
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 625 Session of
2013

INTRODUCED BY SMITH, TEPLITZ, FONTANA, WILEY, YUDICHAK,
BREWSTER, FERLO, KASUNIC AND WASHINGTON, JUNE 24, 2013

REFERRED TO PUBLIC HEALTH AND WELFARE, JUNE 24, 2013

AN ACT

1 Requiring long-term care nursing facilities to submit to the
2 Department of Health, in a uniform format, direct care
3 staffing information.

4 The General Assembly finds and declares as follows:

5 (1) This Commonwealth has a large and growing population
6 of senior and disabled persons who require nursing facility
7 care.

8 (2) Significant staffing resources are necessary to
9 provide quality care to our senior and disabled citizens who
10 reside in nursing homes.

11 (3) Consumers of nursing care services need easy access
12 to timely information about staffing and turnover rates in
13 order to make informed decisions about nursing home quality.

14 (4) The high rate of turnover is a chronic problem in
15 nursing homes. Turnover of certified nurse aides (CNAs) is
16 especially high. A recent study found turnover rates among
17 CNAs to be as high as 43% while other studies have found
18 turnover rates to be more than 100% in many facilities.

1 (5) Studies have addressed the importance of continuity
2 of care and the need to stabilize the work force in nursing
3 homes to improve the quality of care. High turnover leads to
4 lower job satisfaction among caregivers and potential
5 negative health outcomes for residents. With every
6 resignation or termination, the caregiving relationships and
7 services provided to clients are affected. In addition, the
8 accumulated knowledge of a resident's individual needs and
9 desires is lost with the loss of the caregiver.

10 (6) Nursing facilities that receive public money have a
11 responsibility to report to residents, their families and the
12 taxpayers of this Commonwealth the turnover and staffing
13 levels that they provide for the residents in their care.

14 The General Assembly of the Commonwealth of Pennsylvania
15 hereby enacts as follows:

16 Section 1. Short title.

17 This act shall be known and may be cited as the Nursing Home
18 Accountability Act.

19 Section 2. Definitions.

20 The following words and phrases when used in this act shall
21 have the meanings given to them in this section unless the
22 context clearly indicates otherwise:

23 "Department." The Department of Health of the Commonwealth.

24 "Facility." A long-term care nursing facility as defined in
25 section 802.1 of the act of July 19, 1979 (P.L.130, No.48),
26 known as the Health Care Facilities Act.

27 "HPRD." Hours of care per resident day.

28 "Nurse aide." An individual who provides nursing or nursing-
29 related services to residents in a long-term care nursing
30 facility. The term does not include an individual who is a

1 licensed health professional or who volunteers to provide those
2 services without monetary compensation.

3 "Turnover." The rate at which staff leave a facility either
4 voluntarily or involuntarily.

5 Section 3. Reporting requirements for facilities.

6 (a) General rule.--Beginning 90 days after the effective
7 date of this section, a nursing facility shall report the
8 following information to the department on a quarterly basis:

9 (1) The turnover rate for registered nurses, licensed
10 practical nurses and nurse aides.

11 (2) The total staffing levels, including HPRD, for
12 nursing care by all registered nurses, licensed practical
13 nurses and nurse aides.

14 (3) The staffing levels, including HPRD, by professional
15 classification of nursing staff at the facility, including
16 registered nurses, licensed practical nurses and nurse aides,
17 categorized by permanent staff and temporary staff employed
18 through an agency or by contract, and total for each
19 classification.

20 (b) Uniform report format.--Direct care staffing
21 information, including information with respect to agency and
22 contract staff, and turnover information shall be based on
23 payroll and other verifiable and auditable data and shall be
24 reported in a uniform format.

25 (c) Posting of reports by department.--The department shall
26 post the reports submitted under subsection (a) on its nursing
27 care facilities Internet website.

28 (d) Posting of reports by facilities.--A facility shall post
29 its report submitted under subsection (a) in a publicly
30 accessible area.

1 Section 4. Enforcement.

2 (a) Civil penalty.--The department shall impose a civil
3 penalty upon any facility that fails to provide complete
4 information within the required time frame.

5 (b) Amount of penalty.--The amount of penalty under
6 subsection (a) shall be determined by the department.

7 Section 5. Effective date.

8 This act shall take effect in 90 days.