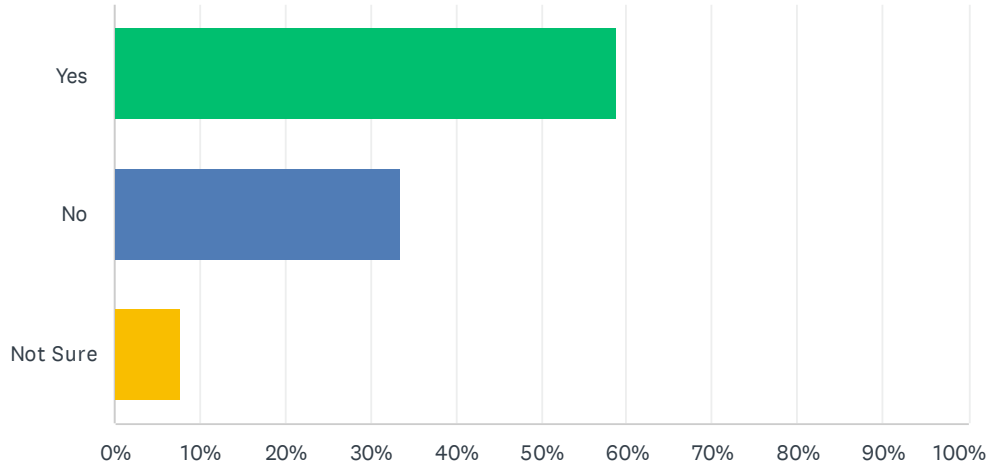


Q1 Are you aware that the Centers for Medicare and Medicaid Services has proposed minimum staffing standards for nursing homes?

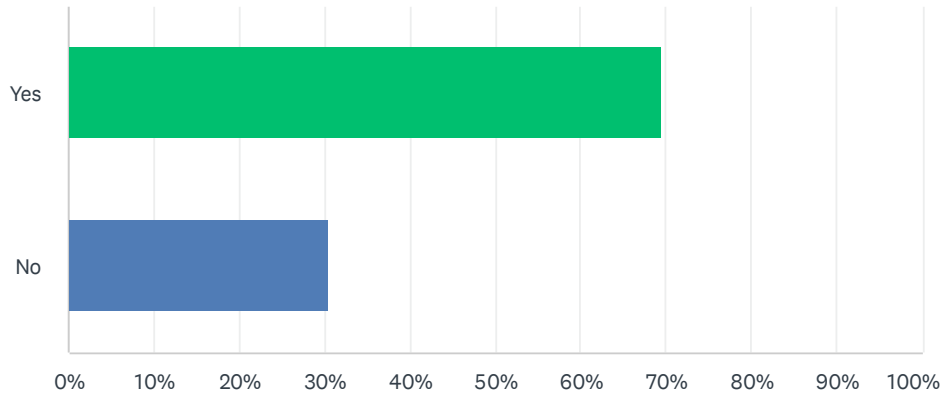
Answered: 498 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	58.84%	293
No	33.53%	167
Not Sure	7.63%	38
TOTAL		498

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

Answered: 494 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	69.43%	343
No	30.57%	151
TOTAL		494

#	WHY OR WHY NOT?	DATE
1	Because residents need assistance all the time.	2/3/2024 11:28 PM
2	Increased quality of care.	1/31/2024 3:20 PM
3	Better cares for residents and safer environment and less stress on nursing staff.	1/29/2024 7:57 AM
4	There should be proper coverage ar all time to maintain high levels of patient care.	1/28/2024 12:50 AM
5	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
6	We are unable to affordably get RN coverage in our area. We have LPN college close by and can typical fill our shifts but sometimes 8hours of RN coverage is a challenge, let alone 24 hours.	1/26/2024 10:41 AM
7	Staffing levels need to be much higher.Our elderly deserve better services	1/26/2024 8:49 AM
8	Continuing education is always a good thing	1/25/2024 1:04 PM
9	i guess i don't actually know what that standard is?	1/25/2024 10:51 AM
10	This is a difficult question to answer because the intent is good; the execution can be cumbersome & problematic.	1/25/2024 10:37 AM
11	There will not be enough nurses to meet this standard.	1/25/2024 8:14 AM

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12	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
13	It is not a minimum staffing that ensures the safety of our residents but the training the staff has based on the diagnoses and acuity in their community. Numbers do not equal success.	1/25/2024 6:01 AM
14	All nursing homes need more help	1/24/2024 7:45 PM
15	Safety of clients, safety of staff, quality of care per resident	1/24/2024 7:33 PM
16	the residents deserve adequate staffing and safety demands it.	1/24/2024 2:21 PM
17	While I have reservations about the capacity for nursing homes to fully implement the standards as proposed, we must take aggressive steps to address workforce issues related to delivery of health and long-term care and these steps must go far beyond the profession of nursing and the nursing home settings! I recognize the difficulties associated with complying with the standards. It will take shared responsibility between the industry, policy makers, stakeholders and the public to implement strategies to meet the standards! These strategies will finally address many long-known issues impacting recruitment and retention of our essential health and long-term care workforce in its entirety and result in quality care/services for Iowans and Americans!	1/24/2024 1:55 PM
18	I support mandatory staffing requirements because it creates a safer environment for residents. It also will promote high-quality care so residents are better taken care of.	1/24/2024 1:53 PM
19	It's difficult to find nurses to fill the positions currently posted even with a large sign-on bonus. Our ICF/ID doesn't have 24 hour nursing but we do have a nurse on call after hours but, as times in a LPN not a RN.	1/24/2024 12:52 PM
20	We are already short staffed in nursing homes and I feel this will just add to the problem. We currently have to have an RN at least 8 hours per day but this would require one 24 hours a day. We are currently in a nursing shortage and this will just add to that shortage.	1/24/2024 12:46 PM
21	Our nation is currently facing a critical staffing crisis in healthcare. This crisis is not likely to ease anytime soon. Requiring staffing by registered nurses is simply an unattainable mandate that, frankly, will cause nursing homes to close, especially in rural areas. Rural areas have already faced the closing of facilities, which decreases the availability of services for our very vulnerable elder and disabled populations. These closures place additional burdens on the remaining facilities. When staffing is limited, access to beds is also limited. These limitations mean that people will not have access to care. Lack of access may very well increase instances of elder abuse for families already stretched to the brink. These mandates do not come with increased reimbursement from CMS to meet the financial demands for facilities. Increasing the costs without raising reimbursement will result in downsizing facilities, which exacerbates the already existing lack of access. While seemingly well intentioned, these requirements will cause a decline in the quality of care rather than improving it if there are even locations where people can still access these services.	1/24/2024 12:31 PM
22	Mandatory staffing will not promote quality care for short stay (rehab) or long term care facilities. Currently RN's are in high demand and almost impossible to find and employee in our industry. LPNs should be recognized in the staffing mandates. While under the direction of an RN - LPNs are driving force of what keeps our communities/facilities above water when it comes to meeting care needs.	1/24/2024 12:21 PM
23	Staff are needed to keep the residents safe. Staffing should be prioritized to achieve that end. Staff "making up" for shortages are overworked and, in many cases, burned out. Their own exhaustion and frustration can have a negative impact on the care they provide to residents.	1/24/2024 12:21 PM
24	I have worked in nursing homes and many times the staff ratio yo residents is low to begin with so not all residents get the cares they need. They get treated like numbers instead of as people. Then at times, staff gets trouble because something happens and then not all residents get to meals on time or get the cares they need. Staff feels unappreciated and stressed. There needs to be more staff to make better ratios for cares so every person feels good about their life. Staff included.	1/24/2024 10:53 AM
25	The version of minimum staff requirements, bears over load on the minimum staff during those shifts creating high turn over due to demands placed on the workers there. Minimum staff	1/24/2024 10:37 AM

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criteria takes away from residents who need more care and other residents waiting extended periods of time for assistance.

26	Staffing is a huge issue within long-term care facilities. Requiring minimum staff will ensure that the residents will receive the proper care and also help prevent burn-out within the staff that work in the facilities. Often mistakes and issues occur when there is simply not enough staff to cover all of the work. Creating mandatory minimum staffing for these facilities are crucial for decrease accidents in these places of work.	1/24/2024 9:19 AM
27	The current structure in Iowa, as well as in other states, fails to acknowledge nurses and caregivers, including RA professionals, as first-rate professionals. This issue is exacerbated by inadequate compensation, insufficient benefits at an affordable cost, and a lack of fair treatment when injured or mistreated on the job. Addressing these longstanding concerns is crucial before mandating staffing requirements for nursing homes.	1/24/2024 7:38 AM
28	Working in hospitals should be fine	1/24/2024 1:56 AM
29	For the safety and quality of care for residents. So that employees are not overburdened and can have a life outside of work with their families.	1/23/2024 9:03 PM
30	It's necessary for residents to receive adequate care.	1/23/2024 8:45 PM
31	Running with inadequate staff is unfair to staff and patients	1/23/2024 8:28 PM
32	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
33	There is a staffing shortage everywhere. Where are all these extra staff coming from? It would be ideal to have more staff but not realistic.	1/23/2024 6:27 PM
34	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
35	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
36	Because RN I see in nursing facilities feels they only have to be present in facility sites for 8 hours a shift so if they want to they come in at 12 am and leave at 8 am leaving the facility with just administration and office people, an LPN only person on the floor with the medication aide and CNA's . If the LPN needs help with something there is not one person in the building that can help her.	1/23/2024 2:06 PM
37	Not really because they need enough staff to make sure everyone is being taking care well not rush care because of limited staff	1/23/2024 1:11 PM
38	we do not have the staff to provide acceptable care	1/23/2024 11:53 AM
39	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
40	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
41	Nursing facilities are all to much short staffed, which affects resident care.	1/23/2024 8:47 AM
42	I am a RN and have worked in LTC over 25 years. I have witnessed first hand what lack of staffing does to residents, families and staff.	1/23/2024 8:12 AM
43	I choose to work 3 days a week (12 hour shifts) unlike all my other co-workers, I show up / I do my job the right way / ect on and on and on. So it's fault they cant hire the losers , if short management can cover that's y they get those huge salary pay. If I work more than it will because I choose too.	1/23/2024 8:02 AM
44	So we don't burn ourselves out by having to many residents	1/23/2024 7:36 AM

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45	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
46	Patients already get minimum or poor care even with full staffing. If minimum staffing were to be out in place, patient care would get worse. Injuries and even death would increase	1/23/2024 6:58 AM
47	Yes. These people deserve better care than they are receiving, and we are stretched thin. Burnout isn't even the work for it, more like dead-dragging ourself.	1/23/2024 6:58 AM
48	Anything Mandatory scares me, especially at long care facilities. Or may be the question was worded wrong and I did not understand	1/23/2024 5:34 AM
49	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
50	Because cause of life is high	1/22/2024 11:47 PM
51	I disagree with it as I have worked at a small facility for 20 years. We already have difficulty finding staff and nurses are in short supply after the pandemic. So many nursing homes are already struggling just to keep their doors open and this will just create more suffering and costs.	1/22/2024 10:32 PM
52	It enhanced the direct Support effective performance.	1/22/2024 9:58 PM
53	Our elders deserve proper staffing. I work in a considerably higher staffing ratio company and still see what our elders care lacks from staffing shortages. Healthcare is increasingly cutting staff and putting more work onto current staff to save money.	1/22/2024 9:53 PM
54	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
55	We need to restore care in these homes. By having minimum staffing standards this could work in tandem with employees showing up, working, and caring for persons served. They may not have the constant fatigue of running from room to room in an understaffed and overworked facility.	1/22/2024 8:42 PM
56	We need mandatory staffing to assure adequate care. Residents are not getting the care needed. It is not often those caring for the residents fault. They can only do so much.	1/22/2024 8:39 PM
57	Not enough staff if there were an emergency .	1/22/2024 8:29 PM
58	Needed to take care of residents. Without minimum staffing care is poor quality	1/22/2024 8:10 PM
59	we work with 6 to 7 people every night. some times with only 1 or 2 people per 30 residents. I am sure this is not the right area for this but here goes anyway. some of us earn over 17 hours of vacation a month. the max they give a a year is less than 3 weeks. with staffing the way it is we are losing time earnede. the are letting less senior staff have time off and maxing sr. people out. if you call in the punish you by putting you in a punishment pull and a mandate list.	1/22/2024 8:08 PM
60	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
61	Nursing homes are plagued by persistent staffing shortages, yet they stubbornly refuse to employ external resources, choosing instead to overburden their existing staff rather than fill vacancies with temporary personnel.	1/22/2024 7:30 PM
62	More than 10 clients per cna is too much	1/22/2024 7:17 PM
63	I worked at a nursing home for almost 20 years we were always working understaffed and . I quit being a nurses aide because my patients were suffering from the lack of help we do the best we could and there was never enough staff to go around to make our jobs good and I felt	1/22/2024 7:12 PM

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our patients were suffering. They became more numbers than patients all they cared about was making money and the patient suffered, it was worse with Covid and the workers were not compensated and the patient were hurt because of it. I loved my residence and that was the only reason I stayed as long as I did and it made me sad to quit but it got to be where I couldn't go into work every day because I wasn't happy and I didn't wanna have that come off to the cares of my residents. My resident cried when I left because they knew their quality of Carwick workers were going down. They have lowered their standards on nursing cares and don't care when residents are unhappy and they stack the staff when state came to make it look like it was better than it really was, I don't believe nursing homes should be given a heads up when state comes because they adjust their cares and the Quality of the caregivers for when states there and then it goes back to what it was before. My nursing home always said we didn't have enough money to get these things taken care of. They always seem to find money to build on extra facilities, even knowing they didn't have enough Staff to cover the areas

64	It takes a full staff to keep accommodate the needs of the patients.	1/22/2024 7:04 PM
65	I support it because what's understandable about having staff/patient ratio plus payroll will result to those limits. Also, some places do need the staff in certain areas but one may not be qualified for so now the personal staffing may be limited. Nursing homes I would kind of have a different view because that's normally where the staff ratio to patients are less. When there isn't enough staff in a facility, you then question, are the patients receiving the best quality of care?	1/22/2024 6:20 PM
66	I feel like patient safety is at risk for not having many staff on hand to make sure these patients are being taking care of	1/22/2024 6:09 PM
67	Too much stress on residents and staff.	1/22/2024 5:57 PM
68	This will ensure adequate labor supply. This will help with the probable cars to patients	1/22/2024 5:23 PM
69	Nursing homes are extremely short staffed and in my past experience, administrative staff are unwilling to step up on the floor and expect staff to be able to provide appropriate care to residents with unrealistic times. The mandatory minimum will then in turn force people to help that feel like it's not their job to do so.	1/22/2024 5:11 PM
70	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
71	Because nursing home directors and managers will always cut corners by bringing in the fewest staff as possible.	1/22/2024 4:26 PM
72	Nursing homes are always under staffed, which in-turn affects the quality of care for the residents, not to mention the work load and responsibilities of the staff members who do not get paid enough to survive.	1/22/2024 4:18 PM
73	We need more help / workers on the floor. Many nursing homes run their staff short on help and it's not safe nor fair to the residents that are being taken care of	1/22/2024 4:09 PM
74	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
75	Mandatory staffing sounds like a good idea on paper. But, staffing levels must be based on the care patients/residents need. I think Covid was a perfect example of that. If several patients/residents have a sudden decline, staffing needs to be increased. With mandatory staffing, a facility may have the correct amount of staff as required by law, but in reality it is not enough staff to provide the care needed. Because the correct amount of staff was on duty, the facility is not responsible.	1/22/2024 3:50 PM
76	They should be fully staffed.	1/22/2024 3:21 PM
77	Yes, as difficult as staffing is, it quickly becomes a safety issue when understaffed.	1/22/2024 3:14 PM
78	The more staff you have a maximum capacity the less neglected the residents/ patients would feel and family members would feel. Receiving faster service is always a plus. Plus staffing at maximum capacity could possibly reduce abuse and neglect within nursing facilities.	1/22/2024 3:05 PM
79	I agree with increasing the CNA hours for better resident centered care. I DO NOT agree with increasing the RN hours. RN are scarce, hard to find, not not as utilized in LTC. CMS needs to	1/22/2024 2:57 PM

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utilized and recognize the LPNs who drive the LTC and base their numbers on LPNs.

80	As long as it's enough staff to take care of residents as they should be taken care of, I am all for it. If it's only for a bare minimum, no thanks.	1/22/2024 2:57 PM
81	It'll probably improve resident longevity	1/22/2024 2:54 PM
82	So as to get good services for the residents. They need staff to help them when need services and just to be a positive presence.	1/22/2024 2:39 PM
83	Because it might help with working short stuff all the time	1/22/2024 2:35 PM
84	It's important to staff on to take if any surprises	1/22/2024 2:19 PM
85	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
86	Better care, better work environment for staff	1/22/2024 2:18 PM
87	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
88	It should have a minimum staffing ratio. They would have less burn out and actually have to be held accountable.	1/22/2024 2:05 PM
89	I have been a CNA for 10 years and over the last few years I have watched my workload double. I 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
90	The public needs protection for people who are vulnerable and who must rely on strangers and profit making corporations to stay alive and well.	1/22/2024 1:59 PM
91	Resident care	1/22/2024 1:48 PM
92	Increasing the amount of staff will create jobs in the healthcare setting, improve upon the minimum standards of care for patients in the facilities and decrease burnout rate for each healthcare professional.	1/22/2024 1:47 PM
93	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
94	People won't get the proper care with minimum staffing	1/22/2024 1:41 PM
95	It will allow residents to get the care they need	1/22/2024 1:40 PM
96	Safer and better care. I work as an aide and having 15 residents with a variety of needs is challenging. For the cost people pay they need to hire more people and at a livable wage. It's hard work.	1/22/2024 1:38 PM
97	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
98	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
99	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	1/22/2024 1:22 PM

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times. The residents sit in soil half a shift! Pass this law & watch numbers rise during surveys because of GOOD CARE!

100	It will help improve the care to the residents.	1/22/2024 1:01 PM
101	I have worked in nursing homes and seen staff spread thin... It is important to ensure this portion of our population is receiving the best care!	1/22/2024 1:01 PM
102	I think pt. To person is more about quality care.	1/22/2024 12:56 PM
103	We need more nurses and aids to make it a more sutible and safe environment for our loved ones, you cannot stretch staff so thin, that its not safe and if you do, then those workers could quit, or will become over worked.	1/22/2024 12:54 PM
104	Because people are not getting the adequate care needed when facilities run bare bone staff.	1/22/2024 12:51 PM
105	They're human beings that not only have rights but have needs et wants that low staff can't accommodate. When staffing levels are low, falls with injuries increase, pressure injuries increase, the number of abuse cases increase, depression increases. Imagine you, the reader, one person, being the only caretaker for 12-28 medically fragile people that are unable to complete two or more ADLs (eating, dressing, bathing, grooming, toileting, walking/transferring). Then add in a mixture of memory issues et behavioral issues. It is literally impossible to assume any of them would get appropriate cares.	1/22/2024 12:48 PM
106	Many nursing homes are for profit businesses. If they can get away with bare bones staffing they will do it. This results in poor employee retention and poor patient care. My first CNA job right out of high school was in a nursing home. I quit within the first 30 days and didn't go back to school for nursing for 20 years partly because the experience was so bad. In order to prevent pressure wounds, adequate staffing is necessary to provide the cares needed.	1/22/2024 12:47 PM
107	Because this keeps the residents safe and the staff from being overworked.	1/22/2024 12:42 PM
108	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
109	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
110	Staffing is already burnt out if they do this we want more pay	1/22/2024 12:39 PM
111	For good quality care, reduce burn out, and patient safety and satisfaction	1/22/2024 12:39 PM
112	I think it's likely best for the residents. However, Nursing Homes obviously can't hire people who don't exist. So, 1) the program has to have a reasonable runway and 2) the state or local governments need to provide incentives to fill up a health-care pipeline for those who choose to enter the field.	1/22/2024 12:39 PM
113	Specifically for nurses - we have a difficult time finding RNs to work in long-term care and would not be able to fulfill the requirements! Each community is not a one-size fits all situation.	1/22/2024 12:39 PM
114	I feel that having an RN present 24 hours a day is unnecessary.	1/22/2024 12:38 PM
115	I support this because it will help avoid ongoing short staffing issues	1/22/2024 12:37 PM
116	It's sad that we are overwhelmed and overworked and expected to do more than a far share . Pay sucks and it's not far to the residents and the staff being forced to work short .	1/22/2024 12:36 PM
117	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 spilt in different directions to care for all the patients .	1/22/2024 12:35 PM
118	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
119	Thy amount of time and no staffing now we aren't able to give the best care	1/22/2024 12:33 PM
120	It's don't matter to me resdient still has to be take care of so the work has to be done	1/22/2024 12:25 PM
121	I have heard that staffing is horrible in nursing homes. The nurses/CNAs that do show up are overworked and have way too many patients. In turn, the patients are not able to get the care they need.. to no fault of the nurses that are there. Super sad for all. Awesome nurses/CNAs feeling like they cannot do a quality job due to low staffing.	1/22/2024 12:19 PM

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122	I support it if the ratio of staff to patient is going to be less meaning not have minimal staff but increased patient load . The whole point would be defeating the purpose. Patients can't /don't get the proper care or treatment when the ratio is too great for staff. You can't place a price on life period. Staff as a whole need to be paid a decent wage ; after all people working in healthcare are a part of people's lives from beginning and until the end. We help in the Birthing process, we take care through out life and still take care during the death process and after care so yes Please,Please, Please take care of your Hesthcare Workers all the way across the board! Especially Direct Care Workers	1/22/2024 12:18 PM
123	Pt safety and quality of life	1/22/2024 12:16 PM
124	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
125	We need more pay and staffing	1/22/2024 12:13 PM
126	Having a nurse onsite is unrealistic.	1/22/2024 12:12 PM
127	Because our job is hard enough with enough staff	1/22/2024 12:11 PM
128	More stress, burn ot, work comp lack of care	1/22/2024 12:10 PM
129	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
130	We currently do not have the staff. If they were applying we would be hiring. Also RNs are very hard to come by in nursing homes.	1/22/2024 12:07 PM
131	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
132	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
133	People have lives and children management and scheduling will take advantage of this and not give people the breaks they need before mandations and staff will be more over worked	1/22/2024 12:04 PM
134	I support this because we work long hours and are always understaffed that way we do not give our residents the best care that they need. As a nurse I want to be able to sit down and talk to my residents and find out how they are doing instead of just giving them medicine and moving on. Last week I was taking care of 30 residents 1 nurse it was the worst shift I have ever done.	1/22/2024 12:04 PM
135	It is necessary for the residents to have adequate help with their needs.	1/22/2024 12:03 PM
136	We can't give proper care when we are chasing down multiple people, and trying to give cares 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.	1/22/2024 12:02 PM
137	Having worked in LTC facilities of all types since 2007, I have seen the need for minimum staffing. I also have a child currently in LTC and a brother who requires intermediate care. I see the need from the view of an employee and a family member.	1/22/2024 12:00 PM
138	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
139	Patients in nursing homes require extensive care. While these patients may not have medical	1/22/2024 12:00 PM

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diagnoses that require emergent care, many are unable to feed, bathe, toilet, or dress themselves, & are unable to ambulate independently. Minimum staffing requirements would ensure these patients have their needs met around the clock, further decreasing adverse events in nursing homes as well as increasing quality of life.

140	In rural areas it is nearly impossible to staff those levels	1/22/2024 11:59 AM
141	Residents of every LTC facility deserve to have better care. With facilities running on 1 cna and 1 LPN or RN to 20 residents then that leaves tons of room for errors, falls, lack of care, skin break down, etc. 1 cna cannot physically give 20 residents the 100% care they deserve and chase after the 1-4 residents that like to roam into other peoples rooms, or think they can still walk when they cannot with out assistance or at all. It takes a village to raise 1 child and a village to care for residents. Residents deserve better care and not to be left feeling like they were just dropped off somewhere to be forgotten about and not cared for.	1/22/2024 11:59 AM
142	Unsafe for cnas and residents to continually be wirking short staffed	1/22/2024 11:58 AM
143	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
144	This is going to create significant staffing problems, worse than what there already is.	1/22/2024 11:53 AM
145	I do believe nursing homes need to take accountability for the residents living in the nursing homes. But, if the staff should take accountability their needs to be a raise. I've worked in a nursing home for 3 years, until I went to hospice. CNAs and nursing don't make what they deserve. CNAs break their backs taking care of the patients and running around. Just to make the same amount as an activity assistant. Nurses are getting overwhelmed with paperwork and no assistance. If nursing homes are to take responsibility, then we need help getting more staffing. Every nursing home is short staffed, which makes it hard to provide/care for the residents like they deserve.	1/22/2024 11:50 AM
146	As the ADON of a small 28 bed, long-term care facility, with the limited RN staff members we have (DON, myself, and two other charge nurses) our facility would be unable to meet 24 hours of nursing coverage, without working in constant overtime and flipping shifts regularly. This would result in yet another small town nursing home closure. We have difficulty finding staff in general, that another regulation this tight could shut us down for good. Our residents are our family and deserve better than this!	1/22/2024 11:50 AM
147	I believe in caring for the residents takes time and that cannot be done if staffing is not met.	1/22/2024 11:49 AM
148	Residents need proper care	1/22/2024 11:47 AM
149	Safer for residents and staff, less chance for injuries to both parties. Increase quality of life and care for residents. Decrease burnout of staff.	1/22/2024 11:46 AM
150	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
151	I feel that not all residents get the care that they should, especially for the amount of money that they pay. I'm sure they will end up paying for the increase in cost, if this goes through though. Something they should have been receiving all along.	1/22/2024 11:43 AM
152	But it still is not enough. It's not necessarily the quantity it's the quality and when I worked at a nursing home the quality was substandard. Employees were in a hurry to rush through things and neglected things so that they could have more down time. PRN that would come in felt that it was not their duty to assist or do any task that were considered a cna's job. That's why I left.	1/22/2024 11:42 AM
153	I believe that for the safety of patient/residents that there should be a minimum amount of staff required in order to care for them. Additionally it would also ensure the safety of staff and caretakers by providing them with additional resources to assist with patient transfers and activities of daily living.	1/22/2024 11:42 AM
154	We are a small rural facility. Staffing is an issue to begin with and to have to add additional RN's to the mix as proposed, it is not realistic for us.	1/22/2024 11:41 AM

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155	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
156	There is never enough staff.	1/22/2024 11:39 AM
157	Because it causes issues with overload.Staff burnout	1/22/2024 11:37 AM
158	Patient safety as well as staff being able to provide proper care.	1/22/2024 11:37 AM
159	???	1/22/2024 11:37 AM
160	High risk to pt injury and tags with high staff ratios. While I don't want the micro management of ltc, this is something that many ltc businesses have made the choice to not do with years of turnover.	1/22/2024 11:36 AM
161	It is difficult work to provide adequate care for people living in nursing homes.	1/22/2024 11:36 AM
162	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 wandrring residents. If you dont have enough staff you cant give adequate care.	1/22/2024 11:36 AM
163	There's far too much neglect reported in nursing homes statewide with much of being due to understaffed facilities.	1/22/2024 11:34 AM
164	I'm a nurse in long term care and often have very limited time for each resident due to the number of residents I'm responsible for.	1/22/2024 11:34 AM
165	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
166	As a CNA there are times when i have 30 residents to myself. Many 2 assists and complete cares. Its ohsically impossible to give PROPER care with ratios like that. They deserve better.	1/22/2024 11:33 AM
167	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
168	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
169	Because there isn't enough staff	1/22/2024 11:32 AM
170	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
171	Because residents deserve the best care possible. With minimum staffing that won't happen	1/22/2024 11:32 AM
172	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
173	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
174	There is a staffing shortage. That needs to be completed and corrected before anyone can implement a STAFFING MANDATE. Where do we get staff when it is non existent?	1/22/2024 11:31 AM
175	The load is heavy, grateful Pennsylvania has a Ratio and stick with it at SOME facilities.	1/22/2024 11:30 AM
176	If you have 8 patients in one hall there should be two aides or if their is 16 in one hall .You can't do everything that your job description says in a 8 or 12 hour shift. You would be shorting someone not getting the proper care that the patients should be getting.	1/18/2024 3:49 PM
177	The minimums are needed to help care for the population nursing homes serve, which routinely run understaffed. Enforcement of minimums should come with training programs to help other	1/18/2024 3:16 PM

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non-clinical staff become clinical staff through appropriate training to help fill the gaps.
Enforcement of minimums through fines alone will not fix this issue.

178	Because I have been in the medical field for many years as a CNA, CMA and LPN-C and everywhere I have worked I have heard how we were "over staffed". The bosses always say we are staffed according to the PPD staff to resident ratio and the residents/patients are the ones that suffer because the workload of one staff to residents is too much. With current work force and willingness to work is another issue.	1/18/2024 2:46 PM
179	Patient acuity needs to play apart as well. Each year we get more difficult cases. But it's somewhere to start.	1/18/2024 12:25 AM
180	The 24 hour Registered Nurse requirements in long term care facilities is not a reasonable or necessary need. We have a shortage of nurses in the entire healthcare field and LPN's can manage to work in long term care facilities under the guidance and supervision of RN management effectively. IF this mandate is forced we will not be able to comply with the requirement and this will be devastating to our residents/families and staff that currently do work for our long term care organization. We already have challenges meeting staffing requirements and getting reasonable and able applicants in the work force. Implementing the 24 hour RN coverage will force more RN's out of long term care because the leadership staff in these buildings will be required to cover 24 hour shifts and this is not sustainable. The mandate will only lead to further shortages and lower quality of care for our elders. I challenge those people writing these requirements to spend an 8 hour shift in a long term care facility and see what the real world is like.	1/17/2024 10:58 AM
181	Our elderly deserve the best care possible, that means having enough staff to care for them without staff having to rush with patient care in order to get to the next resident.	1/17/2024 9:33 AM
182	with that poor care given	1/16/2024 11:32 AM
183	We are so understaffed that it is dangerous.	1/15/2024 9:30 PM
184	Because I have been in the industry for 43 years and it is heartbreaking to see residents not being cared for appropriately. There is no possible way they can be cared for with the amount of staff LTC facilities use.	1/15/2024 3:50 PM
185	I have worked in long term care for 30+ years. I have been a C.N.A. and have served as a licensed social worker in Long term care for 30 years. Long term care is struggling to find workers. It was difficult to find staff prior to COVID, but since has been almost impossible. We use more staffing agency workers than we have our own staff--both C.N.A. positions and nursing positions. Even with the use of staffing agencies, we have had to limit admissions, have closed our Memory Care area and have to deal with call ins and no shows of staffing agency staff (as well as our own staff). Having mandatory RN coverage 24/7 will be impossible. I can guarantee the RN/Clinical Managers we currently have will leave the facility to work elsewhere. They already take call 7 days a week and work the shifts we can't cover for 8 hour a day RN coverage. We are burning out the ones we have without considering the need for more. Several facilities within a 20-minute radius of us have already closed and some have made the list for substandard care. We have hired some of the staff that worked in those facilities, and they have done the best they can while there, but without coworkers could not do things the correct way. At this time, the nursing schools are not graduating enough nurses to fill the vacant slots--without considering the need for more. We continue to turn away residents that need us so we can provide quality care to those we have. Please reconsider the minimum staffing regulation as it is impossible to meet at this time and will further eliminate the availability of beds for those that need it as more and more facilities are forced to close as they can't attain it without staffing agencies or just cannot afford to pay the agencies the fees they charge.	1/15/2024 12:25 PM
186	Because they be putting not only the staff at risk for injuries but also increase burnouts. The individuals won't get the care they need.	1/15/2024 7:17 AM
187	Some has to be there	1/14/2024 11:09 PM
188	People need great care.	1/14/2024 7:33 PM
189	Pt's need to be taken care of and less help means more issues and less quality of care.	1/14/2024 3:33 PM
190	Cnas/ nurses and the rest of the medical industry are spread much too thin, they should have x amount of patients per medical professional	1/14/2024 11:41 AM

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191	I'm not aware of what the minimum is but if it dramatically reduces burnout and poor patient care I'm all for it.	1/14/2024 10:45 AM
192	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
193	Not at this time. I believe in standards, but facilities are struggling to maintain staff at this time. This would be an additional burden for facilities that are trying to stay open.	1/14/2024 9:59 AM
194	Patient safety and care.	1/14/2024 2:46 AM
195	Because they depend on us to help them if we are short staff then they don't get the care they are paying for	1/13/2024 10:56 PM
196	I feel nursing homes still need adequate staffing for the residents. To many staffing cuts will put residents at risk for needs not met and increase stress on the staff due to shortage.	1/13/2024 10:07 PM
197	I think that we need as much help as we can and the nursing home. And I think they need to start paying more.	1/13/2024 3:25 PM
198	It is impossible to accomplish for most facilities. Local nursing homes are already turning away potential residents because they can't find enough nurses.	1/13/2024 2:21 PM
199	Because the people in the nursing homes are not getting the care they need. And spending alot of money to stay there.	1/13/2024 1:31 PM
200	Cause every resident deserves the same amount of care.	1/13/2024 9:01 AM
201	To assure good care of residents.	1/13/2024 7:30 AM
202	To spend more quality time with residents. Too many residents to one aide.	1/12/2024 11:44 PM
203	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 should'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
204	It's best for residents and it's less stressful for direct care workers who are not spread so thin and feel like the can do a better job.	1/12/2024 9:33 PM
205	Your over working staff when you do the minimum	1/12/2024 9:14 PM
206	I feel adequate staffing is needed, but I also feel that at times there is to much staffing. This alone is a budget breaker.	1/12/2024 8:06 PM
207	Residence are not getting the proper care they need and deserve when there is a shortage of staff because it is impossible to be in two places at the same time. So while you are taking care of one person there might be another that needs your assistance. And they my try to get up and do it for themselves and end up falling for example and getting injured.	1/12/2024 6:20 PM
208	I was talking with someone who mother just passed away. She had to call her family to help her go to the bathroom because she waited over 2 hours to go and no one answered her light.	1/12/2024 5:36 PM
209	The facilities are already short staffed and are using traveling companies and staffing companies that are costing the homes a lot of money. There are several rural nursing homes that have had to close because of staffing and the cost of running the business. We had to close our memory care unit due to lack of staffing. There needs to be more regulation on staffing companies because nursing homes can not sustain paying these companies and with the proposed rules it will cost nursing homes even more money. What will happen to the elders when no nursing home can stay open due to the cost?? or families have to put there loved ones in a nursing home 3-4 hours away from there home.	1/12/2024 5:03 PM
210	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
211	Although I do believe staff and LTC facilities need guidelines and standards I do not believe that there are the registered nurses available for each facility to meet these standards. This will then cause numerous LTC facilities to close and pts needing to relocate far from their	1/12/2024 4:52 PM

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homes and loved ones. I also feel that LPNs provide exceptional care that can be utilized. We have already seen multiple LTC facilities in our area close. Maybe the government should continue to look into the amount of funding which was and is still continued to be spent on companies offering contract staff. Facilities would need to do this and it's not sustainable. I also feel that the MCOs do not provide assistance to the residents or staff of care centers but again cause facilities more work when trying to meet the needs of their Medicaid population.

212	We are a small rural community requiring for few years staffing assistance from traveler cna's and nurses. Currently, 82% of my staff is travelers. Multiple nursing facilities in the area have closed within the past 2 years from lack of staffing or funds to continue operating. Negative effects from closures forces families to travel many miles to visit loved ones when considering elevated gas prices. Initiating the minimum staff in Iowa would close many more nursing facilities, possibly including ours.	1/12/2024 3:56 PM
213	You have to have people willing to work before you can mandate a number.	1/12/2024 3:05 PM
214	Because to many facilities I feel are ran under staffed and at some point i feel like management has started making that normal which is not okay for staff or residents!	1/12/2024 2:31 PM
215	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
216	As a FORMER CNA, I took credit of both of my parents who were living in a nursing home at the time of their passing and at the time staffing was short then too. When I first started it was great, one aide for every 6 to 8 residents in which those residents got the attention they needed and what their requirements were.	1/12/2024 1:44 PM
217	The minimum staffing standards seem obvious in terms of a MINIMUM required for quality care for vulnerable people in care facilities. Less than this seems like simply a "warehouse" for these vulnerable people - OUR family members and neighbors.	1/12/2024 1:34 PM
218	We don't have enough of our own staff now and depend on Agency for all levels of nursing including Med Mgrs in Assisted Living, how do you expect to staff RNs 24/7/365? Even the state agency DIAL is behind in their surveys and have had to use Travel surveyors to complete both Annual and Biennial surveys, so how does the government expect us to find staff? Magic Wands and "Wiggling our Noses" only happens in books and movies or in DC where they just pay no attention to budgets and either raise our taxes or print more money or worse do both as they are currently doing!! This is a very stupid ask, and can only come from bureaucrats who do Not Live in the Real World or have ever worked in Elder Care ON the FLOOR!	1/12/2024 1:26 PM
219	It's dangerous for patients and creates poor working conditions for staff contributing to staff burnout.	1/12/2024 1:22 PM
220	I quit being a CNA because of staffing issues. I worked 3rd shift and would sometimes have 35 or more residents on my own. Too much for me and it wasn't safe at all!!	1/12/2024 1:17 PM
221	Yes quality of care depends on having adequate staffing/patient ratios. When you are "working short" corners are cut because it's impossible to do everything for everyone. I left facility care because I didn't have the time to give to my patients.	1/12/2024 12:50 PM
222	There are time for 1 or 2 CNA'S to 40+ residents and 1 nurse. Nurse has her duties too and can't always help the 1 or 2 with 40+ residents even 35 to 2 aides is way too much when 3/4 of the facility has hoier and sit to sand lift residents.	1/12/2024 12:46 PM
223	The residents need at least so many to have the proper care and attention.	1/12/2024 12:30 PM
224	To provide more direct care to vulnerable populations.	1/12/2024 12:28 PM
225	So no one is over worked and people are cared for	1/12/2024 12:09 PM
226	Important for patient care and safety	1/12/2024 11:53 AM
227	I would love for them to come work at nursing home when we have short staff. We try to give our best care to all the residents and we can't do that if they give us less staff or resources. I Don't understand why the think this ok. They are the ones who should be charged with neglect because of less services.	1/12/2024 11:43 AM
228	Taking care of this population is heavy work. And can be straining on the body. Residents need	1/12/2024 11:31 AM

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to be to meals at a certain time, between meals they have activities and appointments. Some need assistance with toilet, some need to lay down, some need assistance with eating, etc. When there is not enough staff short cuts are taken and can be safety concerns or can be cares that don't get done e.g. oral care, good peri care, showers, etc. This elderly population have worked hard during their life and they should be taken care of at the highest standard possible.

229	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
230	Our residents need to feel safe , not shorted.	1/12/2024 10:52 AM
231	There is a reason our loved ones are in nursing facilities. We pay for their care. Staff need to be there to meet their care needs, and to keep them safe.	1/12/2024 10:48 AM
232	Safe staffing promotes safe patient care. Patients do not get good care when nurses are out of ratio.	1/12/2024 10:34 AM
233	Work is to heavy	1/12/2024 10:25 AM
234	I feel that patients don't get quality care because nursing homes are not properly staffed	1/12/2024 10:25 AM
235	We are in a nursing shortage as is. We as nurses are constantly given too many patients which increases the risk for the patient as well as the nurse and CNAs. This is unacceptable in healthcare. We should be providing better and safer care for our patients as well making it a safe environment for our healthcare workers.	1/12/2024 10:15 AM
236	Im a nurse and patient outcomes improve based on staffing standards. Unsafe staffing also increases turnover leading to caregiver burnout and shortage.	1/12/2024 10:12 AM
237	Adequate/mandatory minimum staffing should be regulated in all areas of healthcare. As a nurse of 32 years, it greatly concerns me to see the amount of staffing that is stretched too thin & dangerous for patient care. I also believe the bare minimum staff in any healthcare arena, doesn't give us time to focus on the patient, time to think & anticipate needs, and give the patient the holistic patient care we need. We are all going to be in the patient/resident role at some point in our lives. Taking care of a PERSON is more than just the bare minimum.	1/12/2024 10:12 AM
238	The ill-staffing of nursing facilities has created dangerous work conditions for residents and employees statewide. The ratio of staff to residents they serve has imposed unachievable expectations of workers that has led to diminished quality of care and in many reported cases, death of residents. Our nursing facility staffs are extremely underpaid and undervalued for the crucial role they serve in ensuring older adults and disabled adults the ability to thrive in a favorable environment.	1/12/2024 9:55 AM
239	That sounds reasonable.	1/12/2024 9:51 AM
240	When staffing standards are not met, the patients/residents suffer.	1/12/2024 9:40 AM
241	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
242	When I worked at Faith Lutheran Nursing Homes at 6-9 months pregnant, there were days that it was just 2 aides for over 30 residents and if we were lucky we would have a third CNA. Sometimes we'd just have one RN and a CMA that was also a CNA, and would double her duty to do both med pass and the ADL's. It was exhausting, I don't smoke so I didn't get frequent breaks. I ended up leaving the facility for a lower paying job because they cared about my physical (and mental) health. When I worked assisted-living as a medication manager at Kentucky Ridge in Mason City, I'd have 2 hours to do med pass on the entire unit by myself. I was pregnant and physically exhausted to the point that I had asked for a break & was told no for so long that I ended up stressing my body to the point of fainting in the hallway and almost losing my daughter to blood loss from the rupture of a subchorionic hematoma from physical overexertion. If we had another aide helping, I wholeheartedly believe it wouldn't have happened. Something needs to change! Understaffing overworks nurse aides to the point of burnout and those willing to stay in the line of work feel punished for taking on the burden of more duties with more hours & more exhaustion simply because we cannot stop caring for those who need us. Above all else, the residents deserve to have healthy aides that can care for them as they need. They and their loved ones put their trust in the facility that we can actually do what is promised in the cutsie little pamphlet that promise around the clock care.	1/12/2024 9:30 AM

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Can you imagine at either one of these situations, that someone would have a significant cardiac event? Just three people in the entire facility? What if somebody falls while we're doing life-saving measures on another patient? Or What if a confused resident gets lost, or gets outside while the 3 staff are running a code? I'm thankful I didn't experience that, and I'm terrified it could very well happen to someone else. Understaffing doesn't account for any sort of unpreparedness, yet nursing homes seem to gladly gamble that chance every day.

243	There is not enough staffing to provide good quality safe care. Needs more CNAs per resident/patients	1/12/2024 9:28 AM
244	I think it's good	1/12/2024 9:26 AM
245	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
246	It is unrealistic to expect these health care facilities to provide proper medical care to these frail residents with a skeleton staff.	1/12/2024 9:23 AM
247	the problem on how to increase staff and not increase the already over priced cost has to be addressed at the same time. One cannot be done without the other!	1/12/2024 9:19 AM
248	Because everywhere is needed help	1/12/2024 9:16 AM
249	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
250	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
251	I do support minimum staffing but feel that currently the standards are too low. More acutely ill patients, complex patients, and those with memory issues need more 1:1 attention and current levels are not sufficient to care for this type of resident. CMS is asking for more stringent documentation and in depth quality measures but don't provide for these to be done in a more safely manner	1/12/2024 8:35 AM
252	These standards are unrealistic for providing adequate care.	1/12/2024 8:32 AM
253	It's so unsafe the ratio we have been running with and nurses and cnas have to prioritize who needs what more when everyone needs something	1/12/2024 8:27 AM
254	If you don't have enough staff to do your job effectively and safely you're burning out the few of us left as HCWs, and it's causing us moral injury in addition to stress and missing things with pts	1/12/2024 8:26 AM
255	You can not provide essential needs if there is not sufficient staffing available.	1/12/2024 8:25 AM
256	Shortages are not going to make this easy to adhere to. Colleges are going to need to step up to increase the professionals available for hire. Which probably means the state will need to step up to financially assist growing the profession. Facilities are going to need to figure out how to sufficiently compensate staff to stay. And all of the mandates in the world make no difference if no one is following up.	1/12/2024 8:21 AM
257	It's a difficult job as is and more so when not adequately staffed.	1/12/2024 8:21 AM
258	To prevent turnover in the work force and to ensure nursing home residents receive the best care and also to keep them safe. Healthcare burnout is high and something needs to be done about it.	1/12/2024 8:13 AM
259	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
260	Because owners will use less staff to save money	1/12/2024 8:06 AM
261	A minimum is needed to ensure quality care is provided to residents	1/12/2024 8:05 AM
262	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

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263	Too much at risk. Ratio of alot of patients to 1 aide is just unfair.	1/12/2024 8:01 AM
264	These elderly people deserve to have quality care and if they don't have it they will be depressed and neglected Workers working short will get burnt out and then there will be staffing issues	1/12/2024 7:59 AM
265	Because it helped the staff members to learn more about how to do the job.	1/12/2024 7:55 AM
266	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
267	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
268	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
269	To provide care, plus the other works won't be over worked yo the point of them not being to do their jobs.	1/12/2024 7:46 AM
270	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 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!	1/12/2024 7:46 AM
271	As cna I have worked shifts where I was the only aide and nurses refused to help. It would be safer for residents and staff.	1/12/2024 7:44 AM
272	Out of concern for both residents. & staff. There needs to be adequate staff so everyone can do their job & care for each & every resident at the appropriate level.	1/12/2024 7:43 AM
273	Safety for residents and nursing staff.	1/12/2024 7:43 AM
274	There needs to be enough staff to support the residences of the nursing home.	1/12/2024 7:37 AM
275	We need to increase our capacity to care. Care for those needing care and care for those providing care.	1/12/2024 7:37 AM
276	I work at a hospital	1/12/2024 7:36 AM
277	For too long the care facilities have been understaffed!! The problem is FINDING staff. Need scholarships for CNA and nurses.	1/12/2024 7:35 AM
278	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
279	Understaffing leads to many falls and injuries for residents. Also leads to burn out from existing staff.	1/12/2024 7:34 AM
280	You can not provide quality care to residents! It's constantly short staffed workers are over worked quality care is hugely lacking the residents are NOT being taken care of! This is their home they absolutely deserve better	1/12/2024 7:34 AM
281	Because residents don't get the care or help they need when their not enough staff	1/12/2024 7:33 AM
282	There are not enough RNs to meet the proposed requirement. Also, the reimbursement rates do not allow for it.	1/9/2024 10:03 PM
283	I am currently a nurse in a nursing home/snf/ltc, I feel this will hold management accountable for also caring for residents, where I currently work they will get by with the minimum, just enough to say they tried but did they step up and help , no , in tme of need one needs the managers , adon don indeed.	1/8/2024 4:49 PM
284	I believe there should not be any holes in the schedule so residents are safe and cared for appropriately.	1/7/2024 4:25 PM
285	As a nurse who has worked in LTC, I have personally been impacted by unsafe staffing levels	1/7/2024 12:08 PM

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and the detrimental effects they have on the residents and staff. There have been many unsafe situations that have resulted in falls or delays in emergent care that could have been avoided with safe nursing to patient ratios. It was the main reason to leave long term care as it became a huge risk to my nursing license to continue.

286	I support the concept and essential need of having sufficient nursing staff to meet the level of care needs to provide quality care for residents if they are based on the determined level of care required for specific residents. I do not believe a minimum staffing standard for nursing homes would guarantee that, nor would it fix the problem of the current lack availability of workers to fill the care gaps.	1/6/2024 2:06 PM
287	Lack of proper and quality of care for the residents..Staff burnout leading to unprofessional actions..call offs.	1/6/2024 7:37 AM
288	I've worked in facilities that have been under staff. It's not fair to the residents. They are there to get the care they DESERVE. Being under staff isn't fair to the employees.	1/6/2024 6:42 AM
289	I would if it is realistic	1/5/2024 10:26 AM
290	Lack of a qualified and appropriately compensated workforce will make minimum standards impossible to meet. Increased attention and resources need to be focused on the root causes of gross understaffing with a realistic action plan to eliminate existing barriers.	1/4/2024 8:52 PM
291	I would like to understand these staffing standards better but i favor anything that will improve patient care	1/4/2024 6:44 PM
292	There are too many staffing issues now. It would be extremely difficult to have a 24 RN coverage.	1/4/2024 11:23 AM
293	We need more staff everywhere to provide cares needed for the elderly	1/4/2024 4:58 AM
294	Mandatory minimum staffing standards are a great way to promote better patient care and outcomes. HOWEVER, I am concerned about filling those positions. There is a nationwide nursing shortage. What happens when nursing homes do not meet the staffing standards and patient-to-nurse ratios? What is the plan to hire, train, and retain nursing staff? Better incentives and higher wages would be a good start.	1/3/2024 8:33 PM
295	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
296	It can be very unsafe to not have mandatory staffing levels and I have been front row for many of these times. The residents do not receive the care they deserve /pay for when there is not adequate staffing.	1/3/2024 7:10 PM
297	Residents deserve good care and having their needs met in a timely manner	1/3/2024 6:34 PM
298	I believe they should be fully staffed with extra help to prevent less injuries	1/3/2024 5:17 PM
299	Patients living in a nursing home are DEPENDENT on staff for their daily care and activities. That means nursing homes must be adequately staffed to provide care for these residents. It is unacceptable that residents need care but can't get it with low staffing. Putting in minimum staffing standards can raise the level of care of residents from doing the bare minimum to a level that allows staff the time to provide quality care so they can not just survive but thrive in a nursing home. Our family members and loved ones deserve it.	1/3/2024 4:30 PM
300	I have several friends who are now in nursing facilities. They pay a lot of money for their residences. They deserve personal Care and attention. I do not blame the staff. They need to be better trained and better paid. I did not realize until recently how much lobbying of the Governor and the legislature has affected the policies.	1/3/2024 4:25 PM
301	For safer care. Too often facilities are understaffed, and the nurse to patient ratios are not safe. They also need to look more closely at the acuity of residents/patients. If one resident is continent but needs a mechanical lift, one resident has had a stroke, and has severe weakness, and deficits but is not safe to be alone on the toilet, and you have a patient who	1/3/2024 4:21 PM

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has behaviors and is trying to get out of bed. you would need to have at least 5 people staffed to safely take care of just those 3 patients. You have to have 2 people for the lift. You would be negligent if you left the stroke patient with severe weakness on the toilet alone, or tried to get the patient up on your own, if they were a heavier patient, because they could fall off the toilet and get injured, and you may need help with the patient who has behavior problems that keeps trying to get out of bed so he does not fall or hurt himself. I fully support minimum nursing staffing standards.

302	My mother was in a skilled nursing care center for the last 18 months of her life and I'm well aware of how understaffed they often are.	1/3/2024 4:16 PM
303	Nursing homes are already short staffed as it is. This makes it very difficult to care for the patients appropriately. There are increased risk of falls, increased risk of infection, inability to catch severe illnesses, etc. Not to mention that it increases the RN burnout.	1/3/2024 4:04 PM
304	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
305	For safer care. To improve care.	1/3/2024 12:58 PM
306	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
307	I believe that putting these mandatory staffing standards in place 20 years ago would have been the right thing to do. Making this mandatory at this point in time with the staffing crisis and multiple nursing facilities closing is creating a huge void in the availability of care for our elderly/disabled populations. Health care is in crisis! There is no doubt. Unfortunately these standards are simply not realistic in rural America. Forcing this will cause less care to be available not improve quality.	1/3/2024 11:58 AM
308	I believe that nursing home should have mandatory minimum staffing because being understaffed is not only dangerous for the residents, it is dangerous for the CNAs and RNs. The people living in long-term care facilities deserve to have quality care provided to them 24 hours a day, 7 days a week.	1/3/2024 11:18 AM
309	Safety and minimum quality care standards must be met!	1/3/2024 10:57 AM
310	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
311	For the good of the residents and staff. The residents deserve the best care possible and staff deserve to have the opportunity to give good care and not feel they have to rush to meet minimal needs. Better staffing helps to keep staff and decrease burnout.	1/3/2024 10:46 AM
312	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
313	Only if it is appropriate and meets the needs of the facility.	1/3/2024 10:22 AM

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314	Almost daily we see the news of conditions in nursing homes that are dangerous and sub-par for their residents. In many of these situations, it's because of under-staffing in those facilities, or staff who do not hold the minimum credentials or are under-trained in caring for this population. Often this is because we do not adequately pay people doing this vital work at a living much less a competitive wage.	1/3/2024 10:11 AM
315	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
316	The minimum would be a step in the right direction to ensure that residents receive more one on one care from staff. Currently, there are not enough staff to accommodate the needs and care that are required for each individual. This leaves residents having subpar care, valuable changes unnoticed by staff, and leading to nursing burnout from the stress and inability to give sufficient care that each nurses wishes to give each person.	1/3/2024 9:52 AM
317	One size does not it all. The acuity level is different in each facility and the availability of the workforce is unique to geographical areas.	1/3/2024 9:13 AM
318	I'm not sure if I support the proposed minimum standard, but I definitely support that there needs to be a standard to support the residents (based on acuity) to provide safe care and supervision for both residents and staff.	1/3/2024 9:04 AM
319	It is unrealistic to expect us to be able to find staff to meet the requirements. We will have to use staffing agencies and the costs will probably put some facilities out of business.	1/3/2024 9:03 AM
320	Local facilities need flexibility. Staffing mandates run hiring costs to unsustainable levels for LTC.	1/3/2024 8:54 AM
321	While it would be difficult to staff with current shortages, I do believe it is important to have an RN available in a facility 24/7 . While LPNs provide good care, they do not always have the breadth of knowledge for residents to receive thorough care around the clock.	1/3/2024 8:49 AM
322	We do not and cannot hire enough RNs for 24 hour coverage. I am the DON and have to come in on certain weekends because we only have LPNs on. And that would be on top of the 40 hours I need to work for the director position.	1/3/2024 8:46 AM
323	It needs to be based on accuity and needs to have increased Medicare/Medicaid payments in order for facilities to be able to afford it	1/3/2024 8:34 AM
324	Care is impacted when there are not enough caregivers working. Most facilities are chronically understaffed and without a staffing mandate, there is no minimum expectation. There are some facilities that do a good job ensuring they have sufficient staffing, but those facilities are few and far between.	1/3/2024 8:32 AM
325	Even the new proposed standards are low. Nursing care is expensive and residents are not getting the care they need to justify the cost. As a family caregiver I am fortunate to see how people can be better supported in their homes with more direct care and a lower cost. However our state does not recognize this as a viable option because the nursing home industry has a strangle hold on the legislature and Governor and opposes funding and opportunities that support in home care. Mandatory minimum staff standards are critical because the industry does not care about people, only profit.	1/3/2024 8:30 AM
326	Nursing home patients can be very easy or they can be very time intensive and need a high level of care. As a former CNA and now RN, these are some of the most neglected patients I see. Staffing minimums has great potential to help ease this burden. With the cost of care being so high for nursing home residents, they absolutely deserve to be well cared for.	1/3/2024 8:26 AM
327	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 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.	1/3/2024 8:16 AM

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328	Ongoing reports of neglect and injuries of nursing home residents (falls; lying in soiled clothing/beds, etc) makes it obvious residents health, safety, and wellbeing are being jeopardized due to limited staff.	1/3/2024 8:12 AM
329	You can not provide quality care with minimum staffing it's already beyond difficult always are short staffed the pay is horrible	1/3/2024 7:58 AM
330	There is a nursing shortage in the US. Hospitals and nursing homes already struggle to keep appropriate staffing ratios for patients/residents. If CMS mandates RN time within nursing homes, I feel many will end up closing as they will be unable to hire/keep the RNs required.	1/3/2024 7:56 AM
331	This will lead to closing of much needed nursing homes especially in rural communities. There is a shortage of nursing staff, especially CNA's, so mandating this standard will be very difficult. A review of wages with increases would more than likely need to happen. The state should look into increasing reimbursements rates so agencies can do this.	1/3/2024 7:25 AM
332	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
333	So that the residents are getting the care they are there to receive and what they are being charged for/ paying for.	1/3/2024 7:01 AM
334	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
335	Because it affects all of us - patients, families and caregivers.	1/3/2024 5:53 AM
336	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
337	Nursing homes need more certified nurse aides. The work is hard and not enough staff makes it even harder.	1/3/2024 5:28 AM
338	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
339	We need the staff to provide quality care to our residents. When I walk into a shift and I see that the CNAs have 30+ pts and a Nurse has 40+, you know it's not a safe assignment.	1/3/2024 4:07 AM
340	There will be way more incidents for the patients and also to the care providers	1/3/2024 3:46 AM
341	I feel if there is a mandatory minimum standards than companies will have to break down and pay what is necessary for the patient to be safe at all times	1/3/2024 2:44 AM
342	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
343	Because most of nursing homes have patients that needs heavy lifting and almost all the residents are not independent and both the residents and family are demanding.	1/3/2024 1:21 AM
344	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
345	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	1/3/2024 12:17 AM

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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.

346	Not enough RNs available to hire, lack of RN interest in long term care, increased staffing costs to nursing facilities	1/3/2024 12:17 AM
347	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
348	Nursing Homes need to be accountable for their facility. Proper staffing, pay, ect.	1/2/2024 11:25 PM
349	It is nearly impossible to staff now....increasing is a terrible idea unless more qualified staff come out of the woodwork.	1/2/2024 11:13 PM
350	Because I work as an RN in a skilled nursing unit/ long term facility and it's stressful and unsafe when I'm here at night as the only RN on staff in the building from 10:30 pm to 6 am the next morning and I take care of 40+ people.	1/2/2024 11:07 PM
351	As a former CNA for 12 years and an RN for 4 years in a LTC setting, I watched residents and staff struggle. Residents deserve to receive the best care possible, which requires more staff. This will also help prevent burn out in the LTC setting, which we know has become an overwhelming issue. I changed from LTC to home health a year and a half ago because I felt like I wasn't able to be the nurse I wanted to be, due to low staffing. I often was the only nurse working 6am-6pm. When you have 70 residents, it is impossible to ensure every resident is cared for properly and complete proper assessments on them. When you have to pass medications for half of them, give insulins for the entire building, complete all dressing changes for the entire building, attend to family members, communication with providers when needed, take phone calls, as well as find a way to get all of your documentation completed, it is impossible and unsafe. Not to mention having admits, emergencies, or hospital transfers that all occur throughout the shifts. I loved working in LTC because I loved those I cared for, but my mental health began to suffer because of the overwhelming stress of the job.	1/2/2024 11:00 PM
352	Yes, this will improve the quality of care and ensure that resident are properly cared for. Most nursing homes have become profit making and pocket lost of money at year end instead of improving on the equality of care by paying more staff or increasing pay for employee retention. Most employee in nursing facilities do the wok that should be done by 3 people and are only paid a meager salary. The get exhausted and quit, not because they don't like to work but because the work becomes tedious and exhausting. Adequate staffing and pay will keep staff at work	1/2/2024 10:46 PM
353	I'm an LPN with this change I will no longer have a job, this will affect a lot of LPNs as nursing homes cannot staff both an RN & LPN at the same time because it will cost too much for them, I see this being a huge problem, you will put a lot of good nurses out of a job & ones who can't or don't want to continue on with an RN don't have much for options for work around my area, overall not a good choice having to staff an RN 24/7, I can do everything an RN can except blood, IVs & admits & this will be detrimental to all LPNs working in long term care facilities	1/2/2024 10:39 PM
354	I live in a rural area, it is not feasible.	1/2/2024 10:03 PM
355	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
356	I choose yes but only if it is done correctly. If you have 60 residents you should have no more than 8 residents per C.N.A. in order to get the correct care. Some residents take more time than others but for an aide to have for than that means cares are not being done correctly. To expect RN or LPN to be working on the floor is crazy they have enough to do! Daily care is on the CNA. So there needs to be the correct amount to get the right level of care and to be able to get our breaks and charting done.	1/2/2024 9:44 PM
357	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
358	There needs to be at least an Rn on staff at all times. As I am an EMS provider we tespond to	1/2/2024 9:42 PM

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nursing homes and sometimes have to wait for Rns to get to the facility or it is something an Rn could handle without involving EMS.

359	NOT SAFE for either the residents or staff Liability Not paid enough for the treatment we get from above	1/2/2024 9:30 PM
360	While may seem like a mandate, have adequate minimum staffing would at least provide the minimum of care the residents need, which would be an improvement over current state.	1/2/2024 9:21 PM
361	Having one nurse for 30pts is outrageous	1/2/2024 9:16 PM
362	I don't simply because I don't feel that they'll be able to meet those requirements. In my opinion, some of our long term care communities need a doctor 24/7, based upon acuity of care of residents. I am fearful that the 24/7 requirements will not be met, further shutting down communities and therefore shutting off any access to care.	1/2/2024 9:12 PM
363	Facility owners , with their deep pockets, will continue to donate heavily to our governor and other political campaigns. They will fight any new regulations. They only want higher amounts of reimbursement for Medicare with no accounting for their spending. Until staff are paid a livable wage,nothing will change. Qualified help will apply when it's a quality level.	1/2/2024 9:04 PM
364	We should be doing all we can to ensure residents get the care they need. To do so, an adequate number of staff are needed at all times. It appears that many homes don't do this voluntarily, so mandates are needed. Most care is funded with taxpayer money; the poor care documented in so many home means that not only are residents suffering but taxpayer money is being wasted. I can't think of a better way to spend taxpayer money than on better care for our most dependent citizens.	1/2/2024 8:58 PM
365	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
366	More staff are needed in nursing homes to provide good care for the residents.	1/2/2024 8:49 PM
367	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
368	There should be a staffing grid as to not put one cna to 12 patients and another one with 8.	1/2/2024 8:42 PM
369	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
370	I want Enough Nursing Staffing (RN/LPN and nurses's Aides) in every nursing home. If they do not have enough staffing nursing homes should have fewer residents. People or residents pay the amount the nursing home wants to be able to stay or live...including reimbursement from the state government. Residents of nursing homes have the right to have enough nursing staffing to run the facility. This will take place in the safety, care, and nurture of nursing home residents.	1/2/2024 8:35 PM
371	Lacking appropriate staff, patients do not receive the adequate care they need. What good care is given is almost like an assembly line, provide meds, do a minimal assessment and walk out the door to the next patient.	1/2/2024 8:33 PM
372	Poor staffing is a common complaint in any nursing home.	1/2/2024 8:31 PM
373	This can help to prevent caregiver burnout.	1/2/2024 8:29 PM
374	Potential residents and their family can ask about nursing ratios in deciding placement. Nursing Home owners can short staff to increase profit. The government should set the ratios if the industry has failed to do so.	1/2/2024 8:28 PM
375	Yes, but not the proposed standards. Mandated staffing standard should go by a CNA to resident, as well as nurse to resident ratio (example: 1 CNA to 10 residents and 1 nurse to 15 residents). This will allow for adequate staffing to maintain resident safety, without over staffing, especially with staffing agencies, which could result in a financial loss for the nursing home, leading to facility closures.	1/2/2024 8:27 PM
376	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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377	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
378	Because residents would not get the care they need	1/2/2024 8:19 PM
379	Aides has to many residents to get everything done the way it should be done.	1/2/2024 8:17 PM
380	Staff and residents will benefit.	1/2/2024 8:17 PM
381	There is a shortage of nurses in the state. Facilities will not be able to meet the standard which could lead to closure of facilities. It's also not financially feasible. They could never pay the RN what they should be paid. Nothing good comes from mandates.	1/2/2024 8:10 PM
382	I support mandatory staffing but the current proposal does not set realistic expectations. I feel a standard for nurses that included RN and LPN would be more appropriate. RNs simply do not exist in rural areas in labor force numbers to meet this requirement of 24/day coverage.	1/2/2024 8:08 PM
383	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
384	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
385	LPNS are the backbone of nursing homes, providing the same if not better than an RN. Take away LPN care and the staffing at LTC facilities will be non-existent.	1/2/2024 8:08 PM
386	Minimum staff minimum care	1/2/2024 8:08 PM
387	I do support them because 1 nursing assistant to 15-20 residents isn't enough. The proper ratio should be 1 nursing assistant to 7 residents. That way you can give the proper care.	1/2/2024 8:06 PM
388	Without safe ratios, patients do not receive quality care and caregivers get burnt out	1/2/2024 8:05 PM
389	There needs to be a legal resident to NA ratio because so many places are understaffed for the level of care residents need.	1/2/2024 8:05 PM
390	As care takers it is hard to give proper care and attention to residents when there are so many residents and so few aides	1/2/2024 8:04 PM
391	Yes, but not as stringent as cms has proposed	1/2/2024 8:02 PM

Q3 What else would you like to tell us?

Answered: 192 Skipped: 308

#	RESPONSES	DATE
1	Increase salaries	2/3/2024 11:28 PM
2	Under paid and overworked at nursing home.	1/29/2024 7:57 AM
3	Nothing	1/28/2024 12:50 AM
4	i am so fearful for our facilities and our families. my mom is in memory care at Addington place. the staffing they have is two in memory care, however, they are not cma's or cna's they breathe and walk barely talk.	1/25/2024 10:51 AM
5	N/A	1/25/2024 10:37 AM
6	This would help so many residents	1/25/2024 8:04 AM
7	I am a working nurse who started in this industry in 1977 as a caregiver. Care has improved not because of numbers but because of training.	1/25/2024 6:01 AM
8	If DIA gets called about a cna and abuse the DIA should have to include the agency with their findings. Not allowing this just keeps us all not working together as we are all in this for the care of the residents.	1/24/2024 7:45 PM
9	We NEED better mandates staffing ratios. Actually costs Medicare more if a resident breaks a hip, gets a bed sore, etc from lack of staff and the resident has to go the hospital.	1/24/2024 7:33 PM
10	We must see CHANGE!	1/24/2024 1:55 PM
11	Them majority our Direct Support Professionals are not CNA's	1/24/2024 12:52 PM
12	I have worked in skilled nursing facilities/nursing homes as a social worker, so I have seen what it is like firsthand.	1/24/2024 12:21 PM
13	I have first hand experienced such low staffing at long-term care facilities and it is dangerous for the staff and for the residents to have not enough people there to help.	1/24/2024 9:19 AM
14	Will administrators find a way around this requirement?	1/23/2024 8:45 PM
15	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
16	Less regulation on facilities would help relieve the extra time spent on paper work which causes less time spent on patient care.	1/23/2024 6:27 PM
17	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
18	An RN should be on site 24/7 and RN should put in just the same amount of hours as other nurses LPN's and Medication Aides and CNA's	1/23/2024 2:06 PM
19	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
20	The way the residents are care for dt lack of staff is sad and I would never put my family in any facility right now because its a system problem not a one facility thing	1/23/2024 11:53 AM
21	Can we bring back zoom meetings? It would make active attendance more attainable.	1/23/2024 11:49 AM
22	Be better work environment would be less stressful so residents could get better care that they deserve	1/23/2024 9:58 AM
23	N/A	1/23/2024 8:47 AM
24	Management needs to brush up on their business skills . And sick as f being staffed crappy	1/23/2024 8:02 AM

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	and not people considering having extra cnas due to behaviors . It's awful and makes it unsafe	
25	These companies are leaving it up too us to figure out how to care for these people, because they think "fire codes" enough to be staffed.	1/23/2024 6:58 AM
26	Nothing	1/22/2024 11:47 PM
27	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
28	Health care is in trouble. We need better staff, better trained, and more of them. A staffing standard is one piece of this health care pie. It's a starting place and we can move upward from there.	1/22/2024 8:42 PM
29	Allow CNAs do the job they are trained to do. This can only be done if there is enough help.	1/22/2024 8:39 PM
30	we are unable to get vacation. we are helping the nurses and cmas with creams lotions and shampoos because they cannot be everywhere. we are working sometimes weeks without a day off and sometimes many shifts in a row	1/22/2024 8:08 PM
31	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
32	23 patient to one CNA is to many .	1/22/2024 7:19 PM
33	6 clients per cna per shift should be enough to provide quality care with dignity	1/22/2024 7:17 PM
34	I believe our elderly deserve the utmost, respectable and good care they've lived their lives. They worked hard, and they voice taken care of others. It's our responsibility as their children grandchildren the younger generation, to take care of care of our elderly, like they took care of us.	1/22/2024 7:12 PM
35	I've experienced several times when family members in nursing homes have had to wait a long time to get the help they needed for basic things such as bathroom needs or help eating. These are basic needs.	1/22/2024 7:04 PM
36	I love being a medical professional and I plan to go as far as I can with no limits involved	1/22/2024 6:20 PM
37	nurses should be on site 24 /7 not on call nites and weekends for safety of residents	1/22/2024 6:15 PM
38	Please raise the minimum as high as you can to keep our elderly safe. A lot of falls and injuries happen as we are so short staffed in nursing homes	1/22/2024 4:09 PM
39	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
40	As a former State Long-Term Care Ombudsman, I have witnessed that facilities that care about the people they serve will have adequate staffing and a plan to care for everyone. But, there are always those facilities that won't follow the rules no matter what. They are money focused and not resident centered.	1/22/2024 3:50 PM
41	N/A	1/22/2024 3:05 PM
42	LPNs need have same pull on CMS staffing/star rating. They are the nurses who work LTC.	1/22/2024 2:57 PM
43	NA	1/22/2024 2:54 PM
44	Have heard too many stories about residents being somewhat neglected	1/22/2024 2:39 PM
45	If it possible to raise the minimum wage for direct caregivers, it might help with the stuffing	1/22/2024 2:35 PM
46	That staff is very important to the care of our patients	1/22/2024 2:19 PM
47	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
48	The wages CNAs get are rediculously low.	1/22/2024 1:43 PM
49	Nothing	1/22/2024 1:41 PM
50	N/A	1/22/2024 1:22 PM

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51	One person with to many to care for is unsafe	1/22/2024 12:56 PM
52	Hospitals are needing more staff to make it safe for both patients and staff	1/22/2024 12:54 PM
53	It's frustrating and hard to see administration not care about the staff or patients/residents of a hospital/care facility because they just want to make money and not care about safety or how it makes the staff feel because they aren't able to take care of the people like they need to.	1/22/2024 12:51 PM
54	It's sickening to know people get paid more to stock shelves, mop floors or flip burgers than the people literally taking care of our aging population.	1/22/2024 12:48 PM
55	Patient to staff ratios are way too high across the board. Health care workers are burnt out and fewer people are interested in joining the field because the work environment is terrible and you almost never have enough help to do the job how it should be done.	1/22/2024 12:47 PM
56	I think residents are paying lot and not getting the cares they deserve	1/22/2024 12:41 PM
57	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 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	1/22/2024 12:40 PM
58	They keep threatening nursing they won't have good nurses anymore I worked them over 35 years	1/22/2024 12:39 PM
59	NA	1/22/2024 12:39 PM
60	It will be good to also raise these people salaries.	1/22/2024 12:37 PM
61	N/a	1/22/2024 12:25 PM
62	Higher standards are needed.	1/22/2024 12:19 PM
63	I think I said it all in my statement above; please let's take care of our healthcare workers otherwise you think that the system is problematic now it's been getting worse and is going to get more worse than now .This is why it continues and has continually been a shortage/struggle with nursing care, nurses/nursing support staff, and our healthcare system as a whole	1/22/2024 12:18 PM
64	The ratio needs to be lower still	1/22/2024 12:16 PM
65	Minimum is still not enough for basic care	1/22/2024 12:13 PM
66	Lack of work in return cause people to choose agency	1/22/2024 12:10 PM
67	I feel most nursing homes will face financial burdens with this mandate forcing many to close.	1/22/2024 12:07 PM
68	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
69	The pay is not enough. Imagine taking care of 30 residents and not getting paid enough. I would not go back to work honestly its just not worth it.	1/22/2024 12:04 PM
70	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	1/22/2024 12:03 PM

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	for fifteen and twenty residents.	
71	Staff us to keep everyone safe	1/22/2024 12:02 PM
72	NA	1/22/2024 12:00 PM
73	I have worked and work in numerous places such as hospital, hospice, private care, home health, Drs offices, behavioral health. I have seen a great deal in my time as a CNA between the bed sores from lack of care, to the depression that residents feel as their health declines, to holding hands as they pass away, to performing CPR to try to save their lives and in every aspect of every minute all you can think is they deserve better! Residents and patients deserve to keep the same quality of life if not better than when they could take care of themselves!	1/22/2024 11:59 AM
74	Residents do not get quality care, cnas are burnt out	1/22/2024 11:58 AM
75	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
76	LPNS are just as equipped as RNs	1/22/2024 11:53 AM
77	Smaller facilities (50 beds or less) should have different set regulations than those 100 beds or more facilities. CMS sets guidelines that can be difficult to achieve due to limited staffing/census.	1/22/2024 11:50 AM
78	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
79	I believe something also needs to be done about assisted living facilities also. They allow people to reside there that barely pass assessments and then don't provide adequate care for them. I worked at an assisted living that rarely had a nurse there at all and it was like pulling teeth to get them to come when you needed them for cares that were beyond a cna's skill level.	1/22/2024 11:43 AM
80	Better Hands-On training through job shadowing Etc should be mandatory especially dealing with residents with mental health issues	1/22/2024 11:42 AM
81	I have noticed in my role on a medical floor at a hospital how staffing shortages not only reduces the quality of care staff is able to provide but creates unsafe situations for staff and patients.	1/22/2024 11:42 AM
82	???	1/22/2024 11:37 AM
83	Medicare Reimbursement needs to go up to cover additional expenses to meet the appropriate needs of pts.	1/22/2024 11:36 AM
84	let's do something about the overpriced monthly dues at nursing homes. Limits are needed or else we are bankrupting Medicaid.	1/22/2024 11:34 AM
85	For nurses 1:20 should be the max. Often times I work up to a 1:35 ratio which is unsafe and not everything gets done.	1/22/2024 11:34 AM
86	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
87	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
88	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
89	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
90	Nothing	1/22/2024 11:32 AM
91	CMS needs to refocus this correction to educationa and providing staff training for candidates.	1/22/2024 11:31 AM
92	This would benefit the CNAs so adequate care would be given, with a decent workload.	1/22/2024 11:30 AM

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93	It will help with staff injuries as well as most people in nursing especially nursing homes get bad backs as in takes a toll on our bodies and we are getting greater shortages each year. Nursing homes need to provide better health insurance as well.	1/18/2024 12:25 AM
94	Long term care will die with this rule and where will our elders go for care. This rule will force the remaining RN's in this workforce out. This is a scary time to be an American in our health care system for our elders and our own personal needs.	1/17/2024 10:58 AM
95	Not at this time	1/17/2024 9:33 AM
96	I fear for those in nursing homes who are the very fragile and bed bound.	1/15/2024 9:30 PM
97	The LTC industry was horrible and now since covid it is inhumane, I am ashamed to even be a part of what is happening in SNF and ICF buildings and it is in all of them. The people working with this vulnerable population are scary. I certainly know there are still good caregivers but they are the exception to the rule. The conditions the live in and the way they are spoken to is criminal.	1/15/2024 3:50 PM
98	Overstaff	1/14/2024 11:09 PM
99	Don't forget to take care of yourself. Reminders are nice.	1/14/2024 7:33 PM
100	These workers need to be paid more and have good benefits so they can hopefully stay.	1/14/2024 3:33 PM
101	Caregivers (CNA). Should be paid more	1/14/2024 10:45 AM
102	Many rural facilities in Iowa have closed in the last few years due to financial and staffing issues.	1/14/2024 9:59 AM
103	Most places are asking for cetified license but then don't turn your status in as being updated on certificate should be made mandatory that they do	1/13/2024 10:56 PM
104	The state of Iowa needs to increase wages for nursing staff.	1/13/2024 10:07 PM
105	This is a union power grab at the expense of good SNF facilities.	1/13/2024 2:21 PM
106	Why doesn't the state shut some of these nursing homes down.	1/13/2024 1:31 PM
107	To see upper management to work floor when needed.	1/12/2024 11:44 PM
108	I hope that Gov. Reynolds will change her position and no longer be opposed to this CMS proposal on minimum staffing standards.	1/12/2024 9:33 PM
109	Nursing is get burnt out from not enough pay and no compensation	1/12/2024 9:14 PM
110	The hospital should have the same thing because patients aren't getting the care either.	1/12/2024 6:20 PM
111	Please think of our residents, their families and my staff. We struggle to stay open; we cannot guarantee to our people our operating status should the new staffing minimum standards go into effect. Thank you for allowing us this opportunity to voice our concerns.	1/12/2024 3:56 PM
112	N/a	1/12/2024 2:31 PM
113	Currently I now have no choice but work outside of the home then come home and care for my husband who is on dialysis for the rest of his life. He has been rejected for a kidney transplant.	1/12/2024 1:44 PM
114	Care facilities should focus on CARE, not profit. And I'm comfortable with my tax dollars being directed to higher reimbursement rates for caregivers, but not to pad the "pockets" of nursing home corporations - ensure any rate increases are dedicated to fully staffing facilities with trained staff.	1/12/2024 1:34 PM
115	Beyond the number of facility closures already in western Iowa, most providers are limiting admissions based on staff availability. We at Elm Crest had to close our Alzheimer's Memory Care unit. Limited long-term care facility admissions can leave people in a hospital bed for weeks or months, reducing space for those with a critical medical need. We do Not need any more mandates pushed down from the Ivory Towers of "our" government in D.C.	1/12/2024 1:26 PM
116	Residents deserve better care than what they get!!	1/12/2024 1:17 PM
117	Need to have ratio for nurses as well 1 nurse and 1 cna for 8 people would be optimal it would give the nurses more hands on besides just treatments and medicine	1/12/2024 12:46 PM

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118	Aides are often moving between tables with multiple patients feeding them. This is not safe as a patient can aspirate with no oversight. Call lights ring constantly with aides helping patients who are in a shower area and can't leave to answer lights. Go to see facilities in poor areas. Make unannounced observation visits for call light response times.	1/12/2024 12:28 PM
119	Don't do it.	1/12/2024 11:43 AM
120	I hope that they decrease the number of patients the nurse is allowed to care for. The acuity of patients has increased leaving the healthcare workers overworked and burning out, leading them to leave the field, which worsens the staffing shortage.	1/12/2024 10:15 AM
121	I am a nurse, and a CNA instructor at a high school. I also work PRN at a long term care facility.	1/12/2024 10:12 AM
122	More staff and better pay	1/12/2024 9:30 AM
123	I left the CNA role in nursing homes due to the fact that it hurts my heart knowing no matter how hard I worked, they're just wasn't enough of us to safely take care of the residents. I work at a hospital that takes patients from select skilled nursing facilities and nursing homes, and after situations for patients Told about how the resident feel like a burden for using their call light at the nursing home simply because they understand how understaffed and overworked the aids are, despite knowing or feeling like they need medical attention. They should not feel like a burden when they pay so much money just to get help to do basic activities of daily living. I had a patient life-flighted after hypoglycemic protocols from a skilled nursing facility; patient and the reporting nurse said she didn't get juice with lunch and patient felt bad because one of the aides had gone home sick and she didn't want to bug them for juice knowing they were understaffed, so she waited until she had to use the restroom to ask for juice and waited for the aide who said she would be back, but had to respond to other call later before bringing juice. Patient was grey and unresponsive upon arrival to my facility with a blood glucose of >35mg/dL. After hypoglycemia protocols, she expressed fear of getting the aid who forgot for juice for dinner didn't understand how urgent the juice was would get in trouble Because she really liked the aid and understood there simply wasn't enough people to provide the care she needed. Needs to change.	1/12/2024 9:30 AM
124	Having 1 cna to 10 residents is not good care! We have no time to actually provide care safety to residents with this many residents to care for.	1/12/2024 9:28 AM
125	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
126	see above comment.	1/12/2024 9:19 AM
127	Having better ratios forces nursing homes to hire more staff that increases the quality of care for the patients	1/12/2024 8:32 AM
128	This is dangerous and people are dying due to neglect from staffing ratio not for lack of trying to care for them	1/12/2024 8:27 AM
129	I'm so sick of managers in healthcare who care more about profit and satisfaction scores than their staff. It shows and the staffing/pay/ratios are their fault directly, second only to the corporate entities that make profits off of the seniors being borderline abused in care homes.	1/12/2024 8:26 AM
130	I'm seeing facilities making exceptions to what a non-certified person can do due to staff shortages.	1/12/2024 8:21 AM
131	Level of care will dramatically decrease and will cause greater issues than what we face today	1/12/2024 8:21 AM
132	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
133	To rise up the pay rate so the staff will be able to work at the same place	1/12/2024 7:55 AM
134	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
135	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 with them!! I understand you need done but the new has taken on a new stupid way to suck my time!!	1/12/2024 7:51 AM

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136	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
137	Better pay would help as well.	1/12/2024 7:44 AM
138	LTC residents deserve adequate staffing.	1/12/2024 7:43 AM
139	There is a balance between staffing and affordability. There needs to be enough staff to take care of all the residence needs but not so much that they have to lower the wage and make it an undesirable position to work.	1/12/2024 7:37 AM
140	Stop short staffing	1/12/2024 7:34 AM
141	Try helping LTC instead of over regulating and penalizing.	1/9/2024 10:03 PM
142	Having had a career in direct care I faced multiple days of working short-staffed. That produces high levels of stress on staff, the cares being hurried and rushed, and long wait times for residents to get their care plan needs met. Burnout happened for some workers and they left the field for a less challenging and stressful work environment. They also feel emotional distress because they cannot meet the care needs of residents when assigned to a high number of residents to care for in an 8-hour shift. There is no doubt that establishing a minimum staffing standard for nursing homes would force providers to consider their ability to handle a limited number of residents under their care and perhaps put a hold on accepting new resident admissions. But so many nursing homes are facing the lack of supportive funds to cover expenses and provide the needed workers to recruit and retain to meet the needed standard. It is constantly heard in the local, state, and national news that nursing home providers' Medicaid rates are far below what the actual cost of care amounts too, and staff are told that there is not money to increase healthcare worker pay and benefits. In the end, increasing provider monetary reimbursement will not alone produce the staff needed to meet the need of providing quality care for residents in nursing homes. It does not matter if a provider meets the required standard that is established, the staff still need to be skilled, competent, and well-trained to deliver the specific care needs of residents. They need a positive, safe work environment. Healthcare agencies are competing with one another for needed people to provide care in multiple settings. Sometimes they will overlook the essential requirements needed just to get someone in the door to work. This produces some very depressing results for achieving quality care outcomes for residents. The number of nursing homes that have closed is evidence enough, along with the multiple number of fines, penalties, abuse reports, and resident rights violations have occurred because of lack of sufficient staff. My main concern is that setting required minimum nursing home standards may just add more stress and hardships for providers to sustain their ability to provide the care that is needed. I doubt that the workforce crisis will be resolved with establishing minimum nursing home staffing standards? A lot needs to be taking into consideration than just setting a fixed minimum staffing requirement: a living wage for healthcare workers, supportive benefits (retirement, insurance, and sick leave), a positive and safe work environment, educated and well-trained staff, lack of available workforce to meet minimum staffing standards, consistency of care from staff who really know the residents care plans and needs (minimum turnover of staff), and providing for staff what will help retain them in the workforce.	1/6/2024 2:06 PM
143	I've seen where a resident was needing to go to bathroom, just a minute we'll get to you.	1/6/2024 6:42 AM
144	I have a broad range of experience in public health, emergency departments, operating rooms, procedural nursing, and clinic (family med) nursing.	1/3/2024 8:33 PM
145	having worked in Nursing homes. You want workers that care for their residents and not work just to have a paycheck.	1/3/2024 6:34 PM
146	This is definitely needed.	1/3/2024 4:21 PM
147	I have little sympathy for the nursing home industry. They would solve their labor shortage overnight if they raised wages and improved benefits, and they could do that if they paid their top executives less.	1/3/2024 4:16 PM
148	n/a	1/3/2024 4:04 PM
149	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	1/3/2024 2:02 PM

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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.

150	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
151	It would be nice to be able to meet a minimum staffing requirement, but I don't think it matters what requirement you put out there if you don't have the qualified staff to fill the position. I feel like making this requirement without showing how the positions are going to be filled is going to cause more problems.	1/3/2024 11:32 AM
152	CNA should not be paid the same as fast food workers.	1/3/2024 11:18 AM
153	This is imperative for the safety and minimum care standards our elderly institutionalized deserve!	1/3/2024 10:57 AM
154	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
155	When facilities run with poor staffing ratios they have more incidents of resident and staff injuries. Unfortunately this ends with a staff person being blamed and possibly losing their job.	1/3/2024 10:46 AM
156	We have been in a caregiving crisis for many years, and with Boomers aging, the strains on this sector of the health care system is growing rapidly. In addition to minimum staffing requirements, we need robust funding for training programs in our community colleges and funding to ensure pay scales and professional advancement opportunities are adequate to attract and keep people in this vital care profession.	1/3/2024 10:11 AM
157	Staffing standards should include setting standards for internal staff structure, for example, charge nurses need to be staffed as the lead and stays involved with all the issues during their shift. Charge nurse staffing should be required for a set number of staff and residents (Ex. 1 Charge Nurse, 1 Floor Nurse, 3 CNA's, 32-36 Residents).	1/3/2024 9:04 AM
158	Quality of care is essential for the residents' quality of life. This is a very important issue.	1/3/2024 8:32 AM
159	The nursing home industry has become more big business than caregiving. Before raising reimbursement rates to cover increased staffing, in the industry benefitting owners, administrators and lobbying efforts should be considered and adjusted downward.	1/3/2024 8:12 AM
160	The pay is too low which in turn attracts workers that don't care	1/3/2024 7:58 AM
161	Make it a law already	1/3/2024 7:18 AM
162	I support this idea, however, i think it may be a challenge to fill that requirement	1/3/2024 7:07 AM
163	We pay more to take care of hogs than people, not right!	1/3/2024 6:14 AM
164	This standard is going to be impossible to meet with the shortage of nurses and direct support professionals.	1/3/2024 5:53 AM
165	CNAs need more training than just a 75 hour class. They are caring for lives.	1/3/2024 5:28 AM
166	Make fair wages and pay staff workers for what they're worth	1/3/2024 3:46 AM
167	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	1/3/2024 2:26 AM

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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.

168	I have noticed that staffing is so short. Part of it is the pay for cna. Want us to work for \$15 an hour but can make that and more flipping burgers at burger King. Then being mandated to stay after our schedule shift as people can't show up or do no call no show is getting ridiculous. I don't think it should be mandated as it's not my fault others can't show up to work. It should be my option to stay and help out. I knowbso many people have addressed concerns and yet nothing gets done so it just falls on deaf ears.	1/3/2024 1:42 AM
169	Too much work and less pay, we little more increase in pay.	1/3/2024 1:21 AM
170	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
171	Proposed staffing requirements are not realistic or sustainable for facilities. Many facilities are facing CURRENT nursing staff shortages WITHOUT adding additional staffing requirements. The additional costs of RN staff is cost prohibitive when already paying for agency staffing to fill current staffing shortages in long term care across the nursing spectrum (that RNs don't/won't fill). There is an RN shortage already, worldwide...a facility can't hire them if they don't apply (and/or aren't interested in long term care). This mandate may close the doors to several of the remaining facilities that survived Covid. Will ultimately leaving a person's home community for care due to facility closures or or penalizing rural facilities that simply don't have the RN applicant pool that urban areas have benefit residents? Probably not.	1/3/2024 12:17 AM
172	Sometimes when you have travelers come from state to state your employee can be very rude and disrespectful	1/2/2024 11:50 PM
173	My only concern is that some facilities will discontinue there CMS services. Then there will be less facilities for those in need.	1/2/2024 11:25 PM
174	You should also mandate the patient to nurse ratio inside nursing homes. 40 residents to 1 RN is unsafe. 20 residents to 1 RN is unsafe.	1/2/2024 11:07 PM
175	Low pay, high cost living has made employees to go for jobs that pay better	1/2/2024 10:46 PM
176	I strongly believe that there needs to be stronger rules in place for behavioral placements in a nursing home. LTC C.N.A.'s are not properly trained to handle those situations. I strongly believe the most LTC facilities are not properly set up for several disabilities.	1/2/2024 9:44 PM
177	I pray for a solution :(1/2/2024 9:43 PM
178	Short staff Under ground scamming of caregivers patients funds Not enough help Low pay scales	1/2/2024 9:30 PM
179	Minimum wages & benefits are sorely needed.	1/2/2024 9:21 PM
180	Our entire health care system is broken. From affordable insurance coverage to staffing to political influence. As a health care worker who sees and interacts with every level of care, nothing is working and everyone involved from residents/ patients to health care workers have been and will continue to be in a fragile state. I don't see these new requirements helping, we need a systems level change across the board.	1/2/2024 9:12 PM
181	We desperately need nursing home/facility reform.	1/2/2024 9:04 PM
182	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
183	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
184	Have a REASONABLE RATIO of RNs to residents and nurse aides to residents.	1/2/2024 8:35 PM
185	I have worked at facilities where the Med Aide is the highest title on duty. And it was stressful for all parties. More nurses and facilities need to be held accountable.	1/2/2024 8:29 PM
186	Requiring an RN in the facility 24/7 may not be as beneficial as it seems. In order to meet this standard, facilities may stop or reduce the hiring of LPNs to account for the increased cost of hiring RNs (which make a large portion of LTC staff). While we may assume it will encourage	1/2/2024 8:27 PM

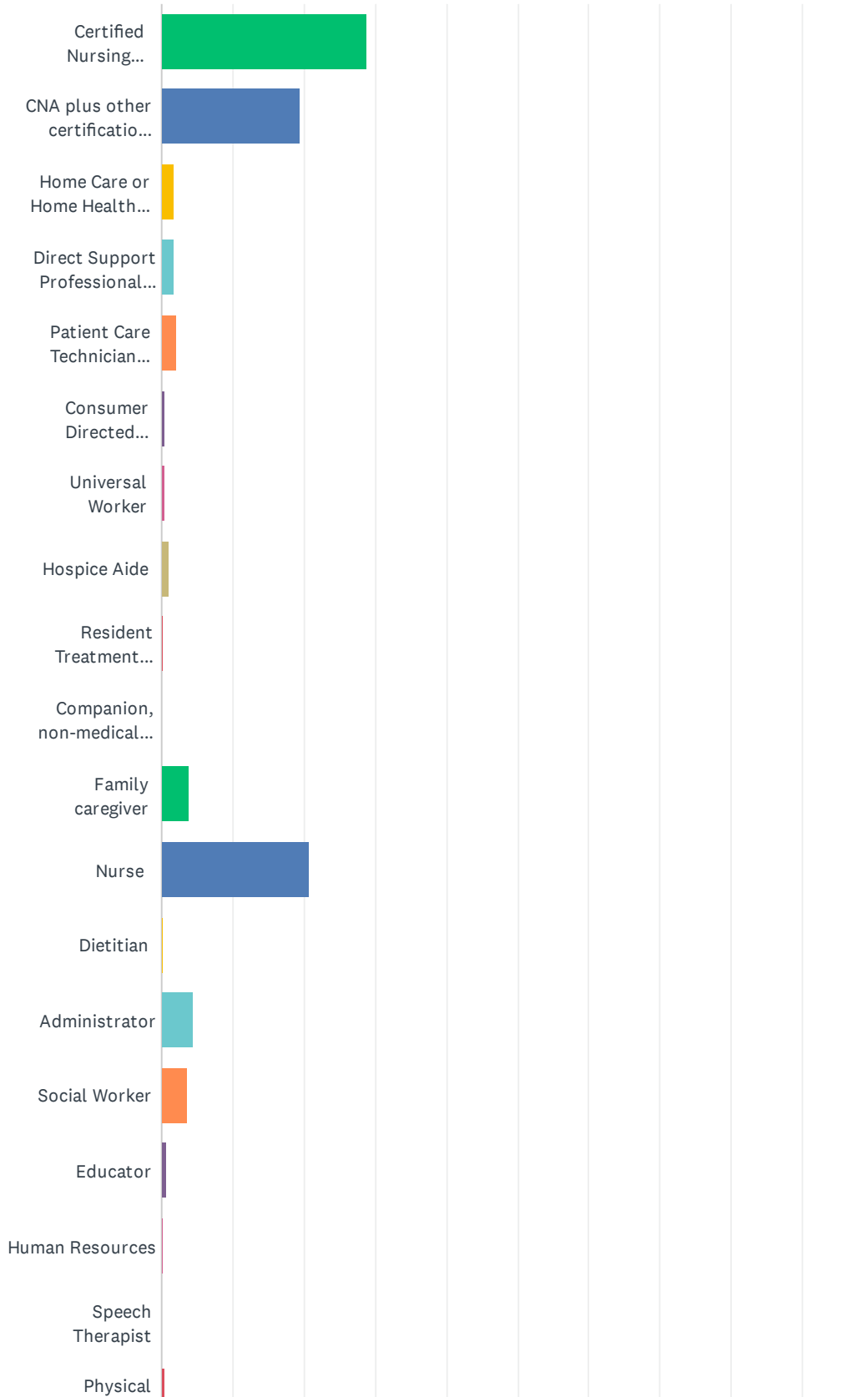
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LPNs to get their RN, it will really just push them out of the healthcare work force and make them feel inadequate as health care professionals. On top of that, in order to comply with the RN standards, office staff such as the DON, or even other floor nurses may be mandated to work longer or extra shifts, contributing to nursing burnout and leaving the profession.

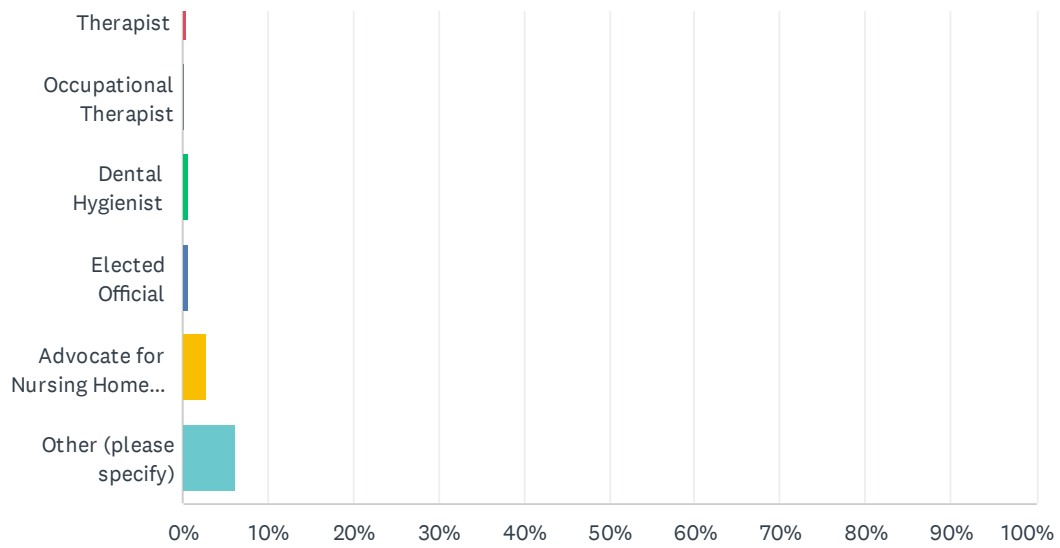
187	Lack of staff would ware out the workers that work every day	1/2/2024 8:19 PM
188	Do better	1/2/2024 8:08 PM
189	LPNs can be certified to do IV care, the only thing they technically can't do is initial assessment and hang blood. Support an LPN who is the backbone of healthcare!	1/2/2024 8:08 PM
190	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
191	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
192	With being in a nursing shortage it will be difficult to instill 24/7 RN coverage in nursing homes.	1/2/2024 8:05 PM

Q4 Which best describes your title/position?

Answered: 499 Skipped: 1



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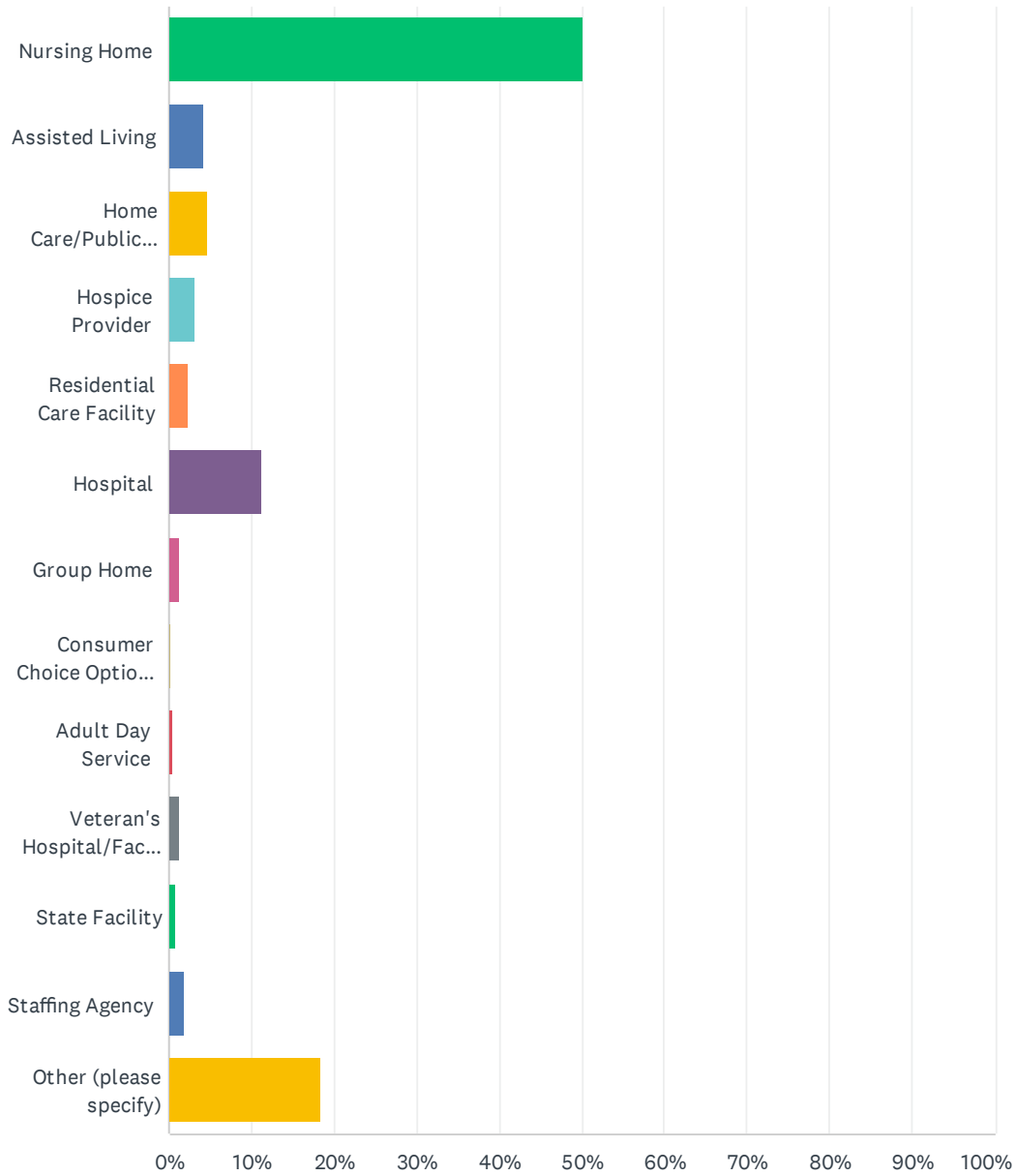


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ANSWER CHOICES	RESPONSES	
Certified Nursing Assistant (CNA)	28.86%	144
CNA plus other certification, such as Medication Aide, Rehabilitation Aide, etc.	19.44%	97
Home Care or Home Health Aide (HCA/HHA)	1.60%	8
Direct Support Professional (DSP)	1.60%	8
Patient Care Technician (PCT)	2.20%	11
Consumer Directed Attendant Care (CDAC) worker or Personal Care Assistant	0.40%	2
Universal Worker	0.40%	2
Hospice Aide	1.00%	5
Resident Treatment Worker (RTW)	0.20%	1
Companion, non-medical assistant	0.00%	0
Family caregiver	3.81%	19
Nurse	20.64%	103
Dietitian	0.20%	1
Administrator	4.41%	22
Social Worker	3.61%	18
Educator	0.60%	3
Human Resources	0.20%	1
Speech Therapist	0.00%	0
Physical Therapist	0.40%	2
Occupational Therapist	0.20%	1
Dental Hygienist	0.60%	3
Elected Official	0.60%	3
Advocate for Nursing Home Residents/Consumers	2.81%	14
Other (please specify)	6.21%	31
TOTAL		499

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

Answered: 480 Skipped: 20



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ANSWER CHOICES	RESPONSES	
Nursing Home	50.21%	241
Assisted Living	4.17%	20
Home Care/Public Health	4.79%	23
Hospice Provider	3.13%	15
Residential Care Facility	2.29%	11
Hospital	11.25%	54
Group Home	1.25%	6
Consumer Choice Option (CCO/Consumer Directed Attendant Care (CDAC) Program)	0.21%	1
Adult Day Service	0.42%	2
Veteran's Hospital/Facility	1.25%	6
State Facility	0.83%	4
Staffing Agency	1.88%	9
Other (please specify)	18.33%	88
TOTAL		480

#	OTHER (PLEASE SPECIFY)	DATE
1	Representing a nursing association	1/25/2024 10:37 AM
2	local public health nurse	1/24/2024 2:21 PM
3	Retired Nurse and Administrator	1/24/2024 1:55 PM
4	IFC/ID	1/24/2024 12:52 PM
5	Community College	1/24/2024 12:46 PM
6	Family caregiver who provides care to my mother and grandmother	1/24/2024 12:31 PM
7	Rehabilitation (Skilled) and Long Term Care	1/24/2024 12:21 PM
8	Agency on Aging	1/24/2024 12:21 PM
9	Former CNA in nursing home, Former DSP in community mental health homes. Changed fields due to mental and physical stress.	1/24/2024 10:53 AM
10	NA	1/24/2024 7:38 AM
11	I don't work in the field	1/23/2024 8:45 PM
12	Behavioral health long term care	1/23/2024 8:12 AM
13	Private home	1/23/2024 6:58 AM
14	Several of above. I have been in healthcare for 17yrs	1/23/2024 5:34 AM
15	Education community college	1/22/2024 8:42 PM
16	Educator for health care	1/22/2024 8:39 PM
17	Not a direct care setting	1/22/2024 8:10 PM
18	I no longer work at the nursing care. I work at John Deere as an assembler.	1/22/2024 7:12 PM
19	Retired teacher	1/22/2024 7:04 PM

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20	I no longer work in the nursing industry due to the lack of quality care control.	1/22/2024 4:18 PM
21	Former State Long-Term Care Ombudsman--Iowa	1/22/2024 3:50 PM
22	Retired	1/22/2024 1:59 PM
23	individual homes	1/22/2024 1:17 PM
24	School	1/22/2024 1:01 PM
25	Home Health and Hospice Care	1/22/2024 12:54 PM
26	Traveling PCT/ MED TEXH	1/22/2024 12:51 PM
27	I don't work in any LTC facility. My wife resides in one, however.	1/22/2024 12:39 PM
28	Ottumwa Job Corps	1/22/2024 12:38 PM
29	I've worked it all.	1/22/2024 12:18 PM
30	Float staff working in several types of facilities. Also a pharmacy technician.	1/22/2024 12:00 PM
31	No longer in medical field. Quit.	1/22/2024 11:42 AM
32	Area Agency on Aging	1/22/2024 11:34 AM
33	Advocacy	1/22/2024 11:32 AM
34	N/A	1/15/2024 9:30 PM
35	SNF/ICF	1/15/2024 3:50 PM
36	Staffing agency,nursing home,assisted living	1/14/2024 10:45 AM
37	retired - future nursing facility resident	1/14/2024 9:59 AM
38	State Office	1/13/2024 2:21 PM
39	Pharmacy was a cna	1/13/2024 1:31 PM
40	Family will need residential care in future.	1/13/2024 7:30 AM
41	N/A	1/12/2024 9:33 PM
42	Hospital/long term care	1/12/2024 8:06 PM
43	Nursing home/ homehealth	1/12/2024 2:31 PM
44	My home	1/12/2024 1:44 PM
45	concerned community member, I do not work in the sector	1/12/2024 1:34 PM
46	Worked nursing home but not anymore	1/12/2024 1:17 PM
47	Independent living	1/12/2024 12:09 PM
48	I do nursing home and home health	1/12/2024 11:43 AM
49	High School/CNA Instructor/PRN LTC RN	1/12/2024 10:12 AM
50	Area Agency on Aging	1/12/2024 9:55 AM
51	Area Agency on Aging	1/12/2024 9:51 AM
52	Former nursing home staff, current hospital CNA.	1/12/2024 9:30 AM
53	retied elder	1/12/2024 9:19 AM
54	I no longer work this position due to the extreme conditions I was forced to work in do to lack of staff industry wide	1/12/2024 8:32 AM
55	Advocate. Do not work in a facility	1/12/2024 8:05 AM
56	CNA, DSP, PCA, nursing homes, group home and private homes	1/12/2024 7:44 AM
57	Not employed at this time	1/12/2024 7:43 AM

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58	Retired ARNP	1/12/2024 7:35 AM
59	Retired CNA from Nursing Home.	1/6/2024 2:06 PM
60	Private care in home clients.	1/6/2024 6:42 AM
61	retired	1/4/2024 8:52 PM
62	Dentist in a dental office/mobile dentistry to nursing homes	1/3/2024 4:30 PM
63	Our own home.	1/3/2024 4:25 PM
64	retired	1/3/2024 4:16 PM
65	Mental Health and policy	1/3/2024 11:42 AM
66	Retired CNA with several settings and training abilities. Nursing home, community based, special needs, etc.	1/3/2024 10:46 AM
67	Educational facility	1/3/2024 10:22 AM
68	I do not work in a care setting; merely a consumer.	1/3/2024 10:11 AM
69	Community College CNA Coordinator	1/3/2024 9:04 AM
70	State Senate	1/3/2024 8:54 AM
71	Education/cna training	1/3/2024 8:49 AM
72	I do not work in any, but visit NF, ALP and RCF's often in an advocacy capacity.	1/3/2024 8:32 AM
73	I don't work in direct care	1/3/2024 8:30 AM
74	Own home	1/3/2024 8:12 AM
75	clinic	1/3/2024 7:56 AM
76	College	1/3/2024 7:07 AM
77	Mental health agency	1/3/2024 5:28 AM
78	Unemployed at the moment actively seeking employment	1/3/2024 2:44 AM
79	none of the above	1/2/2024 10:46 PM
80	I work in LTC. I care for an elderly in my home with dementia. I also have down direct support staff in home. I have done agency.	1/2/2024 9:44 PM
81	All	1/2/2024 9:30 PM
82	I have provided family care in the past for multiple family members.	1/2/2024 9:21 PM
83	Family caregiver now	1/2/2024 9:04 PM
84	Veteran's spouse	1/2/2024 8:35 PM
85	Clinic previously LTC ARNP	1/2/2024 8:32 PM
86	I had each of my parents in nursing homes.	1/2/2024 8:31 PM
87	retired	1/2/2024 8:28 PM
88	Higher education	1/2/2024 8:17 PM