

Hospice & Palliative Care Workforce Survey

Worksheet Only – All Data Must Be Entered Into Online Survey

Hospice and Palliative Nurses Association (HPNA) and Hospice Analytics are working together to gather information about the workforce in hospices and palliative care programs. This survey is intended for one person to complete per organization (e.g., Administrator, Director of Human Resources). This survey asks about the number of staff members, the number of full-time equivalent (FTE) employees, and the number of certified professionals (certified in hospice and palliative care) working in your program(s) in various clinical settings. Questions will ask about the following disciplines: Advance Practice Registered Nurse (APRN), Registered Nurse (RN), Licensed Practical Nurse (LPN), Hospice Aide, Physician, Social Worker and Chaplain.

This survey should take less than 15 minutes to complete. It is intended to be a brief survey, so please include information you have readily available. Providing us with a contact name and email address allows us to email the survey results to you.

Please note the following:

- "Staff" refers to all employees of a particular discipline working in ANY position, not just working in clinical positions. When counting the numbers of your specific staff members, please include all full-time, part-time, PRN, volunteering staff, and regularly scheduled contracted staff for each discipline.
- A full-time equivalent (FTE) employee is one that works, or is scheduled to work, 2,080 hours per year.
- An example of "certification" for a Registered Nurse (RN) is the designation *Certified Hospice and Palliative Nurse (CHPN)*.
- If you do not know the answer to a question, leave it blank. If the answer is zero, enter 0.
- Individual survey responses will be kept confidential, and results will only be reported in aggregate.

	HOSPICE Community/Home Care	HOSPICE Inpatient Facility/Unit	HOSPICE-based Palliative Care Program	HOSPITAL-based Palliative Care Program
APRN Number FTE # Certified in HPC*				
RN Number FTE # Certified in HPC*				
LPN / LVN Number FTE # Certified in HPC*				
Aide Number FTE # Certified in HPC*				
MD Number FTE # Certified in HPC*				
SW Number FTE # Certified in HPC*				
Chaplain Number FTE # Certified in HPC*				

*HPC= Hospice and Palliative Care