

December 13, 2023

Dear Providers,

This message provides an update to nursing care facilities regarding the methodology for calculating the staffing ratios for LPNs and Nurse Aides. The new regulations requiring minimum staffing ratios were implemented on July 1, 2023. After several months of surveying facilities, and feedback from provider associations and other stakeholders, DOH is clarifying the ratio calculations.

With the initial implementation of the new regulations, DOH calculated the staffing ratios for LPNs and Nurse Aides by rounding up as the facility's census changed. For example, if a facility had 24 residents and increased the census to 25, the facility would be required to have a 3rd Nurse Aide on duty for the day and evening shift.

After much analysis and feedback from the providers, DOH determined that it would be more effective to calculate the staffing ratios based on the full-time equivalent (FTE) required as a facility's census changes. In the same example as above, this facility would be in compliance if they have 2.08 FTE Nurse Aides on duty for the day and evening shift and will not be required to have 3 full-time Nurse Aides until they are serving 36 residents.

There are no changes to the PPD requirement and calculation. As a result, facilities may need to have additional staff to reach the PPD requirement even if they are in compliance with the LPN and Nurse Aide ratio requirements. In the same example, the PPD would remain 2.87.

The new method of how DOH surveyors calculate for LPNs and Nurse Aides will go into effect January 1, 2024 and surveyors will continue to calculate by rounding up to a full FTE until that date. DOH will update the Interpretive Guidance and FAQs relating to the regulations implemented July 1, 2023 and provide training to its staff before January 1, 2024. Facilities surveyed between now and January 1, 2024, or with inspections in the plan of correction phase, will need to be in compliance based on the current methodology. If the staffing ratio would be within compliance using the revised methodology, facilities can note that in their plan of correction. Thank you for your continued dedication to quality care.

Please send any questions to RA-DHLTCREGS@pa.gov

Until December 31, 2023				
Census	24	25	30	100
Day Shift				
RN	1.00	1.00	1.00	1.00
LPN	1.00	1.00	2.00	4.00
NA	2.00	3.00	3.00	9.00
Evening Shift				
RN	1.00	1.00	1.00	1.00
LPN	1.00	1.00	1.00	4.00
NA	2.00	3.00	3.00	9.00
Night Shift				
RN	1.00	1.00	1.00	1.00
LPN	1.00	1.00	1.00	3.00
NA	2.00	2.00	2.00	5.00

Effective January 1, 2024				
Census	24	25	30	100
Day Shift				
RN	1.00	1.00	1.00	1.00
LPN	0.96	1.00	1.20	4.00
NA	2.00	2.08	2.50	8.33
Evening Shift				
RN	1.00	1.00	1.00	1.00
LPN	0.80	0.83	1.00	3.33
NA	2.00	2.08	2.50	8.33
Night Shift				
RN	1.00	1.00	1.00	1.00
LPN	0.60	0.63	0.75	2.50
NA	1.20	1.25	1.50	5.00

Hours Worked	96	112	120	296
PPD Required 2.87	4.00	4.48	4.00	2.96

Hours Worked	84.48	87.00	99.60	276.00
PPD Required 2.87	3.52	3.48	3.32	2.76