

State Nursing Home Staffing Standards

SUMMARY REPORT

State Nursing Home Staffing Standards Summary Report

Introduction

Chronic understaffing has been a serious problem in nursing homes for decades and has been exacerbated by the COVID-19 pandemic. While there are numerous factors contributing to this problem, one major cause is the lack of adequate minimum staffing standards at both the state and federal levels. Minimum standards ensure that staffing will not fall to a level that would be harmful to residents.

Local, state, and national advocates have pushed for minimum staffing standards for years. Knowledge of the range of state staffing requirements can be very useful in these efforts. To that end, the focus of this summary report is to present staffing requirements from each state and analyze how they compare to each other and to levels recommended by research conducted for the federal government. This information can also be helpful to policymakers, researchers, and the media.

Relationship Between Staffing and Quality of Nursing Home Care

Minimum Staffing Levels

The important relationship between nurse and nursing assistant staffing levels and outcomes of care has been well-documented. In fact, a systemic review of 87 research articles and reports from 1975-2003 found that high total staffing levels, especially of licensed staff, were associated with higher quality of care in terms of resident outcomes, particularly functional ability, pressure ulcers, and weight loss.¹

The federal government itself has acknowledged the relationship between care quality and staffing levels. According to the Centers for Medicare and Medicaid Services (CMS), "There is considerable evidence of a relationship between nursing home staffing levels and resident outcomes. The CMS Staffing Study, among other research, found a clear association between nurse staffing ratios and nursing home quality of care."²

The many problems residents can experience as a result of inadequate staffing include higher mortality rates; decreased physical functioning; increased antibiotic use; more pressure ulcers; catheterization; urinary tract infections; higher hospitalization rates; and more weight loss and dehydration.³

Registered Nurse (RN) Time

Studies have shown a relationship between greater RN presence in facilities and higher quality of care. Higher RN staffing levels are associated with fewer pressure ulcers; lower restraint use; decreased infections; lower pain; improved activities of daily living (ADLs); less weight loss, dehydration, and insufficient morning care; less improper and overuse of antipsychotics; and lower mortality rates.⁴

1 Bostick, J.E., Rantz, M.J., Flesner, M.K. and Riggs, C.J. (2006). Systematic review of studies of staffing and quality in nursing homes. *J. Am Med Dir Assoc.* 7:366-376.

2 Design for Nursing Home Compare Five-Star Quality Rating System: Technical Users' Guide. October 2019.

3 Charlene Harrington et al: "Experts Recommend Minimum Nurse Staffing Standards for Nursing Facilities in the U.S." *The Gerontologist* (2000) 40 (1): 5-16.

4 Harrington C, Dellefield ME, Halifax E, Fleming ML, Bakerjian, D. Appropriate Nurse Staffing Levels for U.S. Nursing Homes. *Health Services Insights.* 2020; vol. 13.

Increased RN presence is essential for a number of reasons. Over the last several decades, the acuity level of nursing home residents has increased dramatically.⁵ This requires expert nursing skills and a high level of knowledge for oversight of care and to anticipate, identify and respond to changes in condition. The higher acuity level of residents requires the presence in the facility at all times of someone who is capable of assessing and responding when residents' medical conditions suddenly change or deteriorate. RNs by training and licensure are the only nursing staff with the skills that are essential for timely assessment, intervention, and treatment.

Evidence-based Staffing Recommendations

Minimum Staffing Levels

In 2001, CMS released a landmark report on staffing⁶ based on a study mandated by Congress. The report identified specific minimum staffing thresholds below which quality of care would be compromised. It recommended a daily minimum standard of 4.1 hours of total direct care nursing time per resident: 2.8 hours from certified nursing assistants; 0.75 hours from RNs; and 0.55 hours from licensed practical/vocational nurses. Research conducted for the report found that staffing levels falling below this minimum put nursing home residents at risk.

This standard will be referred to as the **“recommended staffing standard”** in this report, the [State Nursing Home Staffing Standards Chart](#), and the [Guide to the Chart](#).

Twenty-four Hour Registered Nurse

Three Institute of Medicine studies⁷ have recommended that at least one RN be on duty at all times.

Federal Statute and Regulation

Neither federal statute nor regulation requires a minimum staffing standard or an RN around the clock. The federal requirements are as follows:

- Registered nurse on-site eight hours a day, seven days a week.⁸ The regulations do not specify that these hours must be dedicated to direct care only, meaning that facilities are able to meet this requirement by including hours from registered nurses performing administrative duties.
- Licensed nurse—either a registered or licensed practical/vocational nurse—serving as a Charge Nurse on-site twenty-four hours daily.⁹
- Sufficient nursing staff to meet residents' needs. “Sufficient” is not defined.¹⁰

There is no minimum number of direct care nurse and nursing assistant hours per resident per day required by the federal government; nor is there any requirement for a specific ratio of nursing staff to residents. Because there is no definition of “sufficient,” each nursing home can decide for itself how many certified nursing assistants and nurses to assign, leaving open the possibility that a facility can cut staffing levels dangerously low.

5 Mor, V, Caswell, C., Littlehale, S., Niemi, J., Fogel, B. (2009). *Changes in the quality of nursing homes in the U.S.: A review and data update*.

6 Abt Associates for U.S. Centers for Medicare and Medicaid Services, “Appropriateness of Minimum Nurse Staffing Ratios in Nursing Homes.” December 2001.

7 Institute of Medicine. (2001). *Improving the quality of long term care*. Washington, DC: Academy of Medicine. Institute of Medicine. 2004. *Keeping patients safe: transforming the work environment of nurses*. Washington, DC: National Academy of Medicine. National Academy of Medicine. Institute of Medicine 1996. *Nursing staff in hospitals and nursing homes: Is it adequate?*. Washington, DC: National Academy of Medicine

8 42 C.F.R. § 483.35(b)(1).

9 42 C.F.R. § 483.35(a)(2).

10 42 C.F.R. § 483.35(a)(1).

State Statutes and Regulations

Without federal standards in place, states have addressed staffing through legislation, regulations, or both. State requirements vary enormously. Each state defines and treats factors such as types of nursing personnel, shift schedules, and facility structures (e.g., “units,” “stations,” “floors”)—differently, and sometimes even differently according to facility size.

The chart in Appendix B, [State Nursing Home Staffing Standards Chart](#), presents each state’s staffing regulations. This information was obtained online. The [Guide to the Chart](#) (Appendix A) includes a description of the definitions/terminology used and explains how state standards were converted to hours per resident per day. This conversion makes it easier to compare staffing levels between states and to the recommended staffing standard.

A few key abbreviations used in this report are indicated below. For a more comprehensive and detailed listing of terms and definitions, refer to the [Guide to the Chart](#) in Appendix A.

Terminology

CNA/NA

Certified nurse aide/Nurse aide.

DC

Direct care. Direct care staff refers to RNs, LPNs/LVNs, and CNAs/NAAs, but does not include the Director of Nursing (DON) unless otherwise noted. The time worked by direct care staff may or may not include time spent by licensed nurses on administrative or other duties. In the [State Nursing Home Staffing Standards Chart](#), a state is considered to have a Direct Care Staff minimum requirement if its staffing standards explicitly mandate a specific number of hours per resident per day for nursing staff or set a specific ratio of nursing staff to residents.

hprd

Hours per resident per day. This is the number of hours of care provided to each resident each day by nursing staff (RNs, LPNs/LVNs, CNAs/NAAs). It is determined by dividing the total number of nursing staff hours worked by the total number of residents.¹¹

LPN/LVN

Licensed practical nurse/licensed vocational nurse.

RN

Registered nurse.

Total Nursing Staff

This is the total hprd for all nursing staff—RNs, LPNs/LVNs, and CNAs. It includes the DON’s time. This is the total minimum staffing standard for a state when there is a direct care staff minimum requirement or a CNA/NA staff requirement. This is the most useful value for comparing a state staffing standard to the recommended staffing standard of 4.1 hprd (which includes DON time).

¹¹ <https://www.medicare.gov/care-compare/resources/nursing-home/staffing>

Analysis of State Staffing Standards

State staffing requirements were reviewed and examined in terms of how they compare to the recommended staffing standard and to each other.

State Requirements: Total Nursing Staff Time

With one exception, state standards fall far short of the recommended staffing standard. Only the District of Columbia with 4.16 hprd of total nursing staff time meets/exceeds the overall recommended level of 4.1 hprd. The majority of states - 29 - require less than 3.5 hprd, with 15 of those states falling below 2.5 hprd.

Table 1: Requirements for Total Nursing Staff Time

Total hprd <i>Recommended Staffing Standard: 4.1</i>	No. of States	States
4.10+	1	DC
3.50 – 4.09	6	CA, FL, IL, MA, NY, RI
3.00 – 3.49	6	AR, CT, DE, MD, VT, WA
2.50 – 2.99	8	ME, MS, NJ, NM, OH, OK, PA, WI
2.00 – 2.49	13	CO, GA, IA, ID, KS, LA, MI, MN, OR, SC, TN, WV, WY
1.50 – 1.99	1	MT
1.00 – 1.49	0	
< 1.00	1	AZ

For 18 states, the Total Nursing Staff time cannot be calculated because they do not have a Direct Care hprd or Certified Nurse Aide/Nurse Aide hprd, which are necessary to find the Total. These states are not included in Table 1.

State Requirements by Type of Nursing Staff

RN

No state standard meets the recommended staffing standard of .75 hprd for RNs. The District of Columbia comes the closest, with .60 hprd. There are only nine states that have a staffing standard for RNs greater than .30 hprd.

Table 2: Requirements for RN Time

State	RN hprd, <i>Recommended Staffing Standard: 0.75</i>
DC	0.60
MA	0.51
DE	0.42
IL, ME	0.38
MD	0.36
AK, MT, RI	0.32

LPN/LVN

Four states—Delaware, Florida, Illinois, and Mississippi—exceed the recommended staffing level of .55 hprd for LPNs/LVNs. Only ten states have an LPN/LVN hprd of .42 or greater (Table 3).

Table 3: Requirements for LPN/LVN Time

State	LPN/LVN hprd, Recommended Staffing Standard: 0.55
FL	0.94
DE	0.66
MS	0.64
IL	0.57
LA, NY, SC, WY	0.48
IN, NJ	0.42

CNA/NA

The vast majority of states do not require a specific hprd for CNA/NA. While seven states set explicit CNA/NA standards (Table 4), none of these meets the recommended 2.80 hprd for CNA/NA. Requirements range from 1.20 hprd to 2.50 hprd of CNA/NA time.

Table 4: States that Set Specific CNA/NA Requirements

State	CNA/NA hprd, Recommended Staffing Standard: 2.80
FL	2.50
CA	2.40
NY	2.20
VT	2.00
OR	2.05
SC	1.86
MT	1.20

Direct Care Staff

The following eighteen states have no direct care minimum requirement: Alaska, Alabama, Hawaii, Indiana, Kentucky, Missouri, Montana, North Carolina, North Dakota, Nebraska, New Hampshire, Nevada, Oregon, South Carolina, South Dakota, Texas, Utah, and Virginia.

Of the states that mandate a direct care minimum, more than half require a minimum of less than 3.0 hprd. The District of Columbia has the highest direct care minimum at 4.1 hprd, while Arizona has the lowest at .48 hprd.

Four states—California, Florida, New York, and Vermont—have a direct care minimum requirement that includes a specific CNA/NA hprd.

State Requirements by Shift

Seven states also set staffing standards by eight-hour shifts: Delaware, Maine, Michigan, Missouri, Montana, New Mexico, and Oklahoma.¹² These requirements are important because they prevent facilities from front-loading workers on the day shift, leaving the evening and night shifts with too few staff.

Twenty-four Hour Registered Nurse

Only six states require an RN 24/7 at all facilities, regardless of the number of beds. An additional eight states require an RN 24/7 based on facility size. These fourteen states and the number of beds triggering an RN 24/7 are listed in Table 5. States that allow for on-call RNs are not considered to have an RN around the clock since the RN is not on-site.

Table 5: State 24/7 RN Care Requirements

Requirement	No. of States	States
24/7 RN Care	6	CO, CT, DC, DE, MD, RI
24/7 RN Care for 60+ Bed Facilities	1	PA
24/7 RN Care for 61+ Bed Facilities	1	AK
24/7 RN Care for 71+ Bed Facilities	1	MT
24/7 RN Care for 90+ Bed Facilities	1	ID
24/7 RN Care for 100+ Bed Facilities	3	CA, MT, WI
24/7 RN Care for 150+ Bed Facilities	1	NJ

Recent Developments

Within the past year there have been changes in the staffing standards of a number of states. Four states—Arkansas, Connecticut, New York, and Rhode Island—passed legislation. Both New York and Rhode Island established a direct care minimum, while Connecticut increased its direct care minimum requirement. In Arkansas, the staffing standard changed from a per shift ratio to hprd.

Two states, Arkansas and Rhode Island, define “direct care staff”/“direct caregiver” to include non-nursing staff such as licensed physical or occupational therapists, and licensed speech-language pathologists. Arkansas has further broadened the definition of “direct care staff” to physicians, physician assistants, and “other licensed or certified healthcare professionals.”

At the same time, Oregon and South Carolina lowered their staffing standards, stating that the change was for a limited period of time (“temporarily effective 8/24/2021 through 2/19/2022” in Oregon; for the “current fiscal year” in South Carolina).

¹² MI and OK set a shift-based minimum as a ratio of direct care staff to residents or direct care minimum in hprd.

Conclusion

Twenty years after the CMS study found that at least 4.1 hprd of direct care nursing staff time are needed just to prevent poor outcomes, state staffing requirements, with a few exceptions, are nowhere near that recommended level. Only the District of Columbia requires this overall level of staffing, and only six states mandate the presence of a registered nurse 24 hours a day regardless of facility size. Despite what is known about the relationship between staffing levels and quality care, staffing standards in almost every state remain severely low.

Residents have waited decades for adequate staffing around the clock. Every day that passes without sufficient staffing jeopardizes their health, safety and welfare. Ongoing and robust advocacy is needed at both the federal and state levels to provide residents with the care to which they are entitled and that they deserve.

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APPENDIX A

Guide to the State Nursing Home Staffing Standards Chart

Guide to the Chart

The [State Nursing Home Staffing Standards Chart](#) (Appendix B) presents state staffing requirements for licensed nursing homes that are mandated in state regulation and/or statute. *It does not include or assume that a nursing home will be complying with federal staffing requirements.* (For more information about the federal regulations, see the [State Nursing Home Staffing Standards Summary Report](#)).

The chart consists of three columns, referred to in this guide as sections:

- **Section 1:** Minimum staffing requirements (standards) for licensed nursing homes for each state
- **Section 2:** Staffing standard converted to hours per resident per day for a 100-bed facility
- **Section 3:** Staffing standard citations and hyperlink

The guide covers the definitions/terminology used in the chart and explains each of the chart's three sections.

Definitions/Terminology

CNA/NA

Certified nurse aide/nurse aide. A CNA has completed a state-approved nurse aide training program and passed a competency test. An NA is still in training and has not yet completed the required hours of training, nor passed a competency exam.

Direct Care staff

Direct care staff refers to RNs, LPNs/LVNs, and CNAs/NAAs, but does not include the Director of Nursing unless otherwise noted.

States count direct care differently. Some include time spent by licensed nurses on administrative or supervisory duties, while others explicitly exclude this time. Most states do not indicate whether they do or do not include administrative or supervisory personnel time.

While this guide, the chart, and the Summary Report define direct care staff as nursing staff, a number of states count non-nursing staff in their direct care calculations. Most frequently this is therapy staff. However, some, if not all, of the time spent on resident care by personnel such as psych coordinators, the Director of Social Services, infection preventionists and even physicians is counted in a few states.¹

A state is considered to have a Direct Care Staff minimum requirement if its staffing standard explicitly mandates a specific number of hours per resident per day for nursing staff or sets a specific ratio of nursing staff to residents.

DON

Director of Nursing. States may set their own requirements, but the DON is always a licensed nurse and usually an RN.

hprd

Hours per resident per day. This is the number of hours of care provided to each resident each day by nursing staff (RNs, LPN/LVNs, CNAs/NAAs). It is determined by dividing the total number of nursing staff hours worked by the total number of residents.²

¹ Illinois counts psych coordinators and 30% of the Social Services Director; Arkansas includes infection preventionists and physicians as direct care staff. *State Nursing Home Staffing Standards Chart*. National Consumer Voice for Quality Long-Term Care. 2021.

² <https://www.medicare.gov/care-compare/resources/nursing-home/staffing>

HPRS

Hours per resident per shift. HPRS is an abbreviation used for the purposes of this report only; it is not a measurement or term generally used in the nursing or elder care fields.

Included in

This means the hprd of a particular position contributes to meeting the total hprd of another position. For example, if the standard says: "1 DON included in 1 RN 24 hr/7d/wk," that means the time of the DON counts as meeting part of the 24 hr/7d/wk RN requirement.

Licensed nursing home

A nursing home is licensed if it complies with state regulations that are necessary to operate in a state. All nursing homes in a state must be licensed.

LN

Licensed nurse. An LN can be either an RN or LPN/LVN.

LPN/LVN

Licensed practical nurse/licensed vocational nurse. An LPN/LVN has a one-year degree and is licensed in a state.³ Because the term LPN, and not LVN, is used in the majority of states, LPN is utilized more frequently in the chart.

Recommended staffing standard

The minimum amount of nursing staff time expressed in hours per resident day (hprd) needed to prevent harm or jeopardy to residents as determined by a 2001 CMS study.⁴

RN

Registered nurse. An RN has a two-year degree, three-year diploma, or four-year degree or more of education, and is licensed in a state.⁵

Sufficient staff

Most states require that there be enough nursing staff to meet residents' needs. However, states express this differently, while a few do not address it at all.

Total LN

This is the total hprd for licensed nurses—both RNs and LPNs/LVNs. It includes the DON's time. This is the total minimum staffing standard for a state when there is no direct care staff minimum requirement or no specific CNA/NA requirement.

Total Nursing Staff

This is the total hprd for all nursing staff—RNs, LPNs/LVNs, and CNAs. It includes the DON's time. This is the total minimum staffing standard for a state when there is a direct care staff minimum requirement or a specific CNA/NA staff requirement or both. *This is the most useful value for comparing a state staffing standard to the recommended staffing standard of 4.1 hprd (which includes DON time).*

3 Harrington, Charlene, Ph.D. Nursing Home Staffing Standards in State Statutes and Regulations, 2010.

4 Abt Associates for U.S. Centers for Medicare and Medicaid Services, "Appropriateness of Minimum Nurse Staffing Ratios in Nursing Homes." December 2001.

5 Harrington, Nursing Home Staffing Standards. 2010.

Section 1: Minimum Staffing Standard for Licensed Nursing Homes

The minimum staffing standard is based on each state's nursing home regulations. In a very few instances, all or a part of a state's staffing standard is established in statute, in addition to, or instead, of regulation.⁶

As noted above, a state's staffing standard does *not* include or assume that a nursing home will be complying with federal staffing requirements.

To find a state's nursing home regulations or statute, when applicable, see the column, **Staffing Standard Citation and Hyperlink**.

In a few states, staffing legislation was passed in 2021 that will go into effect January 1, 2022 and even in 2023. When this is the case, both the current standards and the future staffing standards and effective dates for the legislation are provided.

Section 2: Staffing Standard Converted to hprd for 100-Bed Facility

To compare states and to compare a state's standard to the recommended staffing standard expressed in hprd, state requirements were converted to hprd values.

Key details about the conversion process are outlined below.

- **Facility size and characteristics:** Because the average nursing facility in the U.S. has 106 beds, we compared the staffing standards across states for a 100-bed facility. We assumed that each 100-bed facility would be a single story and would have two nursing units since some states have different requirements for more than one nursing unit.
- **Skilled care:** After the federal nursing home law passed in 1987 made the federal staffing requirements for Medicare skilled nursing facilities and Medicaid nursing facilities the same, many states eliminated separate regulatory requirements for skilled nursing facilities and intermediate care facilities. However, for states that still differentiate between "skilled care"/"skilled nursing facilities" and "intermediate care"/"intermediate care facilities," the higher skilled level staffing standard was used in this chart.
- **Explanation of hprd for nursing staff:** These descriptions indicate what the hprd value includes.
 - **RN hprd:** RN hprd includes the DON and other positions that are specially designated for an RN. It does not include RN/LPN (or LN) positions, nor does it include instances when an RN is on call, but not onsite.
 - **LPN hprd:** Most states do not set minimum requirements for the time of LPNs and generally refer to a "licensed nurse." Since a licensed nurse is an RN or LPN, most facilities will fill this position with an LPN because LPNs are less costly. However, whenever possible, the chart indicates an LPN value so it can be compared to the recommended staffing standard for LPNs (0.55 hprd). The LPN hprd for a state is found by subtracting the RN value from the LN value: $LN - RN = LPN$.

In some states, subtracting the RN value from the LN value equals zero because the two values are the same. This means the state staffing standard only calls for RNs.

⁶ A statute is a law that has been passed by a legislative body. In a state that is the state legislature. A regulation implements a law.

- **CNA/NA hprd:** A CNA/NA value is only included if a state explicitly sets standards for CNAs or NAs. These standards are expressed either as a ratio of CNAs/NAs to residents or in hprd.
- **Direct Care (DC) Staff hprd:** The DC value refers to a combination of nursing staff time—RN, LPN, and CNA/NA—but does not include the hours of the DON unless otherwise noted. A state is considered to have a Direct Care Staff minimum requirement if its staffing standard explicitly mandates a specific hprd for nursing staff or sets a specific ratio of nursing staff to residents.
- **Total LN:** This is the LN hprd. It includes hprd provided by RNs, the DON, and LPNs.
- **Total Nursing Staff:** This is the total hprd for all nursing staff—RNs, LPNs, and CNAs/NAs, including DON time. This differs from the DC value, which does not include the DON hprd.

When there is a direct care minimum requirement, total nursing staff hprd is determined by adding the DON to the DC hprd. However, when there is no direct care minimum requirement but there is a CNA/NA value, total nursing staff hprd is found by adding the LN and the CNA/NA values.

Calculations

For simplicity: 1) each full-time staff member was considered to work 40 hours per week unless a state indicated otherwise; and 2) the DON's time was averaged over 7 days.

Table 1: Calculations Used Throughout the Chart

Position Type: Typical Language	Value	hprd Calculation
Full-time positions (simplified): "1 DON full-time"	0.06 hprd	$\frac{(1 \text{ DON @ } 40 \text{ hrs per wk})}{(7 \text{ days per week})(100 \text{ residents})}$
One daily shift: "1 RN Day 7d/wk" "1 RN 8 consecutive hrs/7d/wk"	0.08 hprd	$\frac{(1 \text{ RN @ } 8 \text{ hrs per Day})}{(100 \text{ residents})}$
Two daily shifts: "1 RN/LPN Evening & Night"	0.16 hprd	$\frac{(1 \text{ RN/LPN @ } 8 \text{ hrs per shift})(2 \text{ shifts})}{(100 \text{ residents})}$
24-hour coverage: "1 RN 24 hrs/7d/wk" "1 RN/LPN at all times"	0.24 hprd	$\frac{(1 \text{ RN})(24 \text{ hrs per day})}{(100 \text{ residents})}$

Additionally, some states set ratios per shift. For example, if a state requires a 1:10 ratio of nurses to residents on the Day shift, this means a nurse provides an equivalent of 0.8 hours per resident per shift (HPRS) of care on the Day shift.

$$\frac{(1 \text{ nurse @ } 8 \text{ hours per day})}{(10 \text{ residents})} = 0.8 \text{ HPRS Day}$$

This calculation would then have to be added to the Evening and Night HPRS for the complete hprd.

Sample Calculation

Below is an example of how a state's staffing standard was converted to hprd. Color coding is used to make the calculations easier to follow. The hprd calculations from Table 1 are used for the DON, RN, and RN/LPN Charge Nurse requirements in this example.

VT	Sufficient Staff To attain or maintain the highest practicable physical, mental, and psychosocial well-being of each resident.	RN (inc.DON @.06) 0.14
	Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN Charge Nurse 24 hrs/7d/wk For 1-60 occupancy: DON may be Charge Nurse	LPN 0.24
	Certified Nurse Aide Staff (CNA/NA) 2.0 hprd CNA	----- Total LN 0.38
	Direct Care Staff 3.0 hprd (includes at least 2.0 hprd provided by CNA weekly average)	CNA 2.00
		DC 3.00
		----- Total Nursing Staff 3.06 (DC + DON) or (CNA + LN)

STEP 1: Add the DON and RN-specific positions to determine the RN hprd.

$$RN = (0.06 \text{ DON hprd}) + (0.08 \text{ RN hprd}) = 0.14 \text{ RN hprd}$$

STEP 2: Calculate the Total LN hprd by adding the hprd for the RN and any RN/LPN positions.

$$Total\ LN = (0.14 \text{ RN hprd}) + (0.24 \text{ RN/LPN hprd}) = 0.38 \text{ Total LN hprd}$$

STEP 3: Determine the LPN hprd by subtracting the RN hprd from the Total LN hprd.

$$LPN = (0.38 \text{ Total LN hprd}) - (0.14 \text{ RN hprd}) = 0.24 \text{ LPN hprd}$$

STEP 4: Pull the CNA and DC hprd from the state standard.

$$CNA = 2.00 \text{ CNA hprd}$$

$$DC = 3.00 \text{ DC hprd}$$

STEP 5: Because Vermont sets a DC minimum standard, calculate the Total Nursing Staff hprd by adding the DON to the DC value.

$$Total\ Nursing\ Staff = (3.00 \text{ DC hprd}) + (0.06 \text{ DON}) = 3.06 \text{ hprd}$$

Section 3: Staffing Standard Citation and Hyperlink

The citation provided is to the nursing services section of the state's nursing home regulation. When a state statute or legislation is relevant, its citation is indicated as well.

Hyperlinks for easy access to the regulations have been provided. The hyperlink goes directly to the nursing services part of a state's regulation when possible; when that cannot be done, the hyperlink connects to the beginning of the state nursing home regulation.

When appropriate, a hyperlink to a state statute or legislation is also given.

APPENDIX B

State Nursing Home Staffing Standards Chart

The information on this chart is based on research conducted by Consumer Voice. If you have additional information to provide or corrections, please contact info@theconsumervoice.org. Reviewed and up to date as of November 2021.

Nursing Home Staffing Standards in State Regulations and Statutes

Federal Staffing: Sufficient numbers of all nursing staff to meet residents' needs. 1 RN 8 consecutive hrs/7d/wk & 1 RN/LPN for 2 remaining shifts. Must have 1 RN who is full-time DON (5 days/wk); if fewer than 60 residents, DON may also be Charge Nurse.

Recommended Staffing Standard: 4.1 hprd provided by all nursing staff: 0.75 from RNs; 0.55 from LPNs/LVNs; and 2.8 hprd from CNAs/NAs.

State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
AK	<p>Sufficient Staff No requirement.</p> <p>Licensed Staff (RN, LPN/LVN) For 1-60 occupied beds: 1 RN Day 7d/wk and 1 RN Evening 5d/wk and 1 LPN all shifts when RN not present For 61+ beds: 2 RNs Day 7d/wk and 1 RN Evening & Night 7d/wk</p> <p>Direct Care Staff No minimum requirement.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.32</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.32	LPN		<hr/>		Total LN	0.32	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p>AK Administrative Code Alaska Admin. Code tit. 7, § 12.275.</p>
RN (inc.DON @.06)	0.32																				
LPN																					
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Total LN	0.32																				
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CNA																					
DC																					
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)																					
AL	<p>Sufficient Staff To attain or maintain the highest practicable physical, mental, and psychosocial well-being of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN 8 consecutive hrs/7d/wk For 1-60 residents: DON may be Charge Nurse</p> <p>Direct Care Staff No minimum requirement.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.14</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN		<hr/>		Total LN	0.14	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p>AL Administrative Code Ala. Admin. Code r. 420-5-10-.11 (2016).</p>
RN (inc.DON @.06)	0.14																				
LPN																					
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
AR	<p>Sufficient Staff To meet the needs of the residents for nursing services.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Days; if has other responsibilities, add 1 more RN as Asst. DON to equal one FTE 1 RN/LPN Charge Nurse for each shift For 1-70 residents: DON may be Charge Nurse In multi-story homes, staff each floor unit 1:40 RN/LPN ratio Day and Evening 1:80 RN/LPN ratio Night</p> <p>Direct Care Staff 3.36 average hprd each month</p> <p><i>Direct care staff includes: a licensed nurse; nurse aide; medication assistant; physician; physician assistant; licensed physical or occupational therapist or licensed therapy assistant; registered respiratory therapist; licensed speech-language pathologist; infection preventionist; and other healthcare professionals licensed or certified in the state of Arkansas.</i></p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>3.36</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.42</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.24	<hr/>		Total LN	0.30	<hr/>		CNA		DC	3.36	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.42	<p><u>AR Rules for Nursing Homes</u> Arkansas Rules and Regulations for Nursing Homes, Office of Long Term Care § 511.1:-514.</p> <p><u>AR Statute</u> Act 175 Arkansas Code Annotated (ACA) § 20-10-1402. Staffing standards.</p>
RN (inc.DON @.06)	0.06																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	3.42																				
AZ	<p>Sufficient Staff To meet the needs of a resident for nursing services.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time For 1-60 average daily census: DON may provide direct care on regular basis</p> <p>Direct Care Staff 1 nurse for direct care to not more than 64 residents at all times</p> <p><i>Note: Chapter 28 is the Arizona Health Care Cost Containment System–Ariz. Long Term Care System. Expressly incorporates Medicaid by reference in 42 CFR 442 and 42 CFR 483.</i></p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.06</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>0.48</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>0.54</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN		<hr/>		Total LN	0.06	<hr/>		CNA		DC	0.48	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	0.54	<p><u>AZ Administrative Code</u> Ariz. Admin. Code § 9-10-412 (2021).</p>
RN (inc.DON @.06)	0.06																				
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
CA	<p>Sufficient Staff To meet the needs of residents.</p> <p>Licensed Staff (RN, LPN/LVN) For 1-59 licensed beds: 1 RN/LVN 24 hrs/day For 60-99 licensed beds: 1 DON RN Day full-time (may not be Charge Nurse) 1 RN/LVN 24 hrs/day For 100+ beds: 1 DON RN (may not be Charge Nurse) 1 RN 24 hrs/day</p> <p>Certified Nurse Aide Staff (CNA/NA) 2.4 CNA hprd</p> <p>Direct Care Staff 3.5 hprd (includes a minimum of 2.4 CNA hprd)</p> <p><i>Note: Minimum staff-patient ratios (filed on 1/22/09). 1:5 ratio Day, 1:8 ratio Evening, 1:13 ratio Night. Not implemented until funds are appropriated.</i></p> <p>Medi-Cal reimbursement policies Adult Subacute units: <i>Freestanding: 3.8 RN hprd and LVN hprd 2.0 CNA hprd</i> <i>Distinct Part: 4.0 RN hprd and LVN hprd 2.0 CNA hprd</i> Pediatric Subacute units: <i>5.0 RN hprd and LVN hprd 2.0 CNA hprd</i></p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.30</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td>2.40</td> </tr> <tr> <td>DC</td> <td>3.50</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.56</td> </tr> </table>	RN (inc.DON @.06)	0.30	LPN		<hr/>		Total LN	0.30	<hr/>		CNA	2.40	DC	3.50	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.56	<p>CA Code of Regulations Cal. Code Regs. tit. 22, § 72327 and § 72329.2.</p> <p>CA Health and Safety Code HSC Sec. 1276.65.</p>
RN (inc.DON @.06)	0.30																				
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<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	3.56																				
CO	<p>Sufficient Staff To meet the needs of residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 40 hrs/wk 1 RN 24 hrs/7d/wk 1 RN/LPN each care unit at all times</p> <p>Direct Care Staff For 1-59 residents: 2.0 hprd For 60+ residents: 2.0 hprd, exclude DON, and other supervisory personnel not providing direct care</p> <p><i>Note: Medicaid Regulations: CO Department of Health Care Policy and Financing, Staff Manual, Vol. 8 - Medical Assistance, Secs. 8.408(3) and 8.409.24.</i></p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.30</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.54</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.06</td> </tr> </table>	RN (inc.DON @.06)	0.30	LPN	0.24	<hr/>		Total LN	0.54	<hr/>		CNA		DC	2.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.06	<p>Code of CO Regulations Colo. Code Regs. § 1011-1 Chapter 5, Section 9</p>
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																																				
CT	<p>Sufficient Staff To provide appropriate care 24 hours 7 days/week.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time; if more than 120 beds, 1 Asst. DON (0.06 hprd) 1 RN 24 hrs/7d/wk 1 RN/LPN (each floor) 24 hrs/7d/wk .47 LN hprd Day/Evening (7am-9pm) .17 LN hprd Evening/Night (9pm-7am) For 61-120 beds: exclude DON For 121+ beds: exclude Asst. DON</p> <p>Direct Care Staff 1.40 total nursing & NA hprd (7am-9pm) .50 total nursing & NA hprd (9pm-7am)</p> <p>Effective on or before January 1, 2022 <i>In addition to Sufficient Staff and Licensed Staff above:</i></p> <p>Direct Care Staff 3.00 hprd</p>	<p>2021</p> <table> <tr> <td>RN (inc.DON @.06)</td> <td>0.30</td> </tr> <tr> <td>LPN</td> <td>0.40</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.70</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>1.90</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>1.96</td> </tr> </table> <p>2022</p> <table> <tr> <td>RN (inc.DON @.06)</td> <td>0.30</td> </tr> <tr> <td>LPN</td> <td>0.40</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.70</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>3.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.06</td> </tr> </table>	RN (inc.DON @.06)	0.30	LPN	0.40	<hr/>		Total LN	0.70	<hr/>		CNA		DC	1.90	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	1.96	RN (inc.DON @.06)	0.30	LPN	0.40	<hr/>		Total LN	0.70	<hr/>		CNA		DC	3.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.06	<p>CT Public Health Code Conn. Agencies Regs. § 19-13-D8t (j)-(k), (m) (2015).</p> <p>CT Statute Public Act No. 21.85.</p>
RN (inc.DON @.06)	0.30																																						
LPN	0.40																																						
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Total Nursing Staff (DC + DON) or (CNA + LN)	3.06																																						
DC	<p>Sufficient Staff To ensure the resident receives care and services identified in the regulation.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 Nursing Supervisor (RN) 24 hrs/7d/wk. DON may serve as supervisor while on regular duty if 30 beds or less 1 RN/LPN Charge Nurse on each unit 24 hrs/day If Charge Nurse is LPN, then must have access to an RN for consultation</p> <p>Direct Care Staff 4.1 hprd minimum daily average, Includes 0.6 by an advanced RN/RN Minimum of 2 nursing staff per unit per shift</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.60</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.84</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>4.10</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>4.16</td> </tr> </table>	RN (inc.DON @.06)	0.60	LPN	0.24	<hr/>		Total LN	0.84	<hr/>		CNA		DC	4.10	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	4.16	<p>DC Municipal Regulations D.C. Mun. Regs. tit. 22, §§ 3208-3211.</p>																		
RN (inc.DON @.06)	0.60																																						
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink												
DE	<p>Sufficient Staff To meet the care needs of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 Nursing Supervisor RN on duty each shift, 7d/wk 1:15 RN/LPN ratio Day 1:23 RN/LPN ratio Evening 1:40 RN/LPN ratio Night For 1-99 beds: 1 Asst. DON RN part-time 1 Dir. Inservice Education RN part-time For 100+ beds: 1 Asst. DON RN full-time 1 Dir. Inservice Education RN FTE</p> <p>Direct Care Staff 3.28 hours of direct nursing care 1:8 ratio Day 1:10 ratio Evening 1:20 ratio Night</p> <p><i>Note: 05/01/03 Regulations were not implemented because of funding: 1:15 LN ratio Days; 1:20 LN ratio Evenings; 1:30 LN ratio Nights; 3.67 hours DC including: 1:7 DC ratio Days; 1:10 DC ratio Evenings; 1:15 DC ratio Nights.</i></p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.42</td> </tr> <tr> <td>LPN</td> <td>0.66</td> </tr> <tr> <td><hr/>Total LN</td> <td><hr/>1.08</td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>3.28</td> </tr> <tr> <td><hr/>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td><hr/>3.34</td> </tr> </table>	RN (inc.DON @.06)	0.42	LPN	0.66	<hr/> Total LN	<hr/> 1.08	CNA		DC	3.28	<hr/> Total Nursing Staff (DC + DON) or (CNA + LN)	<hr/> 3.34	<p>DE Code Del. Code Ann. tit. 16, § 1162 (2021).</p>
RN (inc.DON @.06)	0.42														
LPN	0.66														
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<hr/> Total Nursing Staff (DC + DON) or (CNA + LN)	<hr/> 3.34														
FL	<p>Sufficient Staff To maintain the highest practicable physical, mental, and psychological well-being of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time. If DON has institutional responsibilities, add 1 Asst. DON RN full-time For 121+ residents: add 1 Asst. DON RN full-time 1 RN/LPN each shift 1.0 RN/LPN hprd (24 hour average). Cannot go below 1:40 RN/LPN ratio</p> <p>Certified Nurse Aide Staff (CNA/NA) 2.5 hprd by CNA, not below 1:20 CNA to resident ratio</p> <p>Direct Care Staff 3.6 hprd minimum weekly average (includes 2.5 hprd by CNA)</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.94</td> </tr> <tr> <td><hr/>Total LN</td> <td><hr/>1.00</td> </tr> <tr> <td>CNA</td> <td>2.50</td> </tr> <tr> <td>DC</td> <td>3.60</td> </tr> <tr> <td><hr/>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td><hr/>3.66</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.94	<hr/> Total LN	<hr/> 1.00	CNA	2.50	DC	3.60	<hr/> Total Nursing Staff (DC + DON) or (CNA + LN)	<hr/> 3.66	<p>FL Administrative Code Fla. Admin. Code Ann. r.59A-4.108.F.</p> <p>FL Statutes Fla. Stat. § 400.23 (2021).</p>
RN (inc.DON @.06)	0.06														
LPN	0.94														
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																
GA	<p>Sufficient Staff To provide care for each patient according to his needs.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Day; DON may direct other nearby nursing homes if those homes have 1 RN as full-time Asst. DON 1 RN/LPN in each 8-hr shift 24 hrs/7d/wk RN/LPN to total nursing personnel ratio: 1:7</p> <p>Direct Care Staff 2.0 hprd DC</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.06</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.24	<hr/>		Total LN	0.30	CNA		DC	2.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.06	<p>GA Rules & Regulations Ga. Comp. R. & Regs. 111-8-56.04 (2021).</p>
RN (inc.DON @.06)	0.06																		
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HI	<p>Sufficient Staff To meet the nursing needs of the patients.</p> <p>Licensed Staff (RN, LPN/LVN) 1 RN full-time Day 7d/wk 1 RN/LPN Evening and Night</p> <p>Direct Care Staff No minimum requirement</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.08</td> </tr> <tr> <td>LPN</td> <td>0.16</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.24</td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.08	LPN	0.16	<hr/>		Total LN	0.24	CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p>HI Administrative Rules Haw. Code R. § 11-94.1-39.</p>
RN (inc.DON @.06)	0.08																		
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Total Nursing Staff (DC + DON) or (CNA + LN)																			
IA	<p>Sufficient Staff To meet the needs of individual residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 RN/LPN Health Service Supervisor For 1-74 beds: if Health Service Supervisor is LPN, RN must work 4 hrs/wk when LPN is on duty For 75+ beds: Health Service Supervisor must be RN and add 1 RN/LPN 24 hrs/7d/wk</p> <p>Direct Care Staff 2.0 hprd for intermediate nursing care (computed on 7-day week); minimum of 20% must be provided by RN/LPNs including time of Supervisor 2 people capable of providing nursing care on duty at all times</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.08</td> </tr> <tr> <td>LPN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.40</td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.06</td> </tr> </table>	RN (inc.DON @.06)	0.08	LPN	0.32	<hr/>		Total LN	0.40	CNA		DC	2.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.06	<p>IA Administrative Code Iowa Admin. Code r. 481-58.11.</p>
RN (inc.DON @.06)	0.08																		
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
ID	<p>Sufficient Staff To meet the total needs of residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Day. If DON occupied with administration, then 1 RN Asst. DON. 1 Supervising Nurse, RN/LPN For 1-59 residents: DON may be Supervising Nurse 1 RN 8 hrs Day & 1 RN/LPN other 2 shifts 7d/wk For 60-89 residents: 1 RN Day & Evening & 1 RN/LPN Night 7d/wk For 90+ residents: 1 RN 24 hrs/7d/wk</p> <p>Direct Care Staff 2.4 hprd For 1-59 residents: exclude DON but include Supervising Nurse on each shift For 60+ residents: exclude DON and Supervising Nurse</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.30</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.40</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.46</td> </tr> </table>	RN (inc.DON @.06)	0.30	LPN		<hr/>		Total LN	0.30	<hr/>		CNA		DC	2.40	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.46	<p>ID Administrative Rules Idaho Admin. Code r.16.03.02.200.</p>
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<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	2.46																				
IL	<p>Sufficient Staff To meet the nursing needs of all residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time or minimum 36 hrs/wk (at least 18 hrs between 7am and 7pm) For Skilled Nursing Facilities 100+ beds: 1 Asst. DON RN full-time, minimum 36 hours, 4 d/wk For Intermediate Care Facilities 150+ beds: 1 Asst. DON RN/LPN full-time. May provide direct care and be counted in direct care ratios.</p> <p>Direct Care Staff 2.5 hprd for intermediate care 3.8 hprd for skilled nursing care A minimum of 25% of direct care must be provided by RN/LPN; at least 10% must be provided by RN. For 1-49 beds, DON may provide direct care and be included in direct care ratios</p> <p><i>Direct Care Staff includes: RNs, LPNs, CNAs, Psych aides, Rehab/Therapy aides, Psych coordinators, Asst. DONs, 50% of DON, 30% of Social Service Director, licensed physical/occupational/speech/respiratory therapists</i></p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.38</td> </tr> <tr> <td>LPN</td> <td>0.57</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.95</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>3.80</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.83</td> </tr> </table>	RN (inc.DON @.06)	0.38	LPN	0.57	<hr/>		Total LN	0.95	<hr/>		CNA		DC	3.80	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.83	<p>IL Administrative Code Ill. Admin. Code tit. 77, §§ 300.1210-1230, 1240 (2021).</p> <p>IL Statute 210 Ill. Comp. Stat. 45/3-202 (2010).</p>
RN (inc.DON @.06)	0.38																				
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
IN	<p>Sufficient Staff To maintain highest practicable physical, mental, and psychosocial well-being of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN Charge Nurse each shift For 1-60 residents: DON may be Charge Nurse included in: RN/LPN ratio 0.5 RN/LPN hprd (averaged over 1 week, excluding DON)</p> <p>Direct Care Staff No minimum requirement</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.42</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.56</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.42	<hr/>		Total LN	0.56	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>IN Administrative Code</u> Title 410, Art. 16.2, Sec. 3.1-17.</p>
RN (inc.DON @.06)	0.14																				
LPN	0.42																				
<hr/>																					
Total LN	0.56																				
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CNA																					
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<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)																					
KS	<p>Sufficient Staff To attain or maintain the highest practicable physical, mental, and psychosocial well-being.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time included in 1 RN at least 8 consecutive hrs/7d/wk 1 RN/LPN per nursing unit Day included in 1 RN/LPN 24 hrs/7d/wk If 1 LPN Day, 1 RN must be on call</p> <p>Direct Care Staff 2.0 hprd weekly average (with a 1.85 hprd minimum 24-hour average), exclude DON for 60+ beds 1:30 minimum nursing-to-resident ratio per unit At least 2 nursing personnel on duty at all times</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.08</td> </tr> <tr> <td>LPN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.40</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.06</td> </tr> </table>	RN (inc.DON @.06)	0.08	LPN	0.32	<hr/>		Total LN	0.40	<hr/>		CNA		DC	2.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.06	<p><u>KS Administrative Regulations</u> Kan. Admin. Regs. § 28-39-154.</p>
RN (inc.DON @.06)	0.08																				
LPN	0.32																				
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<hr/>																					
CNA																					
DC	2.00																				
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	2.06																				
KY	<p>Sufficient Staff To meet the total needs of the patients on a 24-hour basis.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Day; may serve as Charge Nurse with occupancy less than 60 residents; if DON is facility administrator, add 1 Asst. DON RN to bring to equivalent of a full-time DON 1 Supervising Nurse RN full-time (DON or Asst. DON may be Supervising Nurse) 1 RN/LPN Charge Nurse 24 hrs/7d/wk; if LPN Charge Nurse, RN must be on call</p> <p>Direct Care Staff No minimum requirement One staff person on duty and awake at all times</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.24	<hr/>		Total LN	0.30	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>KY Administrative Regulations</u> 902 Ky. Admin. Regs. 20:048, Section 3 (10)(c).</p>
RN (inc.DON @.06)	0.06																				
LPN	0.24																				
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
LA	<p>Sufficient Staff To provide nursing care to all residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Day. If DON has regular administrative responsibility, add 1 Asst. DON RN. For 1-60 average daily occupancy: DON may be Charge Nurse 1 RN/LPN Charge Nurse for each unit 24 hrs/7d/wk</p> <p>Direct Care Staff 2.35 hprd; may count DON or Asst. DON time spent on direct care</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.48</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.54</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.35</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.41</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.48	<hr/>		Total LN	0.54	<hr/>		CNA		DC	2.35	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.41	<p>LA Administrative Code La. Admin. Code Title 48, §§ 9821, 9823, 9825.</p>
RN (inc.DON @.06)	0.06																				
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<hr/>																					
CNA																					
DC	2.35																				
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	2.41																				
MA	<p>Sufficient Staff To meet the needs of residents and assure that measures, treatments and other activities and services are carried out, recorded, and reviewed.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time (40 hrs) Day In multi-unit facilities: 1 Supervisor RN full-time Day for up to 2 units in the same facility 1 RN/LPN Charge Nurse 24 hrs/7d/wk per unit</p> <p>Direct Care Staff 3.58 hprd, 0.508 must be provided by RN</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.51</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.51</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>3.58</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.64</td> </tr> </table>	RN (inc.DON @.06)	0.51	LPN		<hr/>		Total LN	0.51	<hr/>		CNA		DC	3.58	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.64	<p>Code of MA Regulations 105 Mass. Code Regs. 150.007.</p>
RN (inc.DON @.06)	0.51																				
LPN																					
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<hr/>																					
CNA																					
DC	3.58																				
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	3.64																				
MD	<p>Sufficient Staff To provide appropriate bedside care.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN 1 RN/LPN Charge Nurse on duty at all times 1 RN 24hrs/7d/wk For 2-99 residents: 1 RN full-time For 100-199: 2 RNs full-time For 200-299: 3 RNs full-time For 300-399: 4 RNs full-time</p> <p>Direct Care Staff 3.0 hprd 7d/wk (including RNs, LPNs, supportive personnel, and only the documented bedside hours of DON) No less than 1:15 ratio of nursing service personnel providing bedside care to residents at all times</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.36</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.36</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>3.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.06</td> </tr> </table>	RN (inc.DON @.06)	0.36	LPN		<hr/>		Total LN	0.36	<hr/>		CNA		DC	3.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.06	<p>Code of MD Regulations Md. Code Regs. 10.07.02.18.</p> <p>Code of MD Regulations Md. Code Regs. 10.07.02.19.</p> <p>Code of MD Regulations Md. Code Regs. 10.07.02.20.</p>
RN (inc.DON @.06)	0.36																				
LPN																					
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CNA																					
DC	3.00																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	3.06																				

State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
ME	<p>Sufficient Staff To meet the needs of residents as determined by their levels of care.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN 8 consecutive hrs 7d/wk</p> <p>Day: 1 RN/LPN Charge Nurse 7 d/wk For more than 20 beds: DON may not be Charge Nurse For 51+ beds: add 1 LN for each increment of 50 above 50 For 100+ beds the additional LN must be an RN for each multiple of 100</p> <p>Evening: 1 RN/LPN Add 1 RN/LPN for each 70 beds For 100+ beds: one of additional RN/LPNs shall be an RN</p> <p>Night: 1 RN/LPN Add 1 RN/LPN for each 100 beds For 100+ beds: an RN shall be on duty</p> <p>For multi-storied facilities: staff must be assigned to each floor when residents are present</p> <p>Direct Care Staff 1:5 ratio Days 1:10 ratio Evenings 1:15 ratio Nights Include RNs, LPNs, CNAs who provide direct care</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.38</td> </tr> <tr> <td>LPN</td> <td>0.16</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.54</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.93</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.99</td> </tr> </table>	RN (inc.DON @.06)	0.38	LPN	0.16	<hr/>		Total LN	0.54	<hr/>		CNA		DC	2.93	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.99	<p><u>Code of ME Rules</u> 10-144-110 Me. Code R. § 9.A (2021).</p>
RN (inc.DON @.06)	0.38																				
LPN	0.16																				
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CNA																					
DC	2.93																				
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	2.99																				
MI	<p>Sufficient Staff To meet the needs of each patient.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN 1 RN/LPN 24 hrs/7d/wk</p> <p>Direct Care Staff 2.25 hprd 1:8 ratio Day 1:12 ratio Evening 1:15 ratio Night For 30+ beds, exclude time of DON</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.25</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.31</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.24	<hr/>		Total LN	0.30	<hr/>		CNA		DC	2.25	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.31	<p><u>MI Compiled Laws</u> Mich. Comp. Laws § 333.21720a.</p>
RN (inc.DON @.06)	0.06																				
LPN	0.24																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	2.31																				

State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
MN	<p>Sufficient Staff To meet the needs of residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time (at least 35 hrs) 1 RN/LPN 8 hrs/7d/wk RN on call during all hours when an RN is not on duty</p> <p>Direct Care Staff 2.0 hprd provided by RNs, LPNs</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.08</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.14</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.06</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.08	<hr/>		Total LN	0.14	<hr/>		CNA		DC	2.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.06	<p><u>MN Administrative Rules</u> Minn. R. 4658.0500, 4658.0510 (2007).</p>
RN (inc.DON @.06)	0.06																				
LPN	0.08																				
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CNA																					
DC	2.00																				
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	2.06																				
MO	<p>Sufficient Staff To attain or maintain the highest practicable level of physical, mental and psychosocial well-being.</p> <p>Licensed Staff (RN, LPN/LVN) Skilled Nursing Facility: 1 DON RN full-time 1 RN Day and 1 RN/LPN Evening & Night (1 RN on call if only LPN on duty) Intermediate Care Facility: 1 DON RN/LPN (if LPN is DON, RN must serve as consultant 4 hrs/wk) 1 RN/LPN Day and 1 RN/LPN on call 24 hrs/7d/wk</p> <p>Direct Care Staff No minimum requirement Nursing personnel on duty at all times on each floor. For more than 20 beds: nursing personnel cannot perform non-nursing duties routinely.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.16</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.16	<hr/>		Total LN	0.30	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>MO Code of State Regulations</u> Mo. Code of State Regulations. 19 CSR 30-85.042.</p>
RN (inc.DON @.06)	0.14																				
LPN	0.16																				
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Total LN	0.30																				
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CNA																					
DC																					
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)																					
MS	<p>Sufficient Staff No requirement.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Day (40 hrs/wk) For 1-60 beds: DON may be Charge Nurse For 180+ beds: add 1 Asst. DON RN 1 RN Day 7d/wk 1 RN/LPN Charge Nurse Day & Evening 1 RN/LPN Medication Nurse Day & Evening each station 1 RN/LPN Charge & Medication/Treatment Nurse Night on each station For 60+ beds: Charge Nurse may not be DON or Medication/Treatment Nurse</p> <p>Direct Care Staff 2.80 hprd for licensed and unlicensed staff 2 employees at all times</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.64</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.78</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.80</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.86</td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.64	<hr/>		Total LN	0.78	<hr/>		CNA		DC	2.80	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.86	<p><u>MS Administrative Code</u> MS Admin Code, Title 15, Part 16, Rule 45.4.1.</p>
RN (inc.DON @.06)	0.14																				
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MT	<p>Sufficient Staff To meet the nursing needs of the residents, reflecting current concepts of restorative and geriatric care.</p> <p>Licensed Staff (RN, LPN/LVN) Day: For 4-40 beds: 1 RN 1 RN full-time DON included in the following: For 41-75 beds: 1 RN, 1 LPN; 76-90 beds: 1 RN, 2 LPNs; 91-100 beds: 2 RNs, 2 LPNs Evening: 4-50 beds: 1 LPN; 51-75 beds: 1 RN; 76-100 beds: 1 RN, 1 LPN Night: 4-70 beds: 1 LPN; 71-80 beds: 1 RN; 81-100 beds: 1 RN, 2 LPNs For 101+ beds: staffing is negotiable</p> <p>Certified Nurse Aide Staff (CNA/NA) Day: For 9-15 beds: 4 hrs 16-75 beds: add 4 NA hrs per 5 residents 76-80 beds: 48 hrs total; 81-85 beds: 52 hrs total; 86-90 beds: 56 hrs total; 91-95 beds: 52 hrs total; 96-100 beds: 56 hrs total Evening: 16-20 beds: 4 hrs; 21-30 beds: 8 hrs; 31-35 beds: 12 hrs; 36-45 beds: 16 hrs; 46-50 beds: 20 hrs; 51-60 beds: 24 hrs; 61-65 beds: 28 hrs; 66-90 beds: 32 hrs; 91-95 beds: 36 hrs; 96-100 beds: 40 hrs Night: 21-25 beds: 4 hrs; 26-40 beds: 8 hrs; 41-45 beds: 12 hrs; 46-60 beds: 16 hrs; 61-65 beds: 20 hrs; 66-80 beds: 24 hrs; 81-85 beds: 20 hrs; 86-100 beds: 24 hrs</p> <p>Direct Care Staff No minimum requirement.</p>	<table border="0"> <tr> <td>RN (inc.DON @.06)</td> <td>0.32</td> </tr> <tr> <td>LPN</td> <td>0.40</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.72</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td>1.20</td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>1.92</td> </tr> </table>	RN (inc.DON @.06)	0.32	LPN	0.40	<hr/>		Total LN	0.72	<hr/>		CNA	1.20	DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	1.92	<p><u>Administrative Rules of MT</u> Mont. Admin. R. 37.106.605.</p>
RN (inc.DON @.06)	0.32																				
LPN	0.40																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	1.92																				

State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
NC	<p>Sufficient Staff To attain or maintain the physical, mental, and psychosocial well-being of each patient.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN 24 hrs/7d/wk For 1-60 occupancy: DON may be Charge Nurse and may count towards meeting staffing requirements</p> <p>Certified Nurse Aide Staff (CNA/NA) For multi-storied facilities, 1 CNA on duty every floor at all times.</p> <p>Direct Care Staff No minimum requirement</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.24	<hr/>		Total LN	0.38	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>NC Administrative Code</u> 10A NCAC 13D .2302-.2303.</p>
RN (inc.DON @.06)	0.14																				
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Total Nursing Staff (DC + DON) or (CNA + LN)																					
ND	<p>Sufficient Staff To meet the nursing care needs of residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN Charge Nurse 24 hrs/7d/wk</p> <p>Direct Care Staff No minimum requirement</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.24	<hr/>		Total LN	0.38	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>ND Administrative Code</u> ND Admin. Code 33-07-03.2-14.</p>
RN (inc.DON @.06)	0.14																				
LPN	0.24																				
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NE	<p>Sufficient Staff To provide nursing care to all residents in accordance with resident care plans.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time (cannot be waived) 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN Charge Nurse on each tour of duty 24 hrs/7d/wk For 1-60 occupancy: DON may be Charge Nurse</p> <p>Direct Care Staff No minimum requirement</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.24	<hr/>		Total LN	0.38	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>NE Agency Rules for Health and Human Services</u> Regulation and Licensure, SNF-NF-ICF 175 NAC 12-006.04C.</p>
RN (inc.DON @.06)	0.14																				
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
NH	<p>Sufficient Staff To meet the needs of residents during all hours of operation.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN 8 hrs/7d/wk 1 RN/LPN 24 hrs/7d/wk</p> <p>Direct Care Staff No minimum requirement.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.24	<hr/>		Total LN	0.38	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>NH Code of Administrative Rules</u> Ch. He-P 803. He-P 803.15(d)(1)-(2). He-P 803.17(c).</p>
RN (inc.DON @.06)	0.14																				
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CNA																					
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Total Nursing Staff (DC + DON) or (CNA + LN)																					
NJ	<p>Sufficient Staff No requirement.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time For 150+ licensed beds: add 1 Asst. DON RN 1 RN on duty Day 1 RN on duty or on call Evening & Night For 150+ beds: 1 RN 24 hrs/7d/wk Advisory staffing: (voluntary enhanced staffing) For 1-99 beds: 1 RN on duty at all times For 100-200 beds: 2 RNs on duty at all times For 300+ beds: 3 RNs on duty at all times 10% increase in amount of direct nursing services Minimum 1:10 ratio of nursing personnel to residents</p> <p>Direct Care Staff 2.5 hprd (exclude DON, but include DON's direct care hours in facilities where DON is more than full-time) Plus additional hprd for specified resident conditions or treatments (e.g. wound care, nasogastric tube feeding)</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.42</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.56</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.50</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.56</td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.42	<hr/>		Total LN	0.56	<hr/>		CNA		DC	2.50	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.56	<p><u>NJ Administrative Code</u> NJ Adm Code Title 8, Ch. 39, Subch. 25 and 26.</p>
RN (inc.DON @.06)	0.14																				
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
NM	<p>Sufficient Staff To care for the specific needs of each resident on each tour of duty.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Day included in 1 RN/LPN Charge Nurse 24 hrs/7d/wk DON may be the Charge Nurse</p> <p>Direct Care Staff Skilled nursing facility: 2.5 hprd 7d/wk on average Ratio average: 1:9-10 1:7 Day 1:10 Evening 1:12 Night Intermediate care facility: 2.3 hprd 7d/wk on average Ratio average: 1:10-11 1:8 Day 1:10 Evening 1:13 Night For skilled and intermediate facilities: Include only direct care hrs of DON, Asst. DON, Nursing Department Director 1 nursing staff person on duty at all times</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.18</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.50</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.56</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.18	<hr/>		Total LN	0.24	<hr/>		CNA		DC	2.50	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.56	<p><u>NM Administrative Code</u> NM Adm Code Title 7, Chapter 9, Part 2, 50-51.</p>
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NV	<p>Sufficient Staff To attain and maintain the highest practicable physical, mental and psychosocial well-being of each patient.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON full-time RN 1 RN 8 consecutive hrs/7d/wk 1 LPN Charge Nurse each shift For 1-60 occupancy, DON may be Charge Nurse</p> <p>Direct Care Staff No minimum requirement.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.24	<hr/>		Total LN	0.38	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>NV Administrative Code</u> NAC 449.74517.</p>
RN (inc.DON @.06)	0.14																				
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NY	<p>Sufficient Staff To attain or maintain the highest practicable physical, mental, and psychosocial well-being of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN Charge Nurse 24 hrs/7d/wk or 1 Charge Nurse for each unit or proximate units for each tour of duty For 1-60 occupancy, DON may serve as Charge Nurse.</p> <p>Direct Care Staff No minimum requirement.</p> <p>Effective January 1, 2022 <i>In addition to Sufficient Staff and Licensed Staff above:</i></p> <p>Certified Nurse Aide Staff (CNA/NA) 2.2 CNA/NA hprd</p> <p>Licensed Staff 3.5 hprd (includes a minimum of 2.2 CNA/NA hprd and 1.1 RN/LPN hprd)</p> <p>Effective January 1, 2023 <i>In addition to Sufficient Staff and Licensed Staff above:</i></p> <p>Certified Nurse Aide Staff (CNA/NA) 2.2 CNA hprd</p> <p>Direct Care Staff 3.5 hprd (includes a minimum of 2.2 CNA hprd and 1.1 RN/LPN hprd)</p>	<p>2021</p> <table border="0"> <tr><td>RN (inc.DON @.06)</td><td>0.14</td></tr> <tr><td>LPN</td><td>0.48</td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>Total LN</td><td>0.62</td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>CNA</td><td></td></tr> <tr><td>DC</td><td></td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>Total Nursing Staff (DC + DON) or (CNA + LN)</td><td></td></tr> </table> <p>2022</p> <table border="0"> <tr><td>RN (inc.DON @.06)</td><td>0.14</td></tr> <tr><td>LPN</td><td>0.96</td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>Total LN</td><td>1.10</td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>CNA/NA</td><td>2.20</td></tr> <tr><td>DC</td><td>3.50</td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>Total Nursing Staff (DC + DON) or (CNA + LN)</td><td>3.56</td></tr> </table> <p>2023</p> <table border="0"> <tr><td>RN (inc.DON @.06)</td><td>0.14</td></tr> <tr><td>LPN</td><td>0.96</td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>Total LN</td><td>1.10</td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>CNA</td><td>2.20</td></tr> <tr><td>DC</td><td>3.50</td></tr> <tr><td colspan="2"><hr/></td></tr> <tr><td>Total Nursing Staff (DC + DON) or (CNA + LN)</td><td>3.56</td></tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.48	<hr/>		Total LN	0.62	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		RN (inc.DON @.06)	0.14	LPN	0.96	<hr/>		Total LN	1.10	<hr/>		CNA/NA	2.20	DC	3.50	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.56	RN (inc.DON @.06)	0.14	LPN	0.96	<hr/>		Total LN	1.10	<hr/>		CNA	2.20	DC	3.50	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.56	<p><u>NY Code Revised Regulations</u> Title 10 Health, Sec. 415.13.</p> <p><u>Statute A07119</u> New York Public Health Law, Article 28d, § 2895-b. Nursing home staffing levels.</p>
RN (inc.DON @.06)	0.14																																																								
LPN	0.48																																																								
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OH	<p>Sufficient Staff To meet the needs of the residents in an appropriate and timely manner.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time (8 hrs, between 6am-6pm)</p> <p>Direct Care Staff 2.5 hprd minimum (includes RN/LN with administrative or supervisory duties)</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.06</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.50</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.56</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN		<hr/>		Total LN	0.06	<hr/>		CNA		DC	2.50	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.56	<p><u>OH Administrative Code</u> 3701-17-08.</p>
RN (inc.DON @.06)	0.06																				
LPN																					
<hr/>																					
Total LN	0.06																				
<hr/>																					
CNA																					
DC	2.50																				
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	2.56																				
OK	<p>Sufficient Staff To meet the needs of all residents on a continuous basis.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN/LPN Day and available by phone If DON is LPN, at least 1 RN 8 hrs/wk consultant 1 RN/LPN 8 hrs 7d/wk 1 RN/LPN on duty at all times</p> <p>Direct Care Staff Shift-based scheduling 1:6 ratio 7am-3pm 1:8 ratio 3pm-11pm 1:15 ratio 11pm-7am Flexible staff scheduling (can be used if facility has been in compliance with shift-based scheduling for certain period of time and maintains other criteria) 2.86 hrs 7d/wk and 1:16 ratio with 2 staff on duty & awake at all times. Direct-care staff includes any nursing or therapy staff who provides direct, hands-on care to residents Based on reimbursement: Progressive increases in staffing from 2.86 to 3.2 to 3.8 to 4.1 hrs/day per occupied bed</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.01</td> </tr> <tr> <td>LPN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.33</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.86</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.92</td> </tr> </table>	RN (inc.DON @.06)	0.01	LPN	0.32	<hr/>		Total LN	0.33	<hr/>		CNA		DC	2.86	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.92	<p><u>OK Administrative Code</u> Okla. Admin. Code § 310:675-13-5.</p> <p><u>OK Statute</u> Nursing Home Care Act, 63 O.S. Section 1-1925.2.</p>
RN (inc.DON @.06)	0.01																				
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OR	<p>Sufficient Staff To provide nursing services for each resident as needed.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN 1 RN/LPN Charge Nurse 24 hr/7d/wk including 1 RN Charge Nurse 8 consecutive hrs (7am -11pm) For 1-60 residents: DON may be Charge Nurse No less than 1 RN hour per resident per week For 41+ beds: exclude hrs of RN/LPN administrator</p> <p>Certified Nurse Aide Staff (CNA/NA) 1:8.5 ratio Day 1:12 ratio Evening 1:18 ratio Night May temporarily use services of nursing assistants, personal care assistants, physical therapists and occupational therapists in meeting no more than 25% of certified nursing assistant ratios 2 staff on duty at all times</p> <p>Direct Care Staff No minimum requirement.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.16</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td>2.05</td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.35</td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.16	<hr/>		Total LN	0.30	<hr/>		CNA	2.05	DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.35	<p><u>OR Administrative Rules</u> OAR 411-086-0100 (Temporary effective 8/24/2021 through 2/19/2022)</p>
RN (inc.DON @.06)	0.14																				
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CNA	2.05																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	2.35																				
PA	<p>Sufficient Staff To meet the needs of all residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time (1 per facility) 1 RN Charge Nurse 24 hrs/7d/wk For 1-59 residents: 1 RN Day & Evening; 1 RN/LPN Night. If LPN is Charge Nurse, RN must be on call For 60-150 residents: 1 RN 24 hrs/7d/wk For 151-250 residents: 1 RN & 1 LPN 24 hrs/7d/wk For 251-500 residents: 2 RNs 24 hrs/7d/wk For 501-1,000 residents: 4 RNs Day; 3 RNs Evening & Night For 1001+ residents: 8 RNs Day; 6 RNs Evening & Night</p> <p>Direct Care Staff 2.70 hprd 1:20 ratio of nursing staff to residents 2 staff on duty at all times</p> <p><u>New Proposed Staffing Regulations Announced</u> The proposed rule would increase the minimum nursing staffing level to 4.1 hprd.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.30</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.70</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.76</td> </tr> </table>	RN (inc.DON @.06)	0.30	LPN		<hr/>		Total LN	0.30	<hr/>		CNA		DC	2.70	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.76	<p><u>PA Administrative Code</u> Title 28, Sec. 211.12.</p>
RN (inc.DON @.06)	0.30																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	2.76																				

State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																																																														
RI	<p>Sufficient Staff To meet the needs of residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN on duty 24 hrs/7d/wk For 1-30 beds: DON may act as Charge Nurse</p> <p>Direct Care Staff No minimum requirement 1 staff certified in basic life support available 24 hrs/7d/wk</p> <p>Effective January 1, 2022 <i>In addition to Sufficient Staff, Licensed Staff and 1 staff person certified in life support 24 hrs/7d/wk above:</i></p> <p>Certified Nurse Aide Staff (CNA/NA) 2.44 CNA hprd</p> <p>Direct Care Staff 3.58 hprd (includes a minimum of 2.44 CNA hprd) DON hours and nursing staff hours spent on administrative duties or non-direct caregiving tasks are excluded and may not be counted toward staffing hours requirement.</p> <p><i>“Direct caregiver” is an employee of the facility or a subcontractor who is an RN, an LPN, a medication technician, a certified nurse aide, a licensed physical therapist, a licensed occupational therapist, a licensed speech-language pathologist, a mental health worker who is also a certified nurse aide, or a physical therapist assistant.</i></p> <p>Effective January 1, 2023 <i>In addition to Sufficient Staff, Licensed Staff, and 1 staff person certified in life support 24 hrs/7d/wk above:</i></p> <p>Certified Nurse Aide Staff (CNA/NA) 2.6 CNA hprd</p> <p>Direct Care Staff 3.81 hprd (includes a minimum of 2.6 CNA hprd) DON hours and nursing staff hours spent on administrative duties or non-direct caregiving tasks are excluded and may not be counted toward staffing hours requirement.</p> <p><i>“Direct caregiver” is an employee of the facility or a subcontractor who is an RN, an LPN, a medication technician, a certified nurse aide, a licensed physical therapist, a licensed occupational therapist, a licensed speech-language pathologist, a mental health worker who is also a certified nurse aide, or a physical therapist assistant.</i></p>	<p>2021</p> <table border="0"> <tr> <td>RN (inc.DON @.06)</td> <td>0.32</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>2022</td> <td></td> </tr> <tr> <td>RN (inc.DON @.06)</td> <td>0.32</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td>2.44</td> </tr> <tr> <td>DC</td> <td>3.58</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.64</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>2023</td> <td></td> </tr> <tr> <td>RN (inc.DON @.06)</td> <td>0.32</td> </tr> <tr> <td>LPN</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td>2.60</td> </tr> <tr> <td>DC</td> <td>3.81</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.87</td> </tr> </table>	RN (inc.DON @.06)	0.32	LPN		<hr/>		Total LN	0.32	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<hr/>		2022		RN (inc.DON @.06)	0.32	LPN		<hr/>		Total LN	0.32	<hr/>		CNA	2.44	DC	3.58	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.64	<hr/>		2023		RN (inc.DON @.06)	0.32	LPN		<hr/>		Total LN	0.32	<hr/>		CNA	2.60	DC	3.81	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.87	<p><u>RI Code of Regulations</u> Title 216, Chapter 40, Subchapter 10.</p> <p><u>RI Statute</u> R.I. Gen. Laws § 23-17.5-32. Minimum staffing levels.</p>
RN (inc.DON @.06)	0.32																																																																
LPN																																																																	
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Total LN	0.32																																																																
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																
SC	<p>Sufficient Staff To attain or maintain the highest practicable physical, mental, and psychosocial health and safety needs of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time For 1-22 beds: include DON in licensed staff requirements 1 RN/LPN per work area per shift For 45+ residents per station: 2 RNs/LPNs for first shift, and at least 1 RN/LPN for second and third shifts. At least 1 RN per facility 24 hrs/7d/wk or on call</p> <p>Certified Nurse Aide Staff (CNA/NA) 1.63 hprd</p> <p>Direct Care Staff No minimum requirement</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td>CNA</td> <td>1.63</td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.01</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.32	<hr/>		Total LN	0.38	CNA	1.63	DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.01	<p>SC Code of State Regulations Chapter 61-17.</p> <p>SC State Survey Agency Memo Modifies staffing standards for the current fiscal year (July 1, 2021 to June 30, 2022).</p>
RN (inc.DON @.06)	0.06																		
LPN	0.32																		
<hr/>																			
Total LN	0.38																		
CNA	1.63																		
DC																			
<hr/>																			
Total Nursing Staff (DC + DON) or (CNA + LN)	2.01																		
SD	<p>Sufficient Staff To meet resident's total care needs at all times.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Day 1 RN/LPN Charge Nurse 24 hrs/7d/wk For 1-59 residents: DON may be Charge Nurse. Ratio of RN/LPN to CNA/NA must be sufficient to provide supervision</p> <p>Direct Care Staff No minimum requirement</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.30</td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.24	<hr/>		Total LN	0.30	CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p>SD Administrative Rules Chapter 44:73:06.</p>
RN (inc.DON @.06)	0.06																		
LPN	0.24																		
<hr/>																			
Total LN	0.30																		
CNA																			
DC																			
<hr/>																			
Total Nursing Staff (DC + DON) or (CNA + LN)																			
TN	<p>Sufficient Staff To provide nursing care to all residents as needed.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN 1 RN/LPN 24 hrs/7d/wk Minimum 0.4 hprd RNs/LPNs</p> <p>Direct Care Staff 2.0 hprd (including 0.4 hprd RN/LPN time) 2 nursing personnel on duty each shift</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.34</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.40</td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.06</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.34	<hr/>		Total LN	0.40	CNA		DC	2.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.06	<p>TN Rules and Regulations Ch. 1200-8-6-.06(4)(a)(b)(d). Revised 11/20.</p>
RN (inc.DON @.06)	0.06																		
LPN	0.34																		
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
TX	<p>Sufficient Staff To attain or maintain the highest practicable physical, mental, and psychosocial well-being of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 40 hrs/wk For 1-60 occupancy: DON may be Charge Nurse 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN Charge Nurse 24 hrs/7d/wk 0.4 hprd RN/LPN or 1:20 RN/LPN every 24 hrs Exclude administrative time of licensed staff and DON in a multi-level facility</p> <p>Direct Care Staff No minimum requirement.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.26</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.40</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.26	<hr/>		Total LN	0.40	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>TX Administrative Code</u> Title 26, Rule 554.1001.</p>
RN (inc.DON @.06)	0.14																				
LPN	0.26																				
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CNA																					
DC																					
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)																					
UT	<p>Sufficient Staff To meet the needs of the residents.</p> <p>Licensed Staff (RN, LPN/LVN) Skilled care facility: 1 DON RN full-time 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN Charge Nurse each shift DON may not serve as Charge Nurse Intermediate care facility: 1 DON RN or 1 LPN Health Services Supervisor with RN consultation 1 RN/LPN each shift</p> <p>Direct Care Staff No minimum requirement.</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.24	<hr/>		Total LN	0.38	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p><u>UT Administrative Code</u> R432-150-5.</p>
RN (inc.DON @.06)	0.14																				
LPN	0.24																				
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State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
VA	<p>Sufficient Staff To meet the assessed nursing care needs of all residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time For 1-59 beds: DON may be Nursing Supervisor 1 RN/LPN Nursing Supervisor 7d/wk</p> <p>Direct Care Staff No minimum requirement Qualified staff on all shifts 7d/wk</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.08</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.14</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td></td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td></td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.08	<hr/>		Total LN	0.14	<hr/>		CNA		DC		<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)		<p>VA Administrative Code 12 VAC5-371-200, 210, 220.</p>
RN (inc.DON @.06)	0.06																				
LPN	0.08																				
<hr/>																					
Total LN	0.14																				
<hr/>																					
CNA																					
DC																					
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)																					
VT	<p>Sufficient Staff To attain or maintain the highest practicable physical, mental, and psychosocial well-being of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN 8 consecutive hrs/7d/wk 1 RN/LPN Charge Nurse 24 hrs/7d/wk For 1-60 occupancy: DON may be Charge Nurse</p> <p>Certified Nurse Aide Staff (CNA/NA) 2.0 hprd CNA</p> <p>Direct Care Staff 3.0 hprd (includes at least 2.0 hprd provided by CNA weekly average)</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td>2.00</td> </tr> <tr> <td>DC</td> <td>3.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.06</td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.24	<hr/>		Total LN	0.38	<hr/>		CNA	2.00	DC	3.00	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.06	<p>Code of VT Rules CVR 13-110-005-7.13.</p>
RN (inc.DON @.06)	0.14																				
LPN	0.24																				
<hr/>																					
Total LN	0.38																				
<hr/>																					
CNA	2.00																				
DC	3.00																				
<hr/>																					
Total Nursing Staff (DC + DON) or (CNA + LN)	3.06																				
WA	<p>Sufficient Staff To attain or maintain the highest practicable physical, mental and psychosocial well-being of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time 1 RN/LPN Charge Nurse each tour of duty 1 RN directly supervising resident care minimum 16 hrs/7d/wk and 1 RN/LPN directly supervising resident care for the other 8 hrs/7d/wk</p> <p>Direct Care Staff 3.4 hprd</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.22</td> </tr> <tr> <td>LPN</td> <td>0.32</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.54</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>3.40</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>3.46</td> </tr> </table>	RN (inc.DON @.06)	0.22	LPN	0.32	<hr/>		Total LN	0.54	<hr/>		CNA		DC	3.40	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	3.46	<p>WA Administrative Code Ch. 388-97-1080.</p>
RN (inc.DON @.06)	0.22																				
LPN	0.32																				
<hr/>																					
Total LN	0.54																				
<hr/>																					
CNA																					
DC	3.40																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	3.46																				

State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
WI	<p>Sufficient Staff To care for the specific needs of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time</p> <p>Skilled care facility: 1 RN/LPN Charge Nurse on duty at all times (if LPN, must have RN Supervision) 0.65 LN hprd for intensive skilled nursing 0.5 LN hprd for skilled nursing</p> <p>For 1-59 residents: 1 RN Charge Nurse Day (may be DON) For 60-74 residents: 1 RN Charge Nurse Day (in addition to DON) For 75-99 residents: 1 RN Charge Nurse (in addition to DON) and 1 RN Charge Nurse Evening or Night For 100+ residents: 1 RN Charge Nurse (in addition to DON) 24 hrs/7d/wk</p> <p>Intermediate care facility: 1 RN/LPN Charge Nurse Day (may be DON) 0.4 LN hprd for intermediate nursing</p> <p>Direct Care Staff For intensive skilled nursing care: 3.25 hprd (including 0.65 LN hprd) For skilled nursing care: 2.5 hprd (including 0.5 LN hprd) For intermediate or limited nursing care: 2.0 hprd (including 0.4 LN hprd)</p>	<table border="0"> <tr> <td>RN (inc.DON @.06)</td> <td>0.30</td> </tr> <tr> <td>LPN</td> <td>0.20</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.50</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.50</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.56</td> </tr> </table>	RN (inc.DON @.06)	0.30	LPN	0.20	<hr/>		Total LN	0.50	<hr/>		CNA		DC	2.50	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.56	<p><u>WI Administrative Code</u> Chapter DHS 132.62(2) & (3).</p> <p><u>WI Statute</u> § 50.04(2)(d).</p>
RN (inc.DON @.06)	0.30																				
LPN	0.20																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	2.56																				

State	Minimum Staffing Standard for Licensed Nursing Homes	Staffing Standard Converted to hprd for 100-Bed Facility	Staffing Standard Citation and Hyperlink																		
WV	<p>Sufficient Staff To attain or maintain the highest practicable physical, mental, and psychosocial well-being of each resident.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON RN full-time Day 1 RN/LPN Charge Nurse 24 hrs/7d/wk 1 RN on duty 8 consecutive hrs/7d/wk For less than 60 beds, DON can count as RN</p> <p>Direct Care Staff 2.25 hprd 50 or fewer beds have higher staffing required For 61+ residents, exclude DON Minimum hrs of nursing personnel to residents listed for up to 225 residents (Table 64-13A)</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.14</td> </tr> <tr> <td>LPN</td> <td>0.24</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.38</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.25</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.31</td> </tr> </table>	RN (inc.DON @.06)	0.14	LPN	0.24	<hr/>		Total LN	0.38	<hr/>		CNA		DC	2.25	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.31	<p><u>WV Code of State Rules</u> 64 CSR 13 – 8. And see below 64 CSR 13 -17 for Table 64-13A for “Minimum Ratios of Resident Care Personnel to Residents.</p>
RN (inc.DON @.06)	0.14																				
LPN	0.24																				
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CNA																					
DC	2.25																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	2.31																				
WY	<p>Sufficient Staff To meet the needs of the residents.</p> <p>Licensed Staff (RN, LPN/LVN) 1 DON full-time RN 1 RN/LPN Charge Nurse Day 7d/wk for each nursing station and 1 RN/LPN Evening & Night (DON excluded for 61+ beds)</p> <p>Direct Care Staff 2.25 hprd for skilled residents 1.50 hprd for non-skilled residents</p>	<table> <tr> <td>RN (inc.DON @.06)</td> <td>0.06</td> </tr> <tr> <td>LPN</td> <td>0.48</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total LN</td> <td>0.54</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>CNA</td> <td></td> </tr> <tr> <td>DC</td> <td>2.25</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>Total Nursing Staff (DC + DON) or (CNA + LN)</td> <td>2.31</td> </tr> </table>	RN (inc.DON @.06)	0.06	LPN	0.48	<hr/>		Total LN	0.54	<hr/>		CNA		DC	2.25	<hr/>		Total Nursing Staff (DC + DON) or (CNA + LN)	2.31	<p><u>WY Rules and Regulations</u> Ch. 11, Sec. 9.</p>
RN (inc.DON @.06)	0.06																				
LPN	0.48																				
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DC	2.25																				
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Total Nursing Staff (DC + DON) or (CNA + LN)	2.31																				