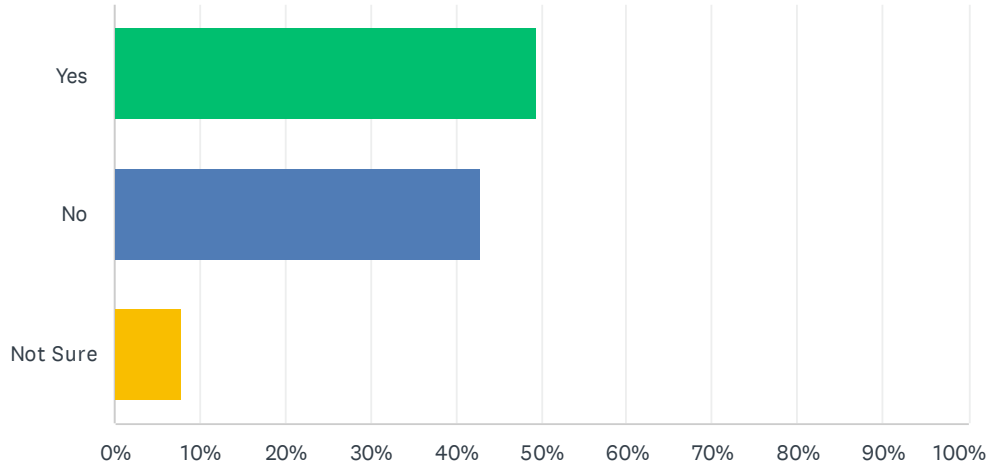


# Q1 Are you aware that the Centers for Medicare and Medicaid Services has proposed minimum staffing standards for nursing homes?

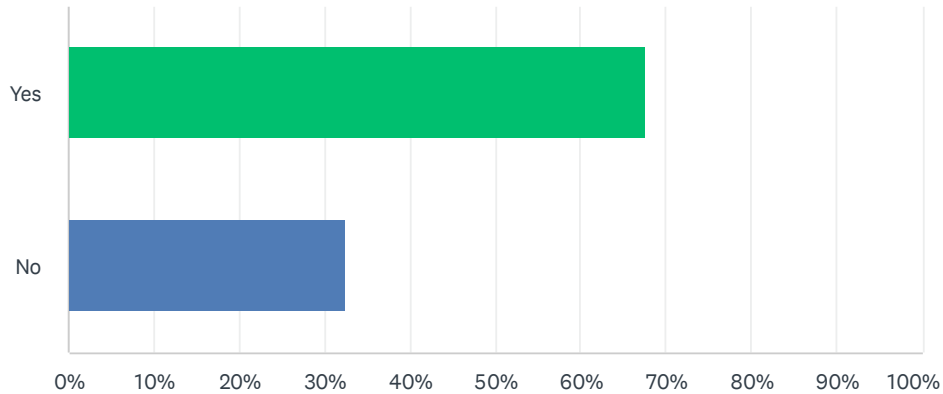
Answered: 166 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	49.40%	82
No	42.77%	71
Not Sure	7.83%	13
<b>TOTAL</b>		<b>166</b>

## Q2 Do you support mandatory minimum staffing standards for nursing homes?

Answered: 164 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	67.68% 111
No	32.32% 53
TOTAL	164

#	WHY OR WHY NOT?	DATE
1	Nursing home residents deserve to have more time with staff then they are currently getting. There is a double standard when looking at expectations of the nurse's and CNA's. There is simply just not enough time in the day. Most staff I work with do not take a 30 minute break even though they are required to have their break taken from their timecard. Also, staff are over-worked and always running on empty. The resident's see this and feel guilty for asking for help or may not feel they are allowed to ask for help. Not only do I think mandatory staffing will allow resident's to feel less guilt, but will help encourage more people to enter and stay in this field.	1/26/2024 12:43 PM
2	Continuing education is always a good thing	1/25/2024 1:04 PM
3	I support that mandatory staffing as I have been in situations where I am the only staff member in the facility and a resident has gotten hurt and needed medical help. It's extremely difficult on aides and residents when there is only 1 person for everyone.	1/25/2024 8:04 AM
4	The care of each resident is not equivalent it varies. Most requires 2 staff at all times of cares .Others requires less to minimal.	1/23/2024 8:22 PM
5	Residents can't get properly taken care of with minimal staffing. They will possibly be left in urine or feces for long periods of time because there is just not enough time to change them properly. By the time you get around to doing all your residents it's time to go home. It is not fair to the nursing staff to be worked like work horses and definitely not fair to the residents because they are laying soiled for so long which eventually is going to cause a breakdown of the skin, then that becomes another issue because staff will have to take even longer taking away from the other residents. We are talking about human beings not animals.	1/23/2024 3:48 PM
6	The shortage in staffing hurts and makes the hours for the staff very long abd going on long stretches for the staff	1/23/2024 3:36 PM
7	Not really because they need enough staff to make sure everyone is being taking care well not	1/23/2024 1:11 PM

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	rush care because of limited staff	
8	I support having standards to go by while having minimum/low staffing and a limitation on how minimal staffing can be. I do not support having minimum staffing as the standard in care facilities. Especially with the turnaround rates in this field.	1/23/2024 11:49 AM
9	More staff that you have the more eyes ears and hands you have to take care of resident more efficiently	1/23/2024 9:58 AM
10	Nursing facilities are all to much short staffed, which affects resident care.	1/23/2024 8:47 AM
11	So we don't burn ourselves out by having to many residents	1/23/2024 7:36 AM
12	I believe in theory it's a great idea. In reality it's almost impossible to have enough staff these days. RN coverage is hard to come by and if it's required 24/7 you will have facilities non compliant and at risk of closing. Due to financials facilities that are not in a corporation are just scraping by trying to stay open and these are in your more rural areas where the better care is given anyway.	1/23/2024 7:19 AM
13	As a CNA who has worked in these understaffed conditions for over a year now, I strongly feel that the residents are the ones suffering most from nursing homes being understaffed or only supplying the "bare minimum" staffing required. Staff is getting burnt out and residents are rushed through toileting, meals, cares, etc. I have residents on a daily basis who simply want company or someone to talk to for a few minutes and when you are understaffed you simply don't have the time for these "extra" things that should never even be considered extra in a long term care facility.	1/23/2024 12:20 AM
14	Because cause of life is high	1/22/2024 11:47 PM
15	If you don't have enough staff people are not getting cared for like they should be and you already have a 100 other things to do beside care for the patient . Doing way more for way less pay	1/22/2024 8:52 PM
16	Proper care for residents should be priority, minimal staff means less time with each residents for ADLs and overall care.	1/22/2024 7:36 PM
17	More than 10 clients per cna is too much	1/22/2024 7:17 PM
18	I believe that with this the patient/staff ratio will help in better care for our elders regardless of their needs	1/22/2024 4:51 PM
19	We are constantly forced to work at 9 to 14 ratios for CNA. Residents are not getting the care of the need and/or pay for.	1/22/2024 3:51 PM
20	Yes, as difficult as staffing is, it quickly becomes a safety issue when understaffed.	1/22/2024 3:14 PM
21	It'll probably improve resident longevity	1/22/2024 2:54 PM
22	Because it might help with working short stuff all the time	1/22/2024 2:35 PM
23	It's important to staff on to take if any surprises	1/22/2024 2:19 PM
24	I'm afraid that what they are calling "minimum" staffing standards will, in fact, be considered "maximum" staffing standards. The proposed minimum standards are lower than most of the facilities I'm working in are already staffed for. I'm concerned that the new standards will end up in staffing cuts rather than increased staffing levels. I'm concerned that with these staffing standards, all licensed nursing personnel in the facility will be counted toward meeting the staffing minimum, regardless of whether they are working in direct patient care or not.	1/22/2024 2:18 PM
25	I have worked in a facility where it was okay for it to be 2 aids against 46 residents. And it happened constantly. And it was a fighting battle to get residents to bed. From threats to even violence from the residents. It just isn't safe for residents or staff. It messes with staff's mental capacity too. I worked 3 shifts in a row like that and my physical and mental health just couldn't maintain after. It was hard for me but I ended up leaving that job.	1/22/2024 2:14 PM
26	I have been a CNA for 10 years and over the last few years I have watched my workload double. I a burnt out. We are understaffed and under appreciated. I'm not even able to give my residents the attentive care that they deserve because I have 15 more people that are all extensive cares needing taken care of as well. Something needs to change! Ratios should be no more than 1:9 on a bad day	1/22/2024 2:01 PM

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27	Because everyone deserves the medical and personal care they need to live a good life or ending of life comfort.	1/22/2024 1:43 PM
28	People won't get the proper care with minimum staffing	1/22/2024 1:41 PM
29	It will allow residents to get the care they need	1/22/2024 1:40 PM
30	I believe that staffing should be determined by the facility based on the individual residents' needs and the staff's experience. You could have 30 staff on duty who do a terrible job or 5 on duty who do a great job and the residents will get better care with the 5 then with the 30. Giving a blanket number for staff does not improve quality. Additionally, facilities can NOT afford to meet these requirements, so many have already closed we can't afford to lose anymore.	1/22/2024 1:36 PM
31	We do our best as health care workers to make the lives of our patients or residents with the little amount of staff that we have. There should be an unlimited amount of workers for these people. They deserve the best care and we can only give so much care when we have so many other people to care for.	1/22/2024 1:32 PM
32	For the sake of the residents & workers, it's SAFE! The residents get quality care. The STNA isn't "slaving" trying to work on 15-25 people! That's inhumane. We get little to no help most times. The residents sit in soil half a shift! Pass this law & watch numbers rise during surveys because of GOOD CARE!	1/22/2024 1:22 PM
33	Because this keeps the residents safe and the staff from being overworked.	1/22/2024 12:42 PM
34	I think we more staff for nursing home as one aid for 10 people is not enough. 1 for every 6 would be great	1/22/2024 12:41 PM
35	I believe that the quality of resident care has decreased since LTC facilities have had a staffing shortage. There is more expected of the NAs and less NAs to get the jobs done.	1/22/2024 12:40 PM
36	Staffing is already burnt out if they do this we want more pay	1/22/2024 12:39 PM
37	It's sad that we are overwhelmed and overworked and expected to do more than a fair share . Pay sucks and it's not fair to the residents and the staff being forced to work short .	1/22/2024 12:36 PM
38	The ratio for caregiver to patient is not only dangerous but unfair to resident/patient and care they are given but to the caregiver being split in different directions to care for all the patients .	1/22/2024 12:35 PM
39	Safer for the residents and staff. Causes less burnout with staff. Along more quality care can be given to the residents.	1/22/2024 12:34 PM
40	I know that there has been times where I was alone working with 16 residents. The residents don't get the care they need at a timely manner. It should be 2 CNA in a home with 16 residents not 1. Physically and mentally it is hard on the CNA not the people in charge of the nursing homes. I think the upper management should step up and assist CNA and nurses.	1/22/2024 12:14 PM
41	Because our job is hard enough with enough staff	1/22/2024 12:11 PM
42	More stress, burn ot, work comp lack of care	1/22/2024 12:10 PM
43	Why minimum when that means you work short staffed cause half the time the temp agencies don't show up. I say maximum so you know your fully staffed and know you have the help you need because it makes for a better day and a lot less stress on the aides.	1/22/2024 12:08 PM
44	There are a lot of two assists and residents who cannot do things on there own and rely on us 80-100%, and with a time crunch with breakfast lunch and dinner it's hard to give them care they deserve without higher ups getting mad about time time time. It takes a toll mentally on caregivers as well. When someone calls off it's hard because you are down even more aids. When you have a lazy worker it's hard because you are basically working by yourself. It's really really hard. Something needs to change about the staffing situation or we need paid more for what we do! It's not fair for us and it's not fair for who we care for!	1/22/2024 12:06 PM
45	Changing the staff to resident ratio means more falls are likely to happen because residents are tired of waiting for help. Some residents require the help of 2 aides,, meaning that another resident is going to have to wait for help. The level of care the residents depend on should always come first	1/22/2024 12:04 PM
46	It is necessary for the residents to have adequate help with their needs.	1/22/2024 12:03 PM
47	We can't give proper care when we are chasing down multiple people, and trying to give cares	1/22/2024 12:02 PM

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to other resident. Example, unit with 30 residents. I'm taking a resident to the bathroom , other aide is assisting a resident. There 28 more in attended while we are giving cares. So meanwhile while giving cares you have 2 other residents setting off door alarms, at different locations. 4 more residents attempting to walk unattended .(ax1) ect. Or having behaviors. How can two people manage this.

48	There should be a minimum staffing rule implemented in every healthcare facility! It is unsafe for workers and residents otherwise.	1/22/2024 12:00 PM
49	No, I don't agree with minimum staffing requirements. I first hand know that in our facility we need at least 5 aide's during the day and evening shifts. The cares for our residents now is much greater than they were 5-6 years ago. We have more dementia residents who need more 1-1 care.	1/22/2024 11:53 AM
50	Residents need proper care	1/22/2024 11:47 AM
51	It makes it safer for the residents and employees. The residents won't be neglected. And the employees won't be stressed trying to do the job of 3 ppl and can be efficient and effective while they work.	1/22/2024 11:45 AM
52	It is an unrealistic and impossible proposal. If that was possible every facility in Healthcare would already do that, the staff isn't there to hire. Since the pandemic, healthcare has lost a ton of staff from burn out and thrm switching professions. I feel like this bill would hurt the elderly not help them. Too many facilities would have to close and it would cause even less help for the dependent adults.	1/22/2024 11:40 AM
53	There is never enough staff.	1/22/2024 11:39 AM
54	Because it causes issues with overload.Staff burnout	1/22/2024 11:37 AM
55	???	1/22/2024 11:37 AM
56	Lack of staff has resulted in increased injury to residents such as falls. Increased staff injury due to not having assistance for transfers not to mention being worn out. More elopments because theres not enough eyes to watch for wandrning residents. If you dont have enough staff you cant give adequate care.	1/22/2024 11:36 AM
57	The current staffing ratios required in the state of Iowa is absolutely ridiculous. For 32 residents there is only the requirement of one nurse and one certified nurses aid in the building. That is not acceptable. Residents are not receiving the proper care that they deserve.	1/22/2024 11:33 AM
58	As a CNA there are times when i have 30 residents to myself. Many 2 assists and complete cares. Its ophysically impossible to give PROPER care with ratios like that. They deserve better.	1/22/2024 11:33 AM
59	Because we already don't have enough people working in nursing homes to be able to keep up with all of the cares.	1/22/2024 11:32 AM
60	I have been one cna for over thirty plus people . That is dangerous!! And quality care can not be provided	1/22/2024 11:32 AM
61	Minimum staffing standards ensures proper cares are done on each and every resident and it creates a safer environment for staff and residents.	1/22/2024 11:32 AM
62	Because residents deserve the best care possible. With minimum staffing that won't happen	1/22/2024 11:32 AM
63	I feel that staff get very burnt out if expected to work an extensive amount of time. I am a healthcare provider who have worked 50-60 hour weeks and I am a full time mom of two kiddos. I feel if there is adequate training and enough staff then people are cared for but running short is not helpful.	1/22/2024 11:32 AM
64	I think there should be a minimal staffing standards because when there isn't enough staff it takes a huge toll on the patients and the staff.	1/22/2024 11:32 AM
65	The load is heavy, grateful Pennsylvania has a Ratio and stick with it at SOME facilities.	1/22/2024 11:30 AM
66	In the interest and safety of the residents there should be legal minimums set to ensure adequate care for the residents 24/7.	1/14/2024 10:04 AM
67	Patient safety and care.	1/14/2024 2:46 AM

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68	Cause every resident deserves the same amount of care.	1/13/2024 9:01 AM
69	To spend more quality time with residents. Too many residents to one aide.	1/12/2024 11:44 PM
70	I am a CNA working short staffed continually. It is not safe for both the residents and staff. The residents deserve much more than they are receiving and corporate does not care. We have had so many falls and injuries that could've been prevented with proper amount of staff also have had 2 wandering residents that have eloped out of the building with wander guard alarms not being sounded. Corporate needs to be made accountable they are stealing money from these elderly and families promising good quality care that is not being provided.	1/12/2024 9:50 PM
71	Your over working staff when you do the minimum	1/12/2024 9:14 PM
72	For the safety and wellbeing of the residents and to make sure workloads are not too heavy on caregivers creating fast paced burnouts. In all create a better, happier environment for staff, residents, and even family members and visitors!	1/12/2024 5:02 PM
73	You have to have people willing to work before you can mandate a number.	1/12/2024 3:05 PM
74	Yes if the number of aides to residents is reasonable but most places do not care about the minimum number because they have staff that call off with no punishment so people are just doing what they want makes our jobs as a CNA much harder when that happens	1/12/2024 1:45 PM
75	Got the safety and care for residents to get the cares they deserve and safety of the staffs and residents	1/12/2024 11:16 AM
76	Our residents need to feel safe , not shorted.	1/12/2024 10:52 AM
77	Work is to heavy	1/12/2024 10:25 AM
78	Because in a facility/ hospital setting there should be at least 2 nurses and 4-5 CNAs because things happen in life someone call off or an emergency happen so you need more staff for the amount of care that the patients deserve. Ex: more staff better care less staff poor care	1/12/2024 9:30 AM
79	I think there should be a minimum for the maximum amount of patents. One staff to 7 patients is ideal	1/12/2024 9:25 AM
80	Because everywhere is needed help	1/12/2024 9:16 AM
81	The more staffing and less patients would give better quality care to the residents and some 1 on 1 time for those has no family!!!	1/12/2024 9:11 AM
82	It is for the safety of the residents within these facilities, as well as staff who are physically pushed to the limit when there is insufficient staffing.	1/12/2024 8:55 AM
83	It's a difficult job as is and more so when not adequately staffed.	1/12/2024 8:21 AM
84	It's neglect!!!! There is a reason why nursing homes and things have a standard now. The patients will suffer behind this. They need to stop being cheap and bring in travelers or something if this passes there is no such thing as neglect anymore if the government organizations pass this. WOW!!!	1/12/2024 8:09 AM
85	Because owners will use less staff to save money	1/12/2024 8:06 AM
86	Unsafe staffing rations create unsafe situations for residents and workers alike. This can cause things like resident injuries and even staff injuries. By creating minimum staffing standards, quality of work for staff will increase, and quality of life for residents will improve.	1/12/2024 8:02 AM
87	Because it helped the staff members to learn more about how to do the job.	1/12/2024 7:55 AM
88	It's a heavy load you carry when you're understaffed, I understand the safety of residents but also the safety of staff is important as well.	1/12/2024 7:52 AM
89	Right now I take care is 36 people and a lot if the time there is just 2 of us and we have a lot of two people assist and I feel they have to wait too long before we get to them!	1/12/2024 7:51 AM
90	Unsafe staffing ratios lead to increased injuries to staff and residents, also state standard ADLs can not be met with not enough staff.	1/12/2024 7:47 AM
91	I support the mandatory minimum because it ensures that the residents in nursing home facilities receive proper care. I am a CNA who has worked without proper staffing almost daily. It sucks for residents and workers. Resident needs get passed on to the next shift because we	1/12/2024 7:46 AM

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don't have enough time to do everything because we have so many patients. There is increased risk of injuries when there isn't adequate staffing for residents and CNA's/ nurses or caregivers. It also increases employee burn out while also impacting the mental health of our residents because they have unmet needs. It's not fair!

92	It can be detrimental to level of patient care the residents are given when the floor is short staffed, some residents not being attended to for hours or more, which can be considered negligence, if there were a minimum staff requirement, this may happen less.	1/12/2024 7:35 AM
93	Understaffing leads to many falls and injuries for residents. Also leads to burn out from existing staff.	1/12/2024 7:34 AM
94	Because residents don't get the care or help they need when their not enough staff	1/12/2024 7:33 AM
95	Lack of proper and quality of care for the residents..Staff burnout leading to unprofessional actions..call offs.	1/6/2024 7:37 AM
96	We need more staff everywhere to provide cares needed for the elderly	1/4/2024 4:58 AM
97	I support mandatory minimum staffing standards for nursing homes because time and time again I've seen residents suffer from poor staffing ratios. That either results from call ins or management trying to save money. The greed 100% came from the pandemic and their increased need for travelers and it's finally starting to catch up with them so they cut corners where they can. The residents at these facilities deserve constant attention and care as they are in a nursing facility because they can no longer care for themselves. It's unfortunate to see this staffing shortage get so bad, but until there is real change the neglect will continue.	1/3/2024 7:16 PM
98	I've worked in LTC for 18 years first as a CNA, I loved my job as a caregiver it was rewarding and I took pride in providing quality care to my residents and was proud of the work I did for them. When other staff don't show up to do their jobs that really puts stress on the staff that do show up daily, and that just trickles down to the residents not getting the full amount of care they need due to the shortage of scheduled staff. So, on the occasion staff get fed up and they report it to DIA/DHS and when they finally come in to investigate the scheduling sheets, to their surprise it looks to be fully covered, so no one is to blame for lack of staff, and the corporations or owners of the facility think they are fine to run so short staffed. "it looks good on paper" "no tags, no fines, keep up the good work" so that says to the CNAs that did show up, and to the residents, that we don't care enough about your needs to have staff here to help. You burn the staff out on over working them, then they just show up and want to just provide the bare minimum to the residents, because "why should we go above and beyond and kill ourselves," if the owners can't staff the building due to census or money means, as these people are not just geriatrics any more... they are heavy, unappreciative folks w/no patience, whom most of the time you need 2 staff members or more to even do cares, transfers, etc. To think they want perfect surveys, ha! When you have run your staff down to almost nothing, treat them poorly, (working short) it's no wonder no one wants to work in LTC any more, mostly due to staffing shortages.	1/3/2024 2:02 PM
99	Not all Nursing Homes like the one I work for have the necessary staffing requirements for an RN to be at the center 24 hours. I understand maybe on call but we are a rural facility where we pride on caring for our local community and surrounding communities; we can only do what we can with what we have available.	1/3/2024 12:21 PM
100	It's not possible to have 10-15 residents for one staff member and provide quality care to each and every one of them.	1/3/2024 10:47 AM
101	I think the minimum staffing levels are good but could use to be a little more strict on enforcement. It's so important for proper staffing levels to allow for a quality care of each resident.	1/3/2024 10:25 AM
102	It gets overwhelming when there is not enough staff to cover a shift and the residents do not get the quality care they deserve as there just isnt the time to do what should and would like to be done. Staff get burned out and get tired, and cranky and either dont perform how they should be or there is many many call in's to work. They pay is not worth the minimal staffing or your own health.	1/3/2024 9:58 AM
103	The best way to understand is "Walk in one's shoe". Do the challenge of simply volunteering, all while observing what Nurses , Med techs, and Cna's do on an every day work schedule. Far too many lawmakers believe illness or sudden devastation will never happen to them. This is no longer "Just" an elderly line of work, but also critical of many age groups. Far too many	1/3/2024 8:16 AM

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consider others as unimportant. How sad has our society become? Cna's for long term care are extremely under paid for the heavy work loads that one carry. With this proposal, this will only add to the shortage of an already under staffed field. It is both physically and mentally challenging. This is taking away the quality and dignity of a human being.

104	Simply put, 20 residents to one aide or 60 residents to a nurse or med aid is completely unacceptable. We have staffing levels for childcare. Why hasn't there been a law in place for the elderly? Especially when a lot of them have behaviors.	1/3/2024 7:18 AM
105	I've worked as a CNA for 20 years and the residents don't get the care they need when there's not enough staff.	1/3/2024 6:14 AM
106	I feel the residents don't get the care they deserve being under staffed. It falls into the neglect	1/3/2024 5:52 AM
107	All nursing homes are struggling to stay fully staffed as it is. Requiring an RN on-site 24 hours a day would only complicate the staffing issues even more.	1/3/2024 4:34 AM
108	Current staffing levels are flat out unsafe for all involved. I've personally had an entire wing to myself before, that's like 50+ people, only having temporary help with hoyers for supper. My worksite once tried to reduce the overnight staff from 2 RNs and 4 CNAs to 1 RN (with the thought of also reducing the CNAs). It caused a good RN to quit and others to threaten to leave. When employees complained about consistent excessive patient loads, management literally told us Iowa has no legal patient limit so they can assign as many people as they want and whatever we're assigned to, we're responsible for. We have to protect our licenses and the only way to do that is by leaving these jobs or having mandated staffing ratios. It's likel people want to ignore the fact that we're mcaring for live, human people who can't care for themselves.	1/3/2024 2:26 AM
109	For qualitative medical care and not quantitative care for profits, a minimum staffing standard must be introduced as a matter of public urgency. I suggest 1::5 for CNAs, and 1:10 for Nurses	1/3/2024 12:17 AM
110	Minimum staffing requirements is a very important issue. In my many years experience working in long term care I saw too many times where staff was way over worked and over burdened during peak times because of being short handed. CNA's that are overworked and trying to compensate by moving as fast as they can are not able to give the proper personal care to residents that they should. Also, compensation in these way underpaid facilities also needs a reboot. There is no reason a RN should be able to make 30 plus dollars an hour for sitting in a nurses station and only doing actual physical work 2 to 3 hours of a 12 hour shift and the CNA that is busting ass to get the job done only makes 12 or 13. You want to fix the issue with staffing then first fix the issue with compensation and benefits. I personally will never set foot into another long term care facility as a CNA for less than 25 dollars an hour. That is why I quit working in that field. The pay and benefits suck for being expected to work like a robot. Make the job lucrative and people will stay and want to come to work.	1/3/2024 12:17 AM
111	It isn't fair to the cna or resident if (for example) you have 1 aide for 25 residents during the daytime. A position I've been in and it's hard to complete cares effectively, safely, or at all.	1/2/2024 11:40 PM
112	I work in a nursing home and have a better part of a decade and we run short enough and residents are the ones that suffer and it insulting that some of these people served their government or paid their dues in life and the government wants to abuse them if I abused one of my residents I would be held criminally accountable	1/2/2024 10:00 PM
113	I have worked in LTC for over 3 years now. More often than not we are understaffed. Staff get burned out. The good ones always end up being hurt the most, and most importantly it hurts the residents! The residents need to have enough staff to support their needs!	1/2/2024 9:43 PM
114	Because it's hard to give the quality care the residents need when we are short on staff, and it make the staff that do show up and try to care for the residents stressed	1/2/2024 8:52 PM
115	Because, my residents are thrilled if I have a few extra seconds to fill a glass of water, give a back rub or take the time to massage shampoo into their hair. Safety issues like noticing a skin issue also requires enough time to recognize and prevent.	1/2/2024 8:46 PM
116	Having a minimum staff requirement would help to better patient care and quality of staff performance. Staff members wouldn't be overworked, and patients would have more staff to work on their needs.	1/2/2024 8:37 PM
117	It's very much needed. Lack of staff means lack of care. Too many elderly are suffering.	1/2/2024 8:25 PM



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118	Can not give the proper care when not staffed accordingly. Not only does this put the patients/residents at risk but the staff as well. There is already a shortage due to wages, do they want more of a shortage because someone hurt or worse?	1/2/2024 8:24 PM
119	Because residents would not get the care they need	1/2/2024 8:19 PM
120	As a CNA in long term care I have seen first hand what occurs when intentional floor understaffing happens. With the amount of money these institutions make, it's insane to me that there hasn't been a change like this thus far.	1/2/2024 8:08 PM
121	No I feel there should be more than enough staff to care for the residents needs some facilities I've work at only have 2 CNAs for 50 or more residents and that's so sad and it's long term care	1/2/2024 8:08 PM
122	Minimum staff minimum care	1/2/2024 8:08 PM
123	Without safe ratios, patients do not receive quality care and caregivers get burnt out	1/2/2024 8:05 PM
124	As care takers it is hard to give proper care and attention to residents when there are so many residents and so few aodes	1/2/2024 8:04 PM

### Q3 What else would you like to tell us?

Answered: 61 Skipped: 105

#	RESPONSES	DATE
1	This would help so many residents	1/25/2024 8:04 AM
2	Ratio cna to residents is to high. Cna are overwhelmed with the ratio and the amount of time allocated per residents. Cares requires more time than given per state law	1/23/2024 8:22 PM
3	Before you make a decision you should experience minimal staffing first hand. Put your family in a nursing facility with minimal staffing and see what kind of care you will get	1/23/2024 3:48 PM
4	Each staff person should have maybe six patients in order to provide good care , there should be an individual person come in for showers and transportation	1/23/2024 1:11 PM
5	Can we bring back zoom meetings? It would make active attendance more attainable.	1/23/2024 11:49 AM
6	Be better work environment would be less stressful so residents could get better care that they deserve	1/23/2024 9:58 AM
7	N/A	1/23/2024 8:47 AM
8	Nothing	1/22/2024 11:47 PM
9	People have to think they are real people not just a toy some people require way more time then other people do and you can't tend to everyone based off a time set	1/22/2024 8:52 PM
10	Our elders, many with little to no families only have staff .. minimal staff will refrain residents from getting proper cares. Especially those with out family.	1/22/2024 7:36 PM
11	23 patient to one CNA is to many .	1/22/2024 7:19 PM
12	6 clients per cna per shift should be enough to provide quality care with dignity	1/22/2024 7:17 PM
13	A lot of prayers don't get done and then nursing home still get paid for them. Something that needs to be done to increase accountability.	1/22/2024 3:51 PM
14	NA	1/22/2024 2:54 PM
15	If it possible to raise the minimum wage for direct caregivers, it might help with the stuffing	1/22/2024 2:35 PM
16	That staff is very important to the care of our patients	1/22/2024 2:19 PM
17	When ratios are being assessed, facilities need to take level of care into consideration and not just a head count. You cannot count someone who is quadriplegic and a total dependent care of 2 or more aides, the same as a limited stand by assistant care of 1.	1/22/2024 2:01 PM
18	The wages CNAs get are rediculously low.	1/22/2024 1:43 PM
19	Nothing	1/22/2024 1:41 PM
20	N/A	1/22/2024 1:22 PM
21	I think residents are paying lot and not getting the cares they deserve	1/22/2024 12:41 PM
22	A lot. I believe that the medical field is one of the most UNDER PAID, UNDERVALUED, and UNAPPRECIATED professions out there. The staff is working in unsafe conditions and are in a huge burn out right now. Staff are being mandated because there is no one to relieve them from their duties. The office personnel (DON, ADON, MDS NURSE) are not willing to help out on the floor and run out of the building before being asked too, they just expect all the staff to give up their lives to work like dogs. We as health care employees have literally no life outside of their jobs, we are not allowed to because you never know how long you're going to have to work. Don't even get me started with the abuse we take from higher ups and residents. We are slaves to our jobs and to the residents. I've even been called a "waitress" by a resident. Now with the conditions that the residents are in, are HORRIBLE. These elderly people pay LOADS	1/22/2024 12:40 PM

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of money to live here and they are not getting the care they pay for or deserve. There are not enough CNAs to adequately take care of the residents. They staff 1.5 CNAs assigned to 20+ residents and expect them to do all the showers, get everyone up for the day, do rehabilitation, feed them, do activities with them and make sure that everyone's getting toileted every 2 hours. Tell me how anyone can do all of that within the matter of 8 hours, oh and not to forget the hours of charting you have to do before your shift is over so the nursing home can get paid more money to not staff us. Healthcare has always been my passion since I was a little girl, now it's a joke. It's not the heartache, headache, and mental exhaustion that it does on a person. Thank you for reading, A concerned CNA/CMA

23	They keep threatening nursing they won't have good nurses anymore I worked them over 35 years	1/22/2024 12:39 PM
24	Lack of work in return cause people to choose agency	1/22/2024 12:10 PM
25	The nurses have their own things to deal with and they need to focus on their jobs instead of helping the aides	1/22/2024 12:04 PM
26	I would like to say that it should be a minimum about of patients per cna. For example one cna shouldn't have no more than eight patients. It's no way possible you could give adequate care for fifteen and twenty residents.	1/22/2024 12:03 PM
27	Staff us to keep everyone safe	1/22/2024 12:02 PM
28	I also feel like yes we have the ability to ask for help from our nurse but she too has a lot on her side too. The nurses may not have the ability to help when help is needed, so I can see having an extra aide would be helpful and beneficial for providing proper care for our patients.	1/22/2024 11:53 AM
29	I've been in nursing homes where I've had up to 30 residents at one time requirements and government or state mandatory guidelines are needed because our residents matter and should have the best and adequate care	1/22/2024 11:49 AM
30	???	1/22/2024 11:37 AM
31	There needs to be better staff to resident ratio in nursing homes so that residents are able to receive the care that they deserve.	1/22/2024 11:33 AM
32	We need to do better as a community. Too many people do it for the paycheck causing neglect and abuse.	1/22/2024 11:33 AM
33	Health care workers need paid more, especially our CNA's. Our work is tough. You have to be willing to get down and dirty while being a CNA, and the ones that do are not getting enough appreciation, but criticized as well for not doing enough or being up to standards.	1/22/2024 11:32 AM
34	Safe staffing ratios need to be a thing and talk to actual CNAs to find out what is appropriate	1/22/2024 11:32 AM
35	Nothing	1/22/2024 11:32 AM
36	This would benefit the CNAs so adequate care would be given, with a decent workload.	1/22/2024 11:30 AM
37	To see upper management to work floor when needed.	1/12/2024 11:44 PM
38	Nursing is get burnt out from not enough pay and no compensation	1/12/2024 9:14 PM
39	More staff and better pay	1/12/2024 9:30 AM
40	Nursing homes and hospitals don't pay well, people are mean to other staff members and when no one shows up for their shift it makes it super hard to take care of people appropriately.	1/12/2024 9:25 AM
41	Level of care will dramatically decrease and will cause greater issues than what we face today	1/12/2024 8:21 AM
42	Health care workers are in huge shortage and those of us out there should get a raise across the board. We are ready over worked and now the government wants to say it's ok and put patients at rusk too. WOW!!!	1/12/2024 8:09 AM
43	To rise up the pay rate so the staff will be able to work at the same place	1/12/2024 7:55 AM
44	Not just staffing, wage is an issue too, if staffing were to be better the wage should still be higher.	1/12/2024 7:52 AM
45	The new charting with PCC is terrible I know I spend way to much time charting dumb crap! Like taking steps in a nursing home come on! Stealing my time to take care of and spend time	1/12/2024 7:51 AM

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with them!! I understand you need done but the new has taken on a new stupid way to suck my time!!

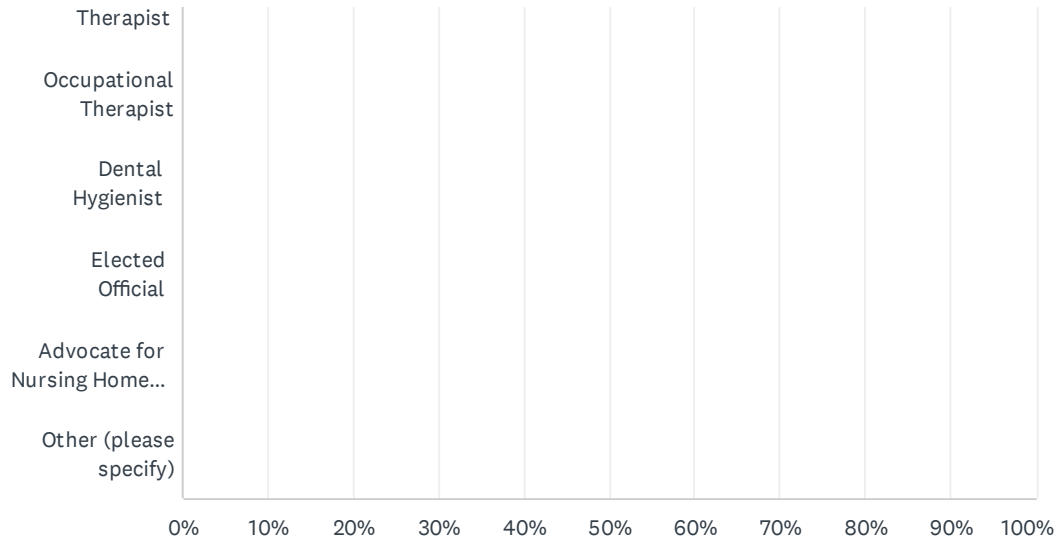
46	I have been a cna for 10 years and have seen being under staffed has negative effects on residents.	1/12/2024 7:47 AM
47	Its also hard to train new CNA's or nurses properly, or as I say, by the book, new CNA's that I use to train hated it, because I trained them how they are supposed to be trained, as if DIA was in the room w/them watching. IF you do it right from the start/trained correctly, there's no excuses when you're being watched then. With staffing shortages most new staffers are thrown to the wolves from day 1 w/hardly any proper training. They wonder why nothing goes smoothly when survey time comes. I Think more staff would stay in LTC if they weren't scared off as soon as they start. Some need the full week or 4 days of training to succeed. Not all are cut out for this line of work, but they got to give people a chance.	1/3/2024 2:02 PM
48	Lately all of us are burned out/looking at other opportunities of employment/working to barely afford our bills	1/3/2024 12:21 PM
49	Say 3 of the 15 residents are independent meaning you just have to answer their call light if they need anything, but for the most part they can do everything themselves, that still leaves 12 dependent residents to take care of. You need to toilet/change them every two hours. Depending on their level of care needs, you (and potentially another aide, which takes them away from being able to care for their 12 dependent residents) are in their room with them for 10-15 minutes each. By the time you got done with the last, you'd have to go right back to the first. That's not even including showering, assisting them to eat, brushing their teeth, getting them ready for the day/for bed, caring for high fall risk residents that set off their alarms regularly, and answering residents call lights for anything that they may need/want. Not to mention aides also have to assist the resident in performing range of motion exercises and assist with ambulating residents multiple times a shift per their rehab program. How are we supposed to get all of this done in one 8-hour shift?	1/3/2024 10:47 AM
50	Make it a law already	1/3/2024 7:18 AM
51	We pay more to take care of hogs than people, not right!	1/3/2024 6:14 AM
52	Many CNAs want to become RNs but the treatment and pay received is a bad reflection on Iowa healthcare which turns many away from such professions entirely. The base pay must be raised to keep good employees in these roles. It is a very physically and emotionally draining job with a high level of responsibility that deserves compensation reflective of such challenges. Honestly, most of us could work less demanding jobs serving food and make the same piddly amount of pay (which isn't even enough to live on) or more without constantly dealing with client death, and possible loss of licensing and criminal charges.	1/3/2024 2:26 AM
53	Quality care in Nursing homes across the United States is being sacrificed on the alter of profit racketeering by the healthcare investors	1/3/2024 12:17 AM
54	Sometimes when you have travelers come from state to state your employee can be very rude and disrespectful	1/2/2024 11:50 PM
55	I pray for a solution :(	1/2/2024 9:43 PM
56	If you would pay you staff accordingly maybe the facility would keep staff so the residents could get great care	1/2/2024 8:52 PM
57	I love to care for residents. I've worked in hog confinement buildings and don't care to have the human equivalent.	1/2/2024 8:46 PM
58	Lack of staff would ware out the workers that work every day	1/2/2024 8:19 PM
59	Do better	1/2/2024 8:08 PM
60	Everyone gets old or disabled how should you feel if it's your mother or yourself that is not being cared for properly	1/2/2024 8:08 PM
61	As a CNA, I have worked in many settings and different states with no ratios. Having to be responsible for 20, 30 or even more patients, some needing total care and mechanical lifts, is impossible to do in a safe and timely manner.	1/2/2024 8:05 PM

## Q4 Which best describes your title/position?

Answered: 166 Skipped: 0



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ANSWER CHOICES	RESPONSES	
Certified Nursing Assistant (CNA)	64.46%	107
CNA plus other certification, such as Medication Aide, Rehabilitation Aide, etc.	35.54%	59
Home Care or Home Health Aide (HCA/HHA)	0.00%	0
Direct Support Professional (DSP)	0.00%	0
Patient Care Technician (PCT)	0.00%	0
Consumer Directed Attendant Care (CDAC) worker or Personal Care Assistant	0.00%	0
Universal Worker	0.00%	0
Hospice Aide	0.00%	0
Resident Treatment Worker (RTW)	0.00%	0
Companion, non-medical assistant	0.00%	0
Family caregiver	0.00%	0
Nurse	0.00%	0
Dietitian	0.00%	0
Administrator	0.00%	0
Social Worker	0.00%	0
Educator	0.00%	0
Human Resources	0.00%	0
Speech Therapist	0.00%	0
Physical Therapist	0.00%	0
Occupational Therapist	0.00%	0
Dental Hygienist	0.00%	0
Elected Official	0.00%	0
Advocate for Nursing Home Residents/Consumers	0.00%	0
Other (please specify)	0.00%	0
<b>TOTAL</b>		<b>166</b>

# Q5 Which best describes the direct care/support setting where you work?

Answered: 166 Skipped: 0





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ANSWER CHOICES	RESPONSES	
Nursing Home	100.00%	166
Assisted Living	0.00%	0
Home Care/Public Health	0.00%	0
Hospice Provider	0.00%	0
Residential Care Facility	0.00%	0
Hospital	0.00%	0
Group Home	0.00%	0
Consumer Choice Option (CCO/Consumer Directed Attendant Care (CDAC) Program)	0.00%	0
Adult Day Service	0.00%	0
Veteran's Hospital/Facility	0.00%	0
State Facility	0.00%	0
Staffing Agency	0.00%	0
Other (please specify)	0.00%	0
<b>TOTAL</b>		<b>166</b>

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	