

STRIVE Nursing Staff Time Package

11/28/2011 V1.00

Background

The Centers for Medicare and Medicaid Services (CMS) funded a national nursing home staff time measurement study to update the Resource Utilization Groups (RUG) case mix system, which supports the Skilled Nursing Facility Prospective Payment System (SNF PPS) and many state Medicaid nursing home payment systems. This study, the Staff Time and Resource Intensity Verification, (STRIVE) collected the staff time devoted to the care of individual nursing home residents in a national sample of 9,706 residents in 205 nursing homes during 2006 and 2007.

One or more nursing units (“study units”) were selected in each nursing home, and staff time was captured for all staff members who provided at least 1 minute of direct care to a resident on a study unit. Two categories of staff time are reported in the STRIVE Nursing Staff Time Package:

- 1. Resident Specific Time (RST):** RST is number of minutes per day that the staff member spent directly with or on behalf of a resident on a study unit. If a staff member spent time with two or more residents simultaneously, then the staff time was split equally among those residents. RST is reported separately by general staff category and specific staff role (Table 1 describes the staff categories and roles).
- 2. Non-Resident Specific Time (NRST):** NRST is based on the time staff members spent supporting the delivery of care for all residents on a study unit. NRST does not include time spent on units other than the study unit(s), general facility administration time, general facility training, and meals and breaks. NRST time was collected at the staff member level. To be useful for RUG analyses, it is necessary to allocate NRST to the individual residents on the study unit(s) to arrive at the NRST minutes per day for each resident. The STRIVE Nursing Staff Time Package reports NRST allocated with two different methods:
 - a. NRST-Proportional.** The total NRST minutes per day (across all staff of a particular staff role) were allocated to each study unit resident proportional to the RST for that staff role for that resident. For example, the total LPN NRST minutes per day were allocated to each study unit resident on the basis of total LPN RST minutes per day for that resident. If one resident has twice the RST of another resident, the first resident was allocated twice the NRST. NRST-Proportional is reported separately by general staff category and specific staff role (Table 1 describes the staff categories and roles).
 - b. NRST-Direct.** The total NRST minutes per day (across all staff of a particular staff role) were allocated directly (equally) to each study unit resident. All residents on the study unit(s) receive the same number of allocated NRST minutes for the staff role. NRST-Direct is reported

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separately by general staff category and specific staff role (Table 1 describes the staff categories and roles).

For evaluating the RUG-III model, developing RUG-IV, and producing Case Mix Indices, the STRIVE study only used RST time. The sum of RST and NRST represents all the time spent by direct-care staff on a study unit's resident care activities. However, STRIVE found that RST was the best indicator of different care needs for different residents. The STRIVE Nursing Staff Time Package reports NRST to allow other users to combine RST and NRST (either proportional or direct) to suit their requirements.

The STRIVE Nursing Staff Time Package includes CSV (comma separated values) data files for RST, NRST-Direct, and NRST-Proportional staff minutes per day for three different RUG-IV models (48-group, 57-group, and 66-group). Values are presented for each of 3 general staff categories (RN, LPN, and aide) and 13 specific staff roles.

Staff Categories, Roles and Wage Weights

The STRIVE Nursing Staff Time Package reports staff time minutes per day for 13 different nursing staff roles and also summarizes those times for 3 broad nursing staff categories. Table 1 presents the staff categories, the staff roles (within each category), and relative wage weights for each staff role (based on the average 2006 Bureau of Labor Statistics wage rates standardized so that the Certified Nursing Aide weight is 1.00). The "Staff Role Label" column gives the column label in the CSV data files.

Table 1.
Staff Categories, Roles and Wage Weights

Staff Category	Staff Role Label (in CSV Files)	Staff Role Description	Wage Weight
RN	RN	Registered Nurse	2.58
	Resp. Ther.	Respiratory Therapist	2.14
LPN	LPN	Licensed Practical Nurse or Licensed Vocational Nurse	1.65
Aide	CNA, GNA, RCT	Certified Nursing Assistant or Geriatric Nurse Assistant or Resident Care Technician	1.00
	Cert. Med. Aide	Certified Medication Aide	1.00
	Restor. Aide	Restorative Aide	1.20
	Bath Aide	Bath Aide	0.85
	Feeding Aide	Feeding Aide	0.85
	Psych Aide	Psychiatric Aide	1.08
	Non Cert. Care Tech	Non Certified Care Technician	0.85
	Clin. Assoc.	Clinical Associate	1.00
	Transportation	Transportation Aide	0.85
	Resp. Ther. Asst.	Respiratory Therapist Assistant	1.76

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Detail Nursing Time Files Included in the Package

The “Detail” nursing time files present staff minutes per day for each of the specific staff roles for each RUG group. The columns are the 13 specific staff roles. The first row presents the wage weight (standardized for a value of 1.00 for Certified Nursing Aides) for each staff role. Subsequent rows present the average staff minutes per day for each of the RUG groups. The 9 Detail Nursing Time files are:

- 48-group model:
 - RST time:
 1. “RUG4 48gp Nur RST Staff Detail V1.00 10-26-2011.csv”
 - NRST-Direct time:
 2. “RUG4 48gp Nur NRST-Direct Staff Detail V1.00 10-26-2011.csv”
 - NRST-Proportional time:
 3. “RUG4 48gp Nur NRST-Propor Staff Detail V1.00 10-26-2011.csv”
- 48-group model:
 - RST time:
 4. “RUG4 57gp Nur RST Staff Detail V1.00 10-26-2011.csv”
 - NRST-Direct time:
 5. “RUG4 57gp Nur NRST-Direct Staff Detail V1.00 10-26-2011.csv”
 - NRST-Proportional time:
 6. “RUG4 57gp Nur NRST-Propor Staff Detail V1.00 10-26-2011.csv”
- 48-group model:
 - RST time:
 7. “RUG4 66gp Nur RST Staff Detail V1.00 10-26-2011.csv”
 - NRST-Direct time:
 8. “RUG4 66gp Nur NRST-Direct Staff Detail V1.00 10-26-2011.csv”
 - NRST-Proportional time:
 9. “RUG4 66gp Nur NRST-Propor Staff Detail V1.00 10-26-2011.csv”

Summary Nursing Time Files Included in the Package

The “Summary” nursing time files present staff minutes per day for each of the general staff categories for each RUG group. One set of 4 columns presents minutes per day for the 3 staff categories and the total across the staff categories. An additional set of 4 columns present wage weighted minutes per day for the 3 staff categories and the total across the staff categories. The wage weighted values for a category were calculated as follows. For each staff role within a category, multiply the minutes per day by the wage weight for that role and then sum the products.

The rows present the average staff minutes per day for each of the RUG groups. The 9 Summary Nursing Time files are:

- 48-group model:
 - RST time:

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1. "RUG4 48gp Nur RST Staff Summary V1.00 10-26-2011.csv"
 - NRST-Direct time:
 2. "RUG4 48gp Nur NRST-Direct Staff Summary V1.00 10-26-2011.csv"
 - NRST-Proportional time:
 3. "RUG4 48gp Nur NRST-Propor Staff Summary V1.00 10-26-2011.csv"
- 48-group model:
 - RST time:
 4. "RUG4 57gp Nur RST Staff Summary V1.00 10-26-2011.csv"
 - NRST-Direct time:
 5. "RUG4 57gp Nur NRST-Direct Staff Summary V1.00 10-26-2011.csv"
 - NRST-Proportional time:
 6. "RUG4 57gp Nur NRST-Propor Staff Summary V1.00 10-26-2011.csv"
- 48-group model:
 - RST time:
 7. "RUG4 66gp Nur RST Staff Summary V1.00 10-26-2011.csv"
 - NRST-Direct time:
 8. "RUG4 66gp Nur NRST-Direct Staff Summary V1.00 10-26-2011.csv"
 - NRST-Proportional time:
 9. "RUG4 66gp Nur NRST-Propor Staff Summary V1.00 10-26-2011.csv"