

MDS Alert

What Are the Top Challenges for Those Working in Nursing Homes?

It's not salaries or job security, according to a recent AANAC survey.

If you view survey readiness and follow-up issues after state surveys as really challenging -- you've got company.

That concern ranked among the top three challenges cited by American Association of Nurse Assessment Coordinators' members who responded to a recent AANAC survey. The other challenges were as follows:

Training and continuing education for staff to keep up with regulatory and industry changes; and

The burnout and stress of everyday work. "Close to 60 percent of respondents report working overtime on a regular basis and 40 percent report being pulled from their regular duties," according to a press release. As for key elements of how respondents felt about their job, the survey found that:

75% were satisfied or very satisfied with their compensation

57% were satisfied or very satisfied with their benefits

74% were satisfied or very satisfied with their job security

62% were satisfied or very satisfied with hours and work/life balance

75% were satisfied or very satisfied with their co-worker relationships and staff teamwork.

Survey Respondents Identify Culture Change Efforts at Their Facilities

The survey also asked AANAC members to identify to what extent their facilities have "embraced the culture change movement." The findings are as follows:

- 66% have fine dining/food service improvements
- 60% have consistent assignment
- 49% have personalized rooms, services, and opportunities
- 43% have pets/animals
- 34 % have town halls and resident-directed programs.