ONA Hospice and Home Health Nurses Ad Hoc Group Meeting:
HOME HEALTH AND HOSPICE NURSING SURVEY
OREGON 2008: Preliminary Results

Saturday, January 31, 2009

HOME HEALTH AND HOSPICE NURSING SURVEY

What Are the Issues?
- Relationships with Agency/Organization
- Patient outcomes
- Workload/Assignments
- Wage and salary/benefits
- Health and safety issues
- Workforce considerations/nurse retention
- Pay-Per-Visit and other reimbursement models
Goals of the Survey

Describe
- Who is effected
- Magnitude of impact
- Impact on patient outcomes
- Which types of agencies are involved
- Differences between urban and rural settings

Survey Process

November 2008:
- Nurses in the sample were mailed an invitation to join the study and complete the survey.
- Nurses choose to take “hard copy” or online versions of the survey.
HOME HEALTH AND HOSPICE NURSING SURVEY

Timeline for Survey

- November 2008:
  - Begin Data Collection.

- November 2008 - March 2009
  - Continue recruitment for survey and send reminders every 10-14 business days to those who have not yet completed the survey.

Complete report when survey response rate is 10-15% of the total group.

Complete a final report when survey response rate is 50% or more of the total group.
HOME HEALTH AND HOSPICE NURSING SURVEY

Survey Sections
- Demographics
- Agency Characteristics
- Nursing Practice Characteristics
- Documentation
- Nursing Practice Characteristics
- Workload

Survey Sections (Continued)
- Patient Outcomes
- Patient Interventions
- Reimbursement
- Safety & Health Issues
- Job Satisfaction
- Nurse Retention
HOME HEALTH AND HOSPICE NURSING SURVEY

**Survey Population:**

Our original total population consisted of all registered nurses currently licensed in Oregon who have identified themselves to OSBN as home health and hospice nurses.

Original Population Size N=3,100.

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WHO IS INCLUDED IN OUR POPULATION?

**Inclusion criteria:**
- Nurses licensed in Oregon who are currently practicing as direct care home health and/or hospice nurses.

**Exclusion criteria:**
- Nurses who are retired from nursing practice.
- Nurses who are nursing administrators and not providing direct patient care.
- Nurses who are not currently licensed as registered nurses in the State of Oregon.
- Nurses who are not currently practicing as home health and/or hospice nurses.
- Nurses who live in states other than those bordering Oregon

Final Potential Population N=2,326.
HOME HEALTH AND HOSPICE NURSING SURVEY

DEMOGRAPHICS:

SAMPLE DEMOGRAPHICS: N=390

- Age: Mean = 53.46 years  Median: 55.0
- Gender:  Male: 5%  (22)
           Female: 94.2%  (355)
- Ethnicity:
  Caucasian: 95.3%  (362)
  Hispanic American: 0.5%  (2)
  African-American: 0.3%  (1)
  Asian American: 0.5%  (2)
  American Indian: 0.8%  (3)
  Multiracial: 0.8%  (3)
  Prefer not to indicate: 0.5%  (2)
HOME HEALTH AND HOSPICE NURSING SURVEY:

- How many years have you been licensed as a registered nurse?  N= 389
  Mean: 24.0 years  Median: 24 years

- How many years have you been employed in your current setting?  N= 385
  Mean: 8.7 years  Median: 7.0 years

HOME HEALTH AND HOSPICE NURSING SURVEY:

Current Employment Status:

- I am employed full-time.  48% (189)
- I am employed part-time.  39% (140)
- I am employed per diem or resource.  9% (35)
- I am currently unemployed not due to retirement.  5% (18)
- I am currently retired.  1% (5)
HOME HEALTH AND HOSPICE NURSING SURVEY

Nursing Specialty or Role:
- Direct Care Nursing 61.3% (239)
- Case-Manager 55.6% (217)
- Psychiatric/Behavioral Health 2.8% (11)
- Clinical Nurse Specialist 3.5% (14)
- Nurse Practitioner 1.2% (5)
- Home Health Nursing Administrator 4.6% (18)

HOME HEALTH AND HOSPICE NURSING SURVEY

Estimate the population density of the primary community in which you practice home health or hospice nursing.

N=372
- Less than 1,000 people 9.7% (37)
- 2,000-10,000 people 24.0% (88)
- 11,000-25,000 people 21.4% (82)
- 26,000-50,000 people 24.5% (91)
- 51,000-100,000 people 25.8% (96)
- 101,000-250,000 people 22.8% (85)
- 251,000-500,000 people 9.9% (37)
- More than 500,000 people 14.2% (53)
HOME HEALTH AND HOSPICE NURSING SURVEY:

- Type of Practice

<table>
<thead>
<tr>
<th>Type of Practice</th>
<th>Number of Nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Home Health</td>
<td>156</td>
</tr>
<tr>
<td>Hospice</td>
<td>51</td>
</tr>
<tr>
<td>Both</td>
<td>66</td>
</tr>
</tbody>
</table>

HOME HEALTH AND HOSPICE NURSING SURVEY

- Home Health Nursing Practice Survey Results:
## Home Health Nursing Practice Survey

**In my agency: N=147**

- **We have adequate RN staffing**
  
<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>8% (13)</td>
<td>25% (38)</td>
<td>13% (20)</td>
<td>42% (63)</td>
<td>9% (14)</td>
</tr>
</tbody>
</table>

- **I have supportive supervisory personnel**
  
<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>4% (6)</td>
<td>11% (17)</td>
<td>18% (27)</td>
<td>39% (59)</td>
<td>26% (39)</td>
</tr>
</tbody>
</table>

- **I have a professional relationship with administration.**
  
<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2% (4)</td>
<td>7% (11)</td>
<td>17% (26)</td>
<td>48% (71)</td>
<td>24% (35)</td>
</tr>
</tbody>
</table>

- **Concern for the patient is paramount.**
  
<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2% (4)</td>
<td>7% (11)</td>
<td>16% (24)</td>
<td>37% (56)</td>
<td>36% (53)</td>
</tr>
</tbody>
</table>

- **I have the independence to make important decisions.**
  
<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>3% (4)</td>
<td>5% (7)</td>
<td>12% (17)</td>
<td>44% (64)</td>
<td>37% (54)</td>
</tr>
</tbody>
</table>

- **I have the power to generate change in organizational policy.**
  
<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>15% (22)</td>
<td>20% (30)</td>
<td>28% (42)</td>
<td>24% (36)</td>
<td>18% (12)</td>
</tr>
</tbody>
</table>
Home Health Nursing Practice Survey

Major DIRECT nursing care challenges:
- Patients with difficult medical complications: 80.6% (108)
- Increased nursing interventions: 50.7% (68)
- Increased complexity of interventions: 65.7% (88)
- Lack of time for patient/family teaching: 44.8% (60)
- Poor patient compliance to treatment regimens: 67.9% (91)

Major INDIRECT nursing care challenges:
- Increased paperwork/documentation: 85.9% (110)
- Increase number of non-nursing tasks: 47.7% (61)
- Lack of continuity with other providers: 52.3% (67)
- Inadequate nurse staffing: 42.2% (54)
- Lack of time for care to patients/families: 40.6% (52)
- Addition of case management activities: 43.0% (55)
HOME HEALTH AND HOSPICE NURSING SURVEY

Group Comparisons:

Nurse Survey Respondents:

<table>
<thead>
<tr>
<th>Practice Role</th>
<th>Number of Nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Care Nurses</td>
<td>100</td>
</tr>
<tr>
<td>Casemanagers</td>
<td>80</td>
</tr>
<tr>
<td>Home Health</td>
<td>60</td>
</tr>
<tr>
<td>Hospice</td>
<td>40</td>
</tr>
<tr>
<td>Both</td>
<td>20</td>
</tr>
</tbody>
</table>
### Method of rating your patient workload intensity:

- **Home Health:**
  - Y: 43% (63)
  - N: 37%
  - Not Sure: 20% (29)

- **Hospice:**
  - Y: 45% (24)
  - N: 32%
  - Not Sure: 22% (14)

- **Both:**
  - Y: 52% (24)
  - N: 17%
  - Not Sure: 30% (14)

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### Home Health Nursing Practice Survey

- **Factors to Rate Assignment:** N=144
  - Number of patients: Y: 82% (120)  N: 11% (17)  Not sure: 5% (8)
  - Patient acuity: Y: 32% (45)  N: 59% (83)  Not sure: 7% (11)
  - Task complexity: Y: 45% (61)  N: 47% (66)  Not sure: 7.9% (11)
  - Distance: Y: 58% (82)  N: 35% (49)  Not sure: 6% (9)
Hospice Nursing Practice Survey

- Factors to Rate Assignment: N=66
  Number of patients: Y: 88% (56)  N: 8% (5) Not sure: 3% (2)
  Patient acuity: Y: 32% (22)  N: 50% (29) Not sure: 12% (7)
  Task complexity: Y: 35% (20)  N: 50% (29) Not sure: 14% (11)
  Distance: Y: 61% (38)  N: 33% (21) Not sure: 5% (3)

Both Home Health and Hospice Survey

- Factors to Rate Assignment: N=51
  Number of patients: Y: 82% (37)  N: 13% (17) Not sure: 4% (2)
  Patient acuity: Y: 48% (21)  N: 44% (19) Not sure: 7% (3)
  Task complexity: Y: 47% (20)  N: 45% (19) Not sure: 7% (3)
  Distance: Y: 65% (30)  N: 32% (15) Not sure: 2% (1)
Home Health Nursing Practice Survey

Allocated Time - Routine Patient Visit - N=100
Mean=1.44 Hours  p=.003

Necessary Time - Routine Patient Visit - N=98
Mean=1.66 Hours  p=.003
Hospice Nursing Practice Survey
Allocated Time - Routine Patient Visit - N=52
Mean=1.9 Hours  p=.05

Hospice Nursing Practice Survey
Necessary Time - Routine Patient Visit - N=51
Mean=2.06 Hours  p=.05
Both Home Health and Hospice Nursing Practice Survey
Allocated Time - Routine Patient Visit - N=37
Mean=1.54 Hours  p=.005

Both Home Health and Hospice Nursing Practice Survey
Necessary Time - Routine Patient Visit - N=37
Mean=1.80 Hours  p=.005
HOME HEALTH AND HOSPICE NURSING SURVEY:

Mean Number of Miles Driven Per Day

Number of Nurses

Mean Miles Per Day

- Home Health
- Hospice
- Both

HOME HEALTH AND HOSPICE NURSING SURVEY:

Time to Document a Routine Visit

Time in Minutes

- Home Health
- Hospice
- Both
HOME HEALTH AND HOSPICE NURSING SURVEY:

**Patient Visits Per Day**

**Home Health**
- 2-3: 12% (16)
- 4-5: 67% (88)
- 6-7: 15% (20)
- 8-9: 0% (0)
- >9: 0% (0)
- No home visits: 5% (7)

**Hospice**
- 2-3: 7% (4)
- 4-5: 89% (51)
- 6-7: 0% (0)
- 8-9: 0% (0)
- >9: 0% (0)
- No home visits: 4% (2)

**Both**
- 2-3: 9% (4)
- 4-5: 71% (30)
- 6-7: 14% (6)
- 8-9: 0% (0)
- >9: 0% (0)
- No home visits: 4% (2)
HOME HEALTH AND HOSPICE NURSING SURVEY

I Also Case-Manage Patients:

**Home Health:**
- Y: 74% (101)
- N: 25% (34)

**Hospice:**
- Y: 81% (47)
- N: 19% (11)

**Both:**
- Y: 75% (33)
- N: 25% (11)

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HOME HEALTH AND HOSPICE NURSING SURVEY

Number of Patients Case Managed

**Home Health:**

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<thead>
<tr>
<th></th>
<th>1-5</th>
<th>6-10</th>
<th>11-15</th>
<th>16-20</th>
<th>&gt;20</th>
<th>Don’t Case Manage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y:</td>
<td>9%</td>
<td>6%</td>
<td>14%</td>
<td>23%</td>
<td>29%</td>
<td>18%</td>
</tr>
<tr>
<td>N:</td>
<td>14%</td>
<td>25%</td>
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**Hospice:**

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**Both:**

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<td>15%</td>
<td>17%</td>
<td>19%</td>
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<td>15%</td>
<td>17%</td>
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HOME HEALTH AND HOSPICE NURSING SURVEY

- It is not too late to take your Home Health and Hospice Nursing Survey, Oregon 2008!

Home Health & Hospice Nursing Survey, Oregon, 2008