cc39,40</td> </tr> </tbody> </table>	b. FOR EACH DEGREE THAT YOU HAVE PLEASE ENTER YOUR MAJOR FIELD OF STUDY	c. IN WHAT YEAR DID YOU RECEIVE EACH DEGREE?	cc25,26	19 _____ cc27,28	cc29,30	19 _____ cc31,32	cc33,34	19 _____ cc35,36	cc37,38	19 _____ cc39,40
b. FOR EACH DEGREE THAT YOU HAVE PLEASE ENTER YOUR MAJOR FIELD OF STUDY	c. IN WHAT YEAR DID YOU RECEIVE EACH DEGREE?												
cc25,26	19 _____ cc27,28												
cc29,30	19 _____ cc31,32												
cc33,34	19 _____ cc35,36												
cc37,38	19 _____ cc39,40												
Bachelor's degree	21-1	<input type="checkbox"/>											
Master's degree	22-1	<input type="checkbox"/>											
Doctorate (M. D., D. O., Ph.D., etc.)	23-1	<input type="checkbox"/>											

If none of these, mark (X) box and skip to Question 11

24-1

11. HAVE YOU TAKEN ANY NON-DEGREE TRAINING COURSES IN THE PAST YEAR? TRAINING COURSES INCLUDE CLASS SESSIONS AND SEMINARS. DO NOT INCLUDE COURSES FOR DEGREE CREDIT.

42-1 Yes

-2 No
(Skip to Question 12)

b. FOR EACH OF THE SUBJECT AREAS LISTED BELOW, INDICATE HOW MANY NON-DEGREE TRAINING COURSES* YOU HAVE TAKEN WITHIN THE PAST YEAR.	c. NUMBER OF COURSES* TAKEN IN PAST 12 MONTHS	
a. Nursing care of the aged or chronically ill		cc43,44
b. Medical or dental care of the aged or chronically ill		cc45,46
c. Mental or social problems of the aged or chronically ill		cc47,48
d. Physical therapy or rehabilitation		cc49,50
e. Occupational therapy		cc51,52
f. Nutrition or food services		cc53,54
g. Nursing home administration		cc55,56
h. Inservice Education		cc57,58
i. Medical records		cc59,60
j. Activity programs for the aged or chronically ill		cc61,62
k. Social services for the aged or chronically ill		cc63,64
l. Pharmacology and care of drugs		cc65,66
m. Other course related to your work Specify _____		cc68,69

*Training courses include class sessions and seminars. Do not include courses for degree credit.

PLEASE TURN THE PAGE FOR THE NEXT QUESTION.

12. ARE YOU A PHYSICIAN (M.D. OR D.O.)?

- a. Yes cc71-1 No -2 (Please stop, this is the last question which applies to you. Thank you for your cooperation. Please return the questionnaire in the enclosed postage paid envelope either to the interviewer or to:

Applied Management Sciences
962 Wayne Avenue, Suite 701
Silver Spring, Maryland 20910)

- b. DO YOU ATTEND YOUR OWN PRIVATE PATIENTS IN THIS HOME?

CARD3
cc14-3

- 15-1 Yes → b.1 HOW MANY OF YOUR OWN PRIVATE PATIENTS DO YOU ATTEND IN THIS FACILITY? _____ patients cc16
-2 No

- c. ARE YOU NOW ATTENDING PATIENTS TEMPORARILY IN THIS FACILITY TO COVER FOR THE PATIENT'S OWN PHYSICIAN? 19-1 Yes -2 No

- d. DO YOU TAKE EMERGENCY CALLS FOR ANY PATIENT IN THIS HOME? 20-1 Yes -2 No

- e. DO YOU PROVIDE OTHER DIRECT PATIENT SERVICE IN BEHALF OF THE HOME'S RESPONSIBILITY FOR SECURING SUCH COVERAGES (e.g., ADMISSION EXAMS, PRONOUNCING DEATHS, SECURING MEDICATION AND DIET ORDERS, ETC.)? 21-1 Yes -2 No

- f. DO YOU PROVIDE INSERVICE TRAINING TO THE HOME'S PERSONNEL? 22-1 Yes -2 No

- g. FOR HOW MANY RESIDENTS IN THIS HOME DO YOU PROVIDE MEDICAL CARE? _____ residents cc23

Thank you for your cooperation. Please return the questionnaire in the enclosed postage paid envelope either to the interviewer or to:

Applied Management Sciences, Inc.
962 Wayne Avenue, Suite 701
Silver Spring, Maryland 20910

LINE NR	STAFF	SEX	ETHNIC BACKGROUND	EMPLOYER	HOURS WORKED	OCCUPATION					LINE NR		
						Enter Code From Staff Classification Card							
cc11,13	List below the names of all persons who are on the staff of the facility or are employed under contract Include members of religious organizations and orders who donate their services List administrator and assistant administrator Exclude volunteers List persons in charge of a shift on the top three lines	Home telephone number of SAMPLE employees Area code ()	cc14	cc15	cc16	cc17	cc18,19	D1 16	17	18	19	20 23	
								Group A	Group B	Group C	Group D	E	
								TE	TE	TE	TE		
								Circle Sample Persons	Circle Sample Persons	Circle Sample Persons	Circle Sample Persons		
			Male Female	Cauc	Oriental	Span Amer	Amor Indian	Other	Staff Contract	Full Time	Part Time		
			1 2	1 2	3 4	5 6	1 2	1 2	1 2	1 2			
									cc20 22	cc20 22	cc20 22	cc20 22	
51			1 2	1 2	3 4	5 6	1 2	1 2					51
52			1 2	1 2	3 4	5 6	1 2	1 2					52
53			1 2	1 2	3 4	5 6	1 2	1 2					53
54			1 2	1 2	3 4	5 6	1 2	1 2					54
55			1 2	1 2	3 4	5 6	1 2	1 2					55
56			1 2	1 2	3 4	5 6	1 2	1 2					56
57			1 2	1 2	3 4	5 6	1 2	1 2					57
58			1 2	1 2	3 4	5 6	1 2	1 2					58
59			1 2	1 2	3 4	5 6	1 2	1 2					59
60			1 2	1 2	3 4	5 6	1 2	1 2					60
61			1 2	1 2	3 4	5 6	1 2	1 2					61
62			1 2	1 2	3 4	5 6	1 2	1 2					62
63			1 2	1 2	3 4	5 6	1 2	1 2					63
64			1 2	1 2	3 4	5 6	1 2	1 2					64
65			1 2	1 2	3 4	5 6	1 2	1 2					65
66			1 2	1 2	3 4	5 6	1 2	1 2					66
67			1 2	1 2	3 4	5 6	1 2	1 2					67
68			1 2	1 2	3 4	5 6	1 2	1 2					68
69			1 2	1 2	3 4	5 6	1 2	1 2					69
70			1 2	1 2	3 4	5 6	1 2	1 2					70
71			1 2	1 2	3 4	5 6	1 2	1 2					71
72			1 2	1 2	3 4	5 6	1 2	1 2					72
73			1 2	1 2	3 4	5 6	1 2	1 2					73
74			1 2	1 2	3 4	5 6	1 2	1 2					74
75			1 2	1 2	3 4	5 6	1 2	1 2					75
76			1 2	1 2	3 4	5 6	1 2	1 2					76
77			1 2	1 2	3 4	5 6	1 2	1 2					77
78			1 2	1 2	3 4	5 6	1 2	1 2					78
79			1 2	1 2	3 4	5 6	1 2	1 2					79
80			1 2	1 2	3 4	5 6	1 2	1 2					80
81			1 2	1 2	3 4	5 6	1 2	1 2					81
82			1 2	1 2	3 4	5 6	1 2	1 2					82
83			1 2	1 2	3 4	5 6	1 2	1 2					83
84			1 2	1 2	3 4	5 6	1 2	1 2					84
85			1 2	1 2	3 4	5 6	1 2	1 2					85
86			1 2	1 2	3 4	5 6	1 2	1 2					86
87			1 2	1 2	3 4	5 6	1 2	1 2					87
88			1 2	1 2	3 4	5 6	1 2	1 2					88
89			1 2	1 2	3 4	5 6	1 2	1 2					89
90			1 2	1 2	3 4	5 6	1 2	1 2					90
91			1 2	1 2	3 4	5 6	1 2	1 2					91
92			1 2	1 2	3 4	5 6	1 2	1 2					92
93			1 2	1 2	3 4	5 6	1 2	1 2					93
94			1 2	1 2	3 4	5 6	1 2	1 2					94
95			1 2	1 2	3 4	5 6	1 2	1 2					95
96			1 2	1 2	3 4	5 6	1 2	1 2					96
97			1 2	1 2	3 4	5 6	1 2	1 2					97
98			1 2	1 2	3 4	5 6	1 2	1 2					98
99			1 2	1 2	3 4	5 6	1 2	1 2					99
00			1 2	1 2	3 4	5 6	1 2	1 2					00

If more lines are needed USE A NEW SHEET and renumber the lines beginning with # 101 and continue sampling pattern

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