

# Hospice Survey

**The National Hospice & Palliative Care Organization (NHPCO), State Hospice Organizations / Associations, and Hospice Analytics** are working together to gather information about the workforce shortages in hospices. Specifically, this survey was produced by *NHPCO's Council of States Workforce Workgroup*. This survey asks about pre- / post- COVID-19 Public Health Emergency (PHE) Patient / Staff Ratios, staff shortages, and how providers are retaining and attracting new staff.

This survey should take approximately 10 minutes to complete, so please include information you have readily available. It is intended to be completed by one person per organization. **Please complete and submit this survey by June 30, 2022.**

Please note the following:

- "Staff" refers to all employees of a particular discipline working in ANY clinical or non-clinical position. 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 who is scheduled to work 37.5 or more hours per week (i.e., 1950 or more hours per year).
- 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.**
- Please contact Cordt Kassner, PhD, at Hospice Analytics (email [ckassner@hospiceanalytics.com](mailto:ckassner@hospiceanalytics.com)) with any technical difficulties.

1. Are you a member of NHPCO? (Select one)

- Yes  
 No

2. Are you a member of your state hospice organization? (Select one)

- Yes  
 No

\* 3. Hospice Information (required answer - one survey per CMS Provider ID)

Hospice Name:

Hospice City / State:

CMS Provider ID (6-digit number; please enter 999999 only if not Medicare certified):

Hospice CEO Name (used to email final survey results):

Hospice CEO Email (used to email final survey results):

#### 4. Additional Hospice Contact (optional)

Additional Hospice Contact

Name (used to email final  
survey results):

Additional Hospice Contact

Email (used to email final  
survey results):

## Hospice Survey

5. Advanced Practice Nurses (APRN, including Nurse Practitioner) dedicated to Hospice care (please enter numbers only; e.g., 10= 10 patients / APRN)

2019 calendar year  
average Patient / Staff  
Ratio per APRN (pre-  
PHE):

2022 current Patient / Staff  
Ratio per APRN (during  
PHE):

2022 Provider current  
shortage of APRNs  
(FTEs):

6. Registered Nurses (RN) dedicated to Hospice care (please enter numbers only; e.g., 10= 10 patients / RN)

2019 calendar year  
average Patient / Staff  
Ratio per RN (pre-PHE):

2022 current Patient / Staff  
Ratio per RN (during PHE):

2022 Provider current  
shortage of RNs (FTEs):

7. Licensed Practical and Vocational Nurses (LPN / LVN) dedicated to Hospice care (please enter numbers only; e.g., 10= 10 patients / LPN or LVN)

2019 calendar year  
average Patient / Staff  
Ratio per LPN / LVN (pre-  
PHE):

2022 current Patient / Staff  
Ratio per LPN / LVN  
(during PHE):

2022 Provider current  
shortage of LPN / LVNs  
(FTEs):

8. Hospice Aides dedicated to Hospice care (please enter numbers only; e.g., 10= 10 patients / Hospice Aide)

2019 calendar year

average Patient / Staff

Ratio per Aide (pre-PHE):

2022 current Patient / Staff

Ratio per Aide (during

PHE):

2022 Provider current

shortage of Aides (FTEs):

9. **Physicians** dedicated to Hospice care (please enter numbers only; e.g., 10= 10 patients / Physician)

2019 calendar year

average Patient / Staff

Ratio per Physician (pre-

PHE):

2022 current Patient / Staff

Ratio per Physician (during

PHE):

2022 Provider current

shortage of Physicians

(FTEs):

10. Social Workers dedicated to Hospice care (please enter numbers only; e.g., 10= 10 patients / Social Worker)

2019 calendar year

average Patient / Staff

Ratio per Social Worker

(pre-PHE):

2022 current Patient / Staff

Ratio per Social Worker

(during PHE):

2022 Provider current

shortage of Social Workers

(FTEs):

11. Chaplains dedicated to Hospice care (please enter numbers only; e.g., 10= 10 patients / Chaplain)

2019 calendar year

average Patient / Staff

Ratio per Chaplain (pre-

PHE):

2022 current Patient / Staff

Ratio per Chaplain (during

PHE):

2022 Provider current

shortage of Chaplains

(FTEs):

12. Volunteers dedicated to Hospice care (please enter numbers only; e.g., 10= 10 patients / Volunteer)

2019 calendar year

average Patient / Staff

Ratio per Volunteer (pre-PHE):

2022 current Patient / Staff

Ratio per Volunteer (during PHE):

2022 Provider current shortage of Volunteers (FTEs):

## Survey Completed - Thank You!

13. How has your patient average daily census (ADC) changed from pre-PHE (late 2019) to current?

- ADC has increased
- No change
- ADC has decreased
- Other (please specify)

14. Has your hospice refused new admissions due to a lack of staffing?

- No
- Yes
- If yes, approximately what percentage of new admissions were refused in 2021?

15. If staff are resigning from your hospice, why?

- Not applicable
- Early retirement
- Moral distress
- Better pay / benefits elsewhere
- Vaccine mandates
- Other (please specify)

16. How are you retaining and attracting new staff?

- Not applicable
- Increases salary / wage
- Bonuses / sign-on bonuses
- Flexible work schedule / job sharing
- Employee Recognition Programs
- Other (please specify)

17. Additional comments

Thank you for completing this survey! Survey results will be emailed to the identified contact(s) after project completion.