



Welcome to the 2024 Home Health and Hospice Care Nurse Staffing Survey (HHHCNSS)

Purpose: The primary purpose of this survey is to assess nurse staffing and related issues in Texas home health and hospice agencies. The information in this survey will serve as a guide for the development of policy recommendations by the Texas Center for Nursing Workforce Studies Advisory Committee. The data you provide will also be instrumental in assessing the number of nurses needed in Texas. Your participation in this study is completely voluntary but highly encouraged.

Due Date: Your completed survey is due by **Friday, March 15th, 2024.**

Survey Link: Scan the QR code on the right or visit <https://www.dshs.texas.gov/nursingworkforce/> to complete the online survey using your paper survey as a reference.

Confidentiality Agreement: Your responses are completely confidential. We will report aggregate findings (statewide and regional results) only.



1. Please provide the following information about your agency.

Agency Name:

Email address of administrator:

License # (for tracking purposes only):

Name of person submitting survey:

Name of administrator:

Email address of person submitting survey:

2. Please enter the total number of billable and non-billable nursing visits, in-person and telehealth, during 1/1/2023 - 12/31/2023. Include all visits made during the reporting period, including visits for patients already on service at the beginning of the reporting period.

In-person	Telehealth

3. If your agency declined any patients during 1/1/2023 - 12/31/2023 due to not having available staff to provide the necessary care, please enter the number of patients declined. Enter "0" if applicable.

4. Please provide the address for all branch offices and/or alternative delivery sites whose data are included in this survey.

1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

Staffing

5. Please report **FTEs (full-time equivalents)** in this question.

	On 1/1/2024 :			In the next fiscal year:
	Total budgeted paid FTE positions	Total number of occupied FTE positions	Total number of occupied non-regularly scheduled staff FTE positions	Additional number of FTEs your organization expects to budget
RNs				
LVNs				
HHAs/HAs/CNAs				

6. Please report a **head count** in this question. Do not include agency, contract, or traveling nurses.

	Number of workers employed 1/1/23 :		Number of workers employed 12/31/23 :		Total number of separations (voluntary and involuntary) during 1/1/2023 - 12/31/2023
	Full-time	Part-time	Full-time	Part-time	
RNs					
LVNs					
HHAs/HAs/CNAs					

7. Over the next two years, do you expect your agency to need fewer, more, or about the same number of the following types of nursing personnel? If you do not employ a certain nurse type and do not plan on hiring any please select "N/A."

	Fewer	Same	More	N/A
RNs licensed more than 1 year, with no home health or hospice experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RNs licensed more than 1 year, with home health and/or hospice experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LVNs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HHAs/HAs/CNAs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Please specify why your agency will need fewer, more, or about the same number of each type of nursing personnel over the next 2 years. Select all that apply.

	Patient Census	Patient Acuity	Budget Concerns	Retiring Staff	Staff Turnover	Other (Please specify):
RNs licensed more than 1 year, with no home health or hospice experience	<input type="checkbox"/>					
RNs licensed more than 1 year, with home health and/or hospice experience	<input type="checkbox"/>					
LVNs	<input type="checkbox"/>					
HHAs/HAs/CNAs	<input type="checkbox"/>					

9. Over the past two years, please indicate whether the following staff positions were difficult to fill, and describe your experience recruiting. If you do not employ a certain nurse type please select "N/A."

	N/A	Check if difficult:	Describe experience:
RNs licensed more than 1 year, with no home health or hospice experience	<input type="radio"/>	<input type="radio"/>	
RNs licensed more than 1 year, with home health and/or hospice experience	<input type="radio"/>	<input type="radio"/>	
LVNs	<input type="radio"/>	<input type="radio"/>	
HHAs/HAs/CNAs	<input type="radio"/>	<input type="radio"/>	

10. Please indicate the average number of days it currently takes your organization to fill direct patient care positions (from when the job requisition is posted until the job offer is accepted):

	1-30 days	31-60 days	61-90 days	91 days or more	N/A
RNs licensed more than 1 year, with no home health or hospice experience	<input type="radio"/>				
RNs licensed more than 1 year, with home health and/or hospice experience	<input type="radio"/>				
LVNs	<input type="radio"/>				
HHAs/HAs/CNAs	<input type="radio"/>				

11. Which of these nursing staff recruitment and retention strategies are used by your agency? Select all that apply.

- NONE
- Health insurance offered
- Health insurance with employer contribution
- Retirement plan offered
- Retirement plan with employer contribution
- Paid time off
- Employee recognition programs (employee of the month, staff dinners/luncheons, etc.)
- Reimbursement for workshops/conferences
- Sign-on bonus
- Bonus for recruiting nursing staff to the organization
- Career ladder positions for RNs/LVNs/APRNs
- Career ladder positions for HHAs/NAs/CNAs
- Flexible scheduling or job sharing
- Shift differential
- Merit bonus
- Sabbatical
- Tuition (reimbursement or direct payment for employees/new hires)
- Financial assistance in receiving certifications or further education
- Payback for unused sick/vacation time
- Gas allowance or use of company car
- Adoption assistance reimbursement
- Other (Please specify):

12. On a scale from 1 to 6, where 1=most impactful and 6=least impactful, please rank which interventions would have the greatest impact on retention of nurses and other direct patient care staff in your agency. Use each number only once.

- Pay increase
- Employer recognition
- Employer sponsored benefits
- Adequate staffing
- Effective management/leadership
- Other (Please specify):

13. Please specify how many contract RN and LVN FTEs (includes agency and traveling nurses; excludes Regional Advisory Council (RAC) nurses provided by the State) your agency employed and the cost of those FTEs during the following calendar years:

	Year	Contract, agency, and traveling nurse FTEs employed	Cost
LVN	2022		
	2023		
RN	2022		
	2023		

Workplace Violence

The following questions relate to your organization's practices and strategies to prevent workplace violence. For the purpose of this section, workplace violence is defined as the intentional use of physical force or emotional abuse, against an employee, that results in physical or emotional injury and consequences. This includes physical assault, threat, sexual harassment, verbal abuse, and use of a weapon. Workplace violence can be perpetrated by anyone including patients, visitors, peers, and other healthcare providers or staff.

Please note that data from this survey is reported in aggregate and responses by individual facilities will not be reported.

****During the 88th Texas Legislative Session, Senate Bill (SB) 240 (Texas Health and Safety Code, Title 4, Subtitle H, Chapter 331 - Workplace Violence Prevention) was signed into law and requires Texas healthcare facilities to "adopt, implement, and enforce a written workplace violence prevention policy" and a "written workplace violence prevention plan." Facilities must comply with SB 240's provisions by September 1, 2024. Each facility must establish a workplace violence prevention committee or authorize an existing facility committee to develop the workplace violence prevention plan. Facilities are defined as:**

- Home and community support services agencies that are licensed or licensed and certified to provide home health services and that employ at least two registered nurses
- Licensed hospitals and hospitals maintained or operated by a Texas state agency that are exempt from licensing
- Licensed nursing facilities that employ at least two registered nurses
- Licensed ambulatory surgical centers
- Freestanding emergency medical care facilities; and
- Licensed mental hospitals

14. Before receiving this survey, were you aware of the passing of SB 240?

- Yes
- No

15. Is your agency already meeting the requirements of SB 240?

- Yes, our agency already meets the requirements.
- No, but our agency is working on implementing the different requirements.
- No, our agency needs assistance or resources in order to implement the requirements.

16. Please select what aspects of the Texas Health and Safety Code, Title 4, Subtitle H, Chapter 331 your facility needs assistance or resources in order to implement. Select all that apply.

- No assistance or resources needed, my agency is working toward implementing these requirements.
- Workplace violence prevention committee
- Workplace violence prevention policy
- Workplace violence prevention plan - adopting a workplace violence definition
- Workplace violence prevention plan - workplace violence prevention training
- Workplace violence prevention plan - system for responding to and investigating violent incidents
- Workplace violence prevention plan - addressing physical security and safety
- Workplace violence prevention plan - soliciting information from health care providers and employees when developing and implementing the workplace violence prevention plan
- Workplace violence prevention plan - allowing health care providers and employees to report incidents of workplace violence through existing occurrence reporting systems
- Workplace violence prevention plan - adjusting patient care assignments to prevent a health care provider or employee of the facility from treating or providing services to a patient who has intentionally physically abused or threatened the provider or employee

17. Please indicate whether your facility tracks any of the following types of violence against employees or providers. Select all that apply.

- All incidents of physical assault
- Only incidents of physical assault reported to law enforcement
- Incidents of threat
- Incidents of sexual harassment
- Incidents of verbal abuse
- Use of a weapon
- My organization does not currently track incidents of workplace violence

18. Please indicate the types of incidents employees or providers are required to report. Select all that apply.

- Workplace violence incidents are not required to report
- Physical assault from patient or visitor
- Physical assault from staff or health care provider
- Threat from patient or visitor
- Threat from staff or health care provider
- Sexual harassment from patient or visitor
- Sexual harassment from staff or health care provider
- Verbal abuse from patient or visitor
- Verbal abuse from staff or health care provider
- Use of a weapon from patient or visitor
- Use of a weapon from staff or health care provider

19. Please indicate how your facility addresses reporting of physical assaults to law enforcement.

- Reporting of physical assaults to law enforcement is encouraged.
- Reporting of physical assaults to law enforcement is required.
- Reporting of physical assaults to law enforcement is not addressed in the plan or policy.

20. In the past year, how has your organization's experience of workplace violence changed?

	Increased	Decreased	Stayed the same
Incidents:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incident Reporting:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Please use the space below to make any comments related to workplace violence against nurses.

Additional Comments and Suggestions

Please use this space to make any comments or suggestions regarding any section of this survey.

You have reached the end of the 2024 Home Health and Hospice Care Nurse Staffing Survey! Thank you for your participation. If you have any questions or concerns, contact the Texas Center for Nursing Workforce Studies by email at TCNWS@dshs.texas.gov.