



Staff Workforce Planning 2020 Evaluation:

Nursing Home Settings (Recommendation 9.1 COVID 19 Nursing Home Expert Panel Report)

Survey results summary prepared by Behaviour & Attitudes for HIQA
March 2022

Prepared by:
Clare Kavanagh and Kate Corneille

Behaviour & Attitudes - Milltown House, Mount St Annes,
Milltown, Dublin 6 / +353 1 205 7500

Table of Contents

1.0	Introduction	2
1.1	Research approach	2
1.2	The sample.....	3
1.3	Descriptive statistics	4
2.0	Executive summary.....	6
2.1	Summary of findings.....	8
3.0	Findings: Accommodation, staffing, qualifications and resident dependency tools pre-Covid 19.	12
3.1	Accommodation	13
3.2	Staffing	23
3.3	Qualifications	88
3.4	Use of Tools/Instruments to Measure Resident Dependency Levels	103
4.0	Findings: Covid 19 impact on resident numbers and staffing.....	107
4.1	Resident numbers pre and post Covid 19.....	108
4.2	Impact of Covid 19 on staffing	113
	Appendix	120
	The Questionnaire	121

1.0 Introduction

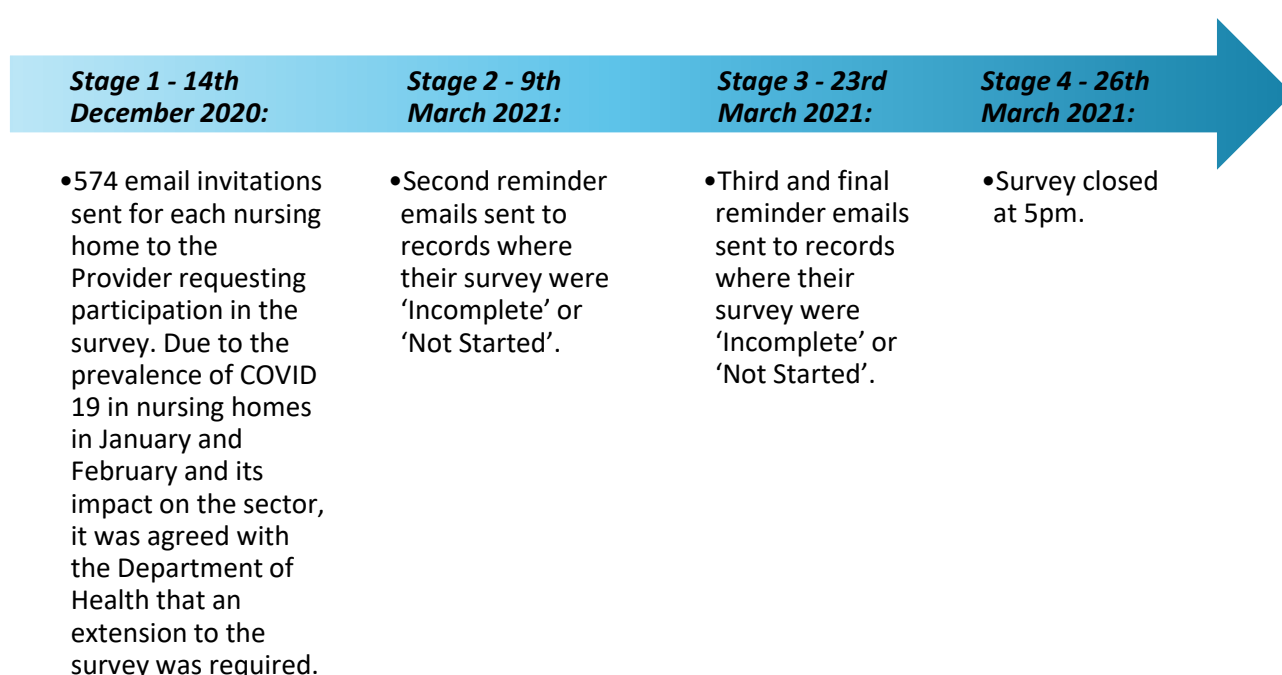
In August 2020 the Minister for Health and the Minister for Mental Health and Older People published the COVID-19 Nursing Homes Expert Panel Report. The report set out a range of recommendations in line with lessons learned to date and international best practice, aimed to safeguard vulnerable residents in nursing homes.

One of the recommendations in the report required HIQA to carry out a detailed audit of existing staffing levels (nursing and care assistants) and qualifications in all nursing homes – public, voluntary and private (Recommendation 9.1). It was agreed with Expert Panel Implementation Oversight Team, that HIQA would facilitate an online survey to gather this information.

This report details the analysis of the findings of the survey that was undertaken, which was developed with Department of Health and University College Cork (UCC). Cemplicity built the survey instrument, project managed and collated the data. Behaviour and Attitudes wrote this report presenting the findings.

1.1 Research approach

The research was undertaken using an online methodology. An online survey link was sent for each nursing home to the Provider. Registered providers with multiple nursing homes received one survey link per nursing home; thus ensuring that responses returned were per nursing home. Responses were voluntary. The survey consisted of 12 questions. The questionnaire is included in the appendix. The survey timeline is indicated below:



574¹ nursing homes were invited to take part in the survey. Out of the 574 nursing homes, 243 completed the survey, which is a response rate of 42%.

¹ This was the number of registered centres at the time the survey was issued.

1.2 The sample

The sample composition is proportional to the profile of nursing homes invited in terms of bed size and urban and rural locations. Statutory nursing homes are slightly overrepresented in the sample and private nursing homes are slightly underrepresented relative to their incidence in the population of nursing homes invited.

Sample composition

Base: All nursing homes that completed the survey – N=243

Provider Type			
<i>[Light grey] = Number of responses</i>	Number of Nursing Homes that Completed the Survey		Total Number of Nursing Homes
Private	65%	159	77% 443
Statutory	32%	77	20% 114
Voluntary	3%	7	3% 17
TOTAL	100%	243	100% 574

No. of Registered Beds			
<i>[Light grey] = Number of responses</i>	Number of Nursing Homes that Completed the Survey		Total Number of Nursing Homes
0 – 40	39%	94	34% 196
41 -100	54%	131	56% 323
More than 100	7%	18	10% 55
TOTAL	100%	243	100% 574

Area			
<i>[Light grey] = Number of responses</i>	Number of Nursing Homes that Completed the Survey		Total Number of Nursing Homes
Urban	63%	153	64% 366
Rural	37%	90	36% 205
TOTAL	100%	243	100% 571*

*N/A for 3 addresses.

**Figures in light grey show the profile of nursing homes matching relevant criteria.

1.3 Descriptive statistics

Glossary



- Base: Total number of nursing homes answering the question for each cohort shown.
- Range of numerical responses: Data provided for each open numerical question has been divided into four or five parts of more or less equal size to allow the range of responses to be known. The actual number of nursing homes giving the relevant answer for each part is shown and this number is also shown as a percentage of the total number of nursing homes
- Average: For each numerical question we have provided the average response per nursing home. Unless otherwise stated averages always exclude Zero and Don't know
- Total number: Sum of all items of interest reported by nursing homes who completed the survey.
- Don't know: Blank or don't know responses
- *: Caution small base size.

Statistical significance

With responses received from just 243 nursing homes, a small number of polarising scores can skew descriptive scores for the total sample. This is especially the case for nursing home segments such as Voluntary and over 100 bed homes with just 7 and 18 responses recorded respectively. Use of accepted statistical tests of significance, even allowing for a limited population correction factor give the following wide margins of error for the total sample and key segments at 95% confidence level. The very small number of respondents from the voluntary provider sector and providers with more than 100 beds means we need to read the findings from these segments as indicative only.

	Total universe	Sample	Margin of Error
	N	N	%
All Nursing homes	573	243	± 5%
Private	442	159	± 6%
Statutory	114	77	± 7%
Voluntary	17	7	± 30%

Colour coding has been used throughout this report to indicate where the findings from a particular cohort are substantively or 'statistically significantly' different to the total sample of nursing homes. We used the a p value test of <.05. This means that where data is highlighted in pink or yellow, we are 95% confident that if all 574 nursing homes completed the survey that the results from this cohort would also be higher or lower than the total population of nursing homes and that the observed variance in the sample data is a real difference not simply due to chance. See the legend below.

 = Statistically significantly higher
 = Statistically significantly lower

Approach to Outliers

To improve the representativity of the data, identified outliers were removed from the data for the following questions.

- Q1a Number of registered beds - (Average Occupancy)
- Q5 Staff in Post (WTE) - (Healthcare Assistants/Care Attendants – Staff in Post WTE)
- Q5b Additional resources - (Clinical Support Nurses)
- Q10 Average hours per week - (Agency/Bank Registered Nurses)
- Q10 Average hours per week - (Agency/Bank Health Care Assistants)

Excluded Questions

Following the closing of the survey and analysis of the responses, it was evident that some participants had misinterpreted question instructions for Q5a and Q.11 and entered invalid data. Findings from these questions have been omitted due to a lack of sufficient or credible data to examine. See questionnaire in Appendix.

2.0 Executive summary

This report presents the results of the online survey undertaken between December 2020 and March 2021 to deliver a detailed audit of staffing levels and qualifications in nursing homes. Participation was voluntary on the part of nursing homes and 243 of the 574 nursing homes invited to take part completed the survey.

In assessing the extent to which readers of the report can have confidence that the findings of this survey represent the true picture of staffing and qualifications in nursing homes at the time of the research we need to be mindful of common possible causes of research bias namely; sample selection bias, response/measurement bias or bias caused by the actions of an interviewer. In the case of this research project the survey was self-completion so interviewer bias is not a consideration.

Review of the methodology, profile of respondents as well as findings show no evidence of sample selection bias. Although the absolute number of responses is limited to 243, this represents a response rate of 42% which is strong for a non-mandatory B2B survey administered online during what was a very busy and stressful period for Irish nursing homes. Nevertheless, as noted in section 1.3 because we received feedback from a sample of nursing homes and not the total universe there is margin of error in results reported and this is larger when we are drilling into especially the smaller cohorts when one or two responses can skew the results for all.

The key aspect to assess here is sample composition. The sample composition is proportional to the profile of nursing homes invited in terms of bed size and urban and rural locations. There is a marginal over representation in the sample for statutory nursing homes and private nursing homes are slightly underrepresented relative to their incidence in the population but even if the data was reweighted to reflect the correct representation there would be minimal change only in the findings at an overview level. There is no evidence to suggest systematic self-selection bias, by that we mean that nursing homes with differing staffing and qualification levels chose in higher numbers not to respond. In line with data protection protocols data has been anonymized so there is no way to check this post research.

Response bias can occur when due to the way a question is worded or the research instrument for capturing responses is designed and implemented the true answer is not recorded. There are significant watch outs re: potential response bias in this report.

As noted in the descriptive statistics section above it was evident that many participants had misinterpreted question instructions for Q5a and Q.11 and entered invalid data. Findings from these questions therefore were omitted from the report due to a lack of sufficient or credible data to examine. See questionnaire in Appendix.

We also need to have care in interpreting the results from questions where a large number of the respondents failed to complete the answer box. This occurs in response to many questions but most notably with regard to staffing and qualification questions where a large proportion of respondents did not complete the answer box for certain grades of staff. There is no way of knowing whether by leaving a blank the respondent was indicating that the staff grade was not present in their nursing home or that they intentionally did not leave an answer. There was no instruction given in the survey as to what to do in these circumstances. For the avoidance of doubt the analysis process was that the respondent needed to record a 'zero' in words or numbers to be included in the group who are claiming this grade of staff or qualification is not present in their nursing home. Readers can easily understand the extent to which this response bias is present with regard to individual questions as the proportion of respondents who either left the answer code box blank or wrote in don't know is combined and presented as 'Don't know' in all tables. In all cases, averages are calculated **excluding** those recording don't know and/or left the answer box blank.

Another question which recorded a large number of blanks related to the capture of additional resources in hours worked in the centre per week as of the 28th of February. It is difficult to know therefore were nursing homes indicating by leaving the answer box blank that they did not engage additional resources or they intentionally did not give an answer. In analysing the data the same treatment was used for this question as for others with large numbers of blanks/don't knows. Those who choose to leave the question blank were combined with those who wrote in 'don't know' and the numbers are presented in the table. In calculating the average additional resource hours per week 'don't knows' have been excluded. We have assumed these respondents did not use the additional resources.

We also need to be aware also that it appears that many responding nursing homes may have misinterpreted Q. 6 'Please indicate the number of Registered Nurses in your designated Centre who hold the following qualifications'. For each grade respondents were required to complete the number of Registered that held the specific qualification only. In this way the total number of qualifications across all nursing homes should sum to 100%. Analysis of results indicates that many respondents recorded simply the number of nursing who held any of the qualifications. A registered nurse therefore who held a hospital certificate in nursing and an undergraduate diploma in nursing would be counted twice. In interpreting these results we can get a feel for the relative presence of different qualifications across nursing homes rather than the exact numbers with the most senior grade.

As noted above to improve the representativity of the data, identified outliers were also removed from the data for selected questions.

2.1 Summary of findings

The survey consisted of 12 questions requiring nursing homes to report details of their accommodation, staffing and qualifications as well as resident dependency tools used on the 28th of February 2020, pre-Covid 19, and report the impact of Covid 19 on resident numbers and staffing on the date that they completed the survey.

Pre-Covid 19 accommodation

Pre-Covid 19 the number of registered beds reported as offered by participating providers covered a large range. Twenty four percent reported providing 30 or less beds, a further 33% reported offer of 31-50 beds, 23% reported 51-70 beds and 19% reported that they offer more than 70 beds with 7% reporting 100 beds plus. On average 53 registered beds per nursing home were reported with most offered as long term beds. On average 47 long term beds were offered. The range of long term beds offered followed the same pattern as all registered beds with less than one third (30%) offering 30 or less long term beds and 4% offering more than 100 beds. Amongst the sample that responded, the total number of beds reported was 12,777 and the total number of long term beds reported was 11,325.

The average occupancy for all registered beds was 82% and the average occupancy was 83% for long term beds. Occupancy rates of below 75% were reported for all registered beds by a significant minority; 19% of providers. Twenty one percent of providers reported a 75-86% occupancy rate for all beds, 18% reported an 87% to 92% occupancy, 21% reported a 93-98% occupancy and 19% reported a 98% or more occupancy for all beds. Occupancy rates reported were similar across provider type, nursing home size and geographical area. Long term bed occupancy rates follow a similar overall trend with just 21% reporting a 0-74% occupancy rate, although 27% reported a 98% plus occupancy rate for long term beds. Statutory providers were statistically significantly more likely to report a 98% or more occupancy rate for long term beds.

All participating nursing homes reported provision of single occupancy rooms, 88% reported at least one multi-occupancy room (2-4 residents) and 3% reported provision of multi-occupancy rooms (4+ residents).

Pre-Covid 19 residents

Reflecting the reported number of registered beds and occupancy rates the average number of residents per nursing home Pre-Covid 19 in the responding sample was 45.5 residents. Looking at the range of responses we can see that the bottom fifth of nursing homes (20%) reported having less than 25 residents, and the top fifth reported 59 or more residents. Statutory and Private nursing homes tended to report slightly more residents at 59.3 and 47.0 residents respectively and urban nursing homes also reported pre-Covid 19 higher numbers at 48.8 vs, Rural nursing homes reporting 39.9 residents. Summing all residents reported in each setting gave a total figure of 11,007 residents pre-Covid 19.

Pre-Covid 19 Staffing

Providers were asked to report staff in post (WTE), staff in post (head count) and Vacancies as of the 28th February 2020. For ease the following summary focuses on staff in post (WTE) and vacancies.

Director of nursing/Person in charge: The questionnaire captured firstly details with regard to employment of Director of Nursing and then subsequently the Person in Charge (if different to the Director of Nursing/Clinical Nurse manager in charge). Ninety seven percent of the participating nursing homes reported that they employed either a WTE Director of Nursing or a WTE Person in Charge. The eight nursing homes who reported not employing this grade of staff were spread across Private and Statutory homes. Four nursing homes with 40 or less beds and four nursing homes with 41 to 100 beds claimed not to employ either of these staff grades. Eighty six percent of nursing homes reported at least one and 10% reported two or more of this staff grade employed. Five percent of nursing homes reported at least one vacancy and 1% two vacancies for this grade.

Assistant Director of Nursing: Fifty four percent of nursing homes reported employing at least one WTE Assistant Director of Nursing. On average 1.1 WTE staff of this grade employed. The greatest proportion (47%) employed one WTE Assistant Director of Nursing, 7% of nursing homes employed two and one nursing home reported

employing three or more. Thirteen percent of nursing homes didn't report any data re: Assistant Director of nursing or reported they didn't know how many WTEs of this staff grade they employed. Eight percent of the sample claimed to have at least one vacancy and one nursing home reported two outstanding vacancies for this grade.

Staff Nurses (RNs): Amongst registered nursing staff, Staff nurses (RNs) excluding senior staff nurses were most popularly employed. 94% of the total sample reported employment of at least one and on average across the sample 9.2 WTEs were employed per nursing home. Twenty three percent of nursing homes reported employing four or less WTE staff nurses, 39% claimed to employ from 5 to 9, and 33% reported that they employed ten or more WTE staff nurses. The average number of staff numbers employed was statistically significantly lower for nursing homes with 0-40 beds at an average of 5.0 per nursing home and statistically significantly higher for those nursing homes with more than 100 beds with an average of 21.9 WTE staff nurses reported employed. Thirty percent of participating nursing homes reported at least one vacancy, and the average number of vacancies reported was 3.0.

Senior staff nurses: This grade of nursing staff were next most popularly reported as employed, with 65% of nursing homes reporting employment of this grade. The average number of WTE senior staff nurses reported as employed was 6.8. Thirty three percent of participating homes reported employing four senior staff nurses or less, 16% reported employing 5-9 personnel in this grade and 16% reported employing 10 or more. The balance were unsure how many senior staff nurses they employed (24%). One third didn't report any data or reported they didn't know if they had any vacancies for this grade and 57% said they didn't have any vacancies. The 10% of nursing homes who reported vacancies for senior staff nurses were most likely to report one or two vacancies (8%).

Clinical Nurse Managers: The proportion reporting employment of at least one WTE Clinical grade nurse managers; Grade 1, Grade 2 and Grade 3 was 50%, 38% and 8% respectively. The average number employed was WTE 1.9 for Clinical Nurse Manager (Grade 1), WTE 2.4 for Clinical Nurse Manager (Grade 2), and WTE 1.5 for Clinical Nurse Manager (Grade 3). Eleven percent reported vacancies for Clinical Nurse Managers (Grade 1) and 3% claimed to have more than one vacancy, 10% claimed to have at least one vacancy for Grade 2 and 7% claimed to have a vacancy for Grade 3 clinical nurse managers.

Nursing interns/other registered nursing grades: There was minimal reported employment of nursing interns or other nursing grades across the sample. With regard to nursing interns (4th year) three nursing homes claimed to employ either WTE two or three nursing interns, the balance either reported that they didn't employ this grade of staff or they didn't know.

We observe a similar trend with regard to other registered nursing grades. Just eight nursing homes reported employment of WTE other registered nursing grades/. Four nursing homes claimed employment of one only WTE and the remaining four nursing homes reported respectively employment of two, three, from 5-9 and 11 or more WTE other registered nursing staff. Forty two percent of the participating nursing homes reported they didn't know how many other registered nursing staff they employed and the balance claimed they didn't employ any. Three nursing homes reported vacancies for other registered nursing grades and one nursing home reported a vacancy for two nursing interns.

Health Care Assistant/care attendants: Eighty seven percent reported employment of at least one WTE Health Care Assistant /Care attendant. On average, 24 WTE Health Care Assistants/care attendants were employed per nursing home. Thirteen percent of nursing homes reported employment of between one and ten of this staff grade, about one in five reported employment of WTE bands 11-16, 17-23 and 24-32 and a further one in five reported employment of 33 or more of this staff grade. Nursing homes with 40 or less beds were most likely to report employment of 1-16 of this staff grade and nursing homes with 41-100 beds were more likely to report employment of 24-32 of such staff. Thirty three percent of nursing homes reported at least one vacancy. Seven percent reported just one vacancy, 9% reported two vacancies, 6% reported three vacancies and 5% reported four vacancies. Two percent reported five to nine vacancies and further four percent or ten nursing homes reported 11 or more vacancies.

Multi-Task attendants: Forty eight percent of the total sample reported employing at least one WTE multi-task attendant. Fifteen percent reported employing WTE four or less multi-task attendants, 11% reported employ of 5-9 and 22% of nursing homes reported employment of ten or more WTE Multi-task attendants. Private nursing

homes report a statistically significantly lower average number of multi-task attendants at 5.9 WTEs versus Statutory which report employment of on average of 17.6 WTEs. Eighteen percent report at least one vacancy of this grade and the average number of vacancies is 2.7.

Activities Co-Ordinator: Seventy two percent of nursing homes reported employment of at least one WTE Activities Co-ordinator with statutory homes statistically significantly less likely to report employment of this staff grade. On average 1.6 WTE activities Co-ordinator per nursing home were reported as employed. Fifty five percent of nursing homes claimed to have at least one WTE Activities Co-ordinator, 14% of nursing homes had two with minimal numbers reporting employment of more than two WTEs. Just 6% percent reported a vacancy for this staff grade.

Activities staff member: Thirty three percent of nursing homes claimed to have at least one WTE activities staff member. The 33% of homes who reported employment of at least one of this staff grade was made up of 18% who reported employ of one only, 8% who employed two only and 7% who employed more than three. The average number employed was 1.9 WTEs.

Patterns in staffing across nursing home types, sizes, and locations: Although looking in overview there is a lot of commonality in staffing reported the data shows some differing patterns of staffing across nursing home types, sizes, and locations. Statutory nursing homes were statistically significantly more likely than others to report employment of WTE senior staff nurses (98% vs. 65% for all nursing homes), Clinical nurse managers; Grade 1 (57% vs. 50% of all nursing homes) and Grade 2 (89% vs. 38% of all nursing homes) as well as Multi-task attendants (84% vs. 48% of all nursing homes) and were statistically significantly less likely to report employment of Healthcare assistants/Care attendants (75% vs. 87% of all nursing homes). Clinical nurse managers; Grade 1 were also statistically significantly more likely to be reported as employed in 41-100 bed homes (61% vs. 50% for all nursing homes). Multi-task attendants were more likely to be reported as employed in under 40 bed homes (59% vs. 48% for all nursing homes) whereas at least one WTE Activities co-ordinator was more likely to be reported as employed in private nursing homes (84% vs. 72% in all nursing homes) and those with 40 plus beds (81% vs. 72% in all nursing homes).

Pre- Covid 19 additional resources: As of 28th Feb 2020, providers were asked to report the number of hours per week of additional resources such as clinical nurse specialists, advanced nurse practitioner, clinical development coordinators, clinical support nurses worked in the designated centre. In addition, providers were asked to report on average the number of hours Agency/Bank and/or overtime was used per week during period January 1st, 2019 to December 31st, 2019. (Dates chosen as they are prior to the Covid 19 pandemic)

Weekly additional resources: Responding providers reported limited weekly additional resource usage pre-Covid 19. Just 9% claimed to have used Clinical nurse specialists, 4% advanced nurse practitioners, 10% Clinical development co-ordinators and 5% Clinical support nurses. Use of at least one hour of additional resources of Clinical development coordinator was statistically significantly more likely to be reported by statutory providers.

Usage of agency/bank and/or overtime per week in the period Jan 1st to Dec 31st, 2019: Usage of agency/bank and/or overtime per week in the period indicated was reported by a significant minority of nursing homes. Across all responding nursing homes reported usage of at least one hour of Agency/Bank Healthcare assistants was most popular at 33%, N=81. Overtime Healthcare Assistants was next most common with 29% of nursing homes reporting using at least one hour, N=70. Next most popular was using Overtime registered nurses at 27% (N=65) followed by one quarter (N=60) who claimed to have used Agency/Bank registered nurses.

Providers were asked to report the number of Agency/Bank and/or overtime hours used per week. Amongst those who had any use, the average number of hours was highest for Healthcare Assistants at an average of 109.9 hours. The next highest hours were reported for Agency/Bank registered nurses at 56.6 hours, followed by Overtime Healthcare Assistants at 28.1 hours and finally Overtime Registered Nurses at 21.1 hours per week. Statutory providers were statistically significantly more likely to report use of agency/bank registered nurses and agency/bank healthcare assistants.

Qualifications: Participating nursing homes were also asked to report qualifications of registered nurses, qualifications of healthcare assistants/Care attendants and level and title of management/leadership qualification held by the Director of Nursing/Person in charge.

In analysis of these findings it needs to be borne in mind that many responding nursing homes appear to have to disregarded the word **only** in the questionnaire, reporting not the highest qualification that the registered nurse had achieved but all grades. (See executive summary) Undergraduate Bachelor's degree in Nursing was the most popular reported qualification for registered nurses with 91% of nursing homes reporting that at least one registered nurse in their employ held this qualification. The next most popularly reported qualification for registered nurses was the Hospital cert in nursing with 71% of responders claiming at least one of their registered nurses had this qualification. 69% of responders claimed at least one registered nurse in their employ had a post graduate qualification in gerontological or older person care, and 57% claimed that the most senior qualification for their registered nurses was an undergraduate diploma in nursing. Statutory nursing homes were statistically significantly more likely to claim that their registered nurses had the hospital cert in nursing (89% vs. 71% for all nursing homes) or the undergraduate diploma in nursing , (77% vs. 57% for all nursing homes) albeit 92% of statutory nursing homes claimed their registered nurses have a post graduate diploma (92% vs. 69% for all nursing homes) .

FETAC or QQ I Level 5 was the most popularly cited qualification for Health care assistants with 91% of nursing homes reporting that at least one healthcare assistant had this qualification only. 31% claimed that healthcare assistants had FETAC or QQ I Level 6. Private and voluntary nursing homes were most likely to claim the most senior qualification for their healthcare staff was FETAC or QQ I Level 6.

Out of the nursing homes surveyed, the most popular level of the qualification held by the Director of Nursing/Person in Charge is a diploma (28%), followed by certificate (26%) and then a masters (20%). 8% of nursing homes reported that their Director of Nursing Homes/Person in Charge did not hold a qualification.

Impact of Covid 19 on staffing and resident numbers: Participating nursing homes were also asked to report an increase or decrease or no change in registered nurse and/or healthcare assistant and/or other staffing as a response to Covid 19. And the extent of that change.

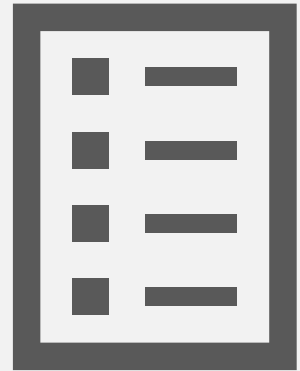
The reported impact of Covid 19 on staffing is different across staffing type. The most popularly cited response in the case of registered nurses was no change at 62% but 33% claimed to have increased staffing levels, a minority 5% claimed to have decreased the staffing of this cohort. Of those who did increase the average WTE increase was 1.7.

In the case of healthcare assistants the most popularly reported impact of Covid 19 was to increase the staffing of these personnel. 49% claimed to have increased the staffing of healthcare assistants and the average WTE increase amongst those who did was 2.9.

Other changes in WTE were balanced evenly been increases in personal and no change, respectively 49%.

Across the responding sample the number of residents reported decreased from 11,007 pre-Covid 19 to 10,397 post-Covid 19 (on the date of survey completion). There was decrease in residents across all nursing home types, bed sizes and geographical area. The largest percentage decrease was reported amongst statutory providers (10%).

3.0 Findings: Accommodation, staffing, qualifications and resident dependency tools pre-Covid 19.



3.1 Accommodation



Accommodation - Data Collected



The questionnaire required providers to report as of the 28th February for each designated centre:

- Total number and average occupancy of registered beds
- Total number and average occupancy of long stay beds
- Total number of single occupancy rooms
- Total number of multi-occupancy rooms (Rooms with between two and four residents)
- Total number of multi-occupancy rooms (Rooms with more than four residents)

See questionnaire in appendix 1

Statistical significance:

Colour coding has been used throughout this report to indicate where the findings from a particular cohort are substantively or 'statistically significantly' different to the total sample of nursing homes. We used the a p value test of <.05. This means that where data is highlighted in pink or yellow, we are 95% confident that if all 574 nursing homes completed the survey that the results from this cohort would also be higher or lower than the total population of nursing homes and that the observed variance in the sample data is a real difference not simply due to chance. See the legend below.

	= Statistically significantly higher
	= Statistically significantly lower

Accommodation - Summary of results

Although there was a wide range of nursing homes represented a top-line reading shows that the average number of registered beds reported per home was 53 with an average of 47 long term beds. The average occupancy for all registered beds as long term beds was 82%. Occupancy rates were not statistically significantly different across provider type, nursing homes size or geographical area.

88% of nursing homes reported provision of multi-occupancy rooms for two to four people but just 3% of homes reported provision of multi-occupancy rooms for four plus residents. Statutory homes were statistically more likely to report provision of multi-occupancy homes for two to four residents.

Accommodation as of 28th February 2020 x provider cohorts

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
Avg. no. of registered beds	53	54	50	64	29	61	120	58	45
% occupancy of registered beds	82%	82%	83%	80%	78%	85%	86%	82%	83%
Avg. no. of long term beds	47	50	41	60	25	55	105	51	41
% occupancy of long term beds	83%	82%	85%	83%	81%	84%	87%	82%	84%
Single occupancy									
% of nursing homes reporting at least one of this room type	100%	100%	99%	100%	100%	99%	100%	99%	100%
- Avg. no of rooms excluding zero	31	36	19	50	14	38	68	32	29
Multi (2-4)									
% of nursing homes reporting at least one of this room type	88%	86%	95%	71%	90%	89%	72%	86%	91%
- Avg. no of rooms excluding zero	10	9	11	14	7	11	21	11	8
Multi (4+)									
% of nursing homes reporting at least one of this room type	3%	3%	5%	-	4%	3%	-	4%	2%
- Avg. no of rooms excluding zero	6	2	10	-	3	9	-	8	2

Accommodation - Detail

Number of Registered Beds – All Beds

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL All Beds	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
From 0 to 30	24% 59	20% 32	32% 25	29% 2	62% 58	1% 1	- -	22% 33	29% 26
From 31 to 50	33% 79	33% 52	32% 25	29% 2	37% 35	34% 44	- -	29% 45	38% 34
From 51 to 70	23% 57	29% 46	14% 11	- -	- -	44% 57	- -	24% 36	23% 21
From 71 to 100	12% 30	11% 18	14% 11	14% 1	- -	22% 29	6% 1	15% 23	8% 7
More than 100	7% 17	6% 10	6% 5	29% 2	- -	- -	94% 17	10% 15	2% 2
Don't know	0% 1	1% 1	- -	- -	1% 1	- -	- -	1% 1	- -
Average No.	53	54	50	64	29	61	120	58	45
Total number of registered beds~	12,777	8,485	3,841	451	2,659	7,955	2,163	8,739	4,038

Q1a. Total number of registered beds of 28th February 2020.

~Addition of all registered beds claimed by nursing homes who completed the survey

The total number of registered beds within the nursing homes that completed the survey as of 28th February 2020 is 12,777.

On average, the number of beds amongst the nursing homes who responded to the survey was 53.

The results show that over half of the nursing homes (57%) surveyed have between 0-50 registered beds as of 28th February 2020, with one quarter (23%) having between 51-70 beds and one tenth (12%) having 71-100 beds. Only 7% have more than 100 registered beds.

Rural providers were statistically significantly less likely to have more than 100 registered beds.

Average Occupancy - All Beds

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL All Beds	Provider Type				No. of Registered Beds			Area	
		Private	Statutory	Voluntary		0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*		94	131	18*	153	90
0-74%	19% 45	18% 29	21% 16	- -		23% 22	16% 21	11% 2	18% 27	20% 18
75-86%	21% 51	18% 28	30% 23	- -		24% 23	19% 25	17% 3	24% 37	16% 14
87-92%	18% 44	19% 31	16% 12	14% 1		11% 10	21% 28	33% 6	17% 26	20% 18
93-98%	21% 52	23% 37	17% 13	29% 2		21% 20	22% 29	17% 3	20% 30	24% 22
98% or more	19% 45	19% 30	17% 13	29% 2		17% 16	20% 26	17% 3	20% 30	17% 15
Don't know	2% 4	2% 3	- -	14% 1		2% 2	1% 1	6% 1	1% 1	3% 3
Average occupancy	82%	82%	83%	80%		78%	85%	86%	82%	83%

Q1a. Average occupancy of registered beds of 28th February 2020.

Nursing homes reported an average occupancy of 82% for all registered beds as of 28th February 2020.

Fewer than one in five (19%) reported an occupancy level of less than 75%, the majority (62%) claimed an occupancy level of 75% - 93% and one fifth (19%) also reported an occupancy level of 98% plus. Two percent reported they did not know the occupancy level.

Occupancy rates were similar across provider type, provider size determined by numbers of beds and or urban versus rural locations.

Number of Long-Term Care Beds

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
From 0 to 30	30% 73	24% 38	43% 33	29% 2	73% 69	3% 4	- -	27% 41	36% 32
From 31 to 50	35% 85	38% 61	29% 22	29% 2	26% 24	46% 60	6% 1	32% 49	40% 36
From 51 to 70	20% 49	23% 37	16% 12	- -	- -	37% 49	- -	22% 34	17% 15
From 71 to 100	11% 26	9% 15	12% 9	29% 2	- -	14% 18	44% 8	13% 20	7% 6
101 or more	4% 9	4% 7	1% 1	14% 1	- -	- -	50% 9	5% 8	1% 1
Don't Know	0% 1	1% 1	- -	- -	1% 1	- -	- -	1% 1	- -
Average No.	47	50	41	60	25	55	105	51	41
Total number of long-term care beds~	11,325	7,720	3,184	421	2,302	7,135	1,888	3,650	7,675

Q1b. Total number of long-term care beds as of 28th February 2020.

~Addition of all long-term care beds claimed by nursing homes who completed the survey

The total number of long-term care beds within the nursing homes that completed the survey as of 28th February 2020 is 11,325.

On average, the number of long-term care beds amongst the nursing homes interviewed was 47.

The results show that two thirds of the nursing homes (65%) surveyed have between 0-50 long-term care beds as of 28th February 2020. 3 in 10 s (31%) have between 51-70 long-term beds. A small proportion (only 4%) have more than 100 registered beds.

Statutory providers were statistically significantly more likely to have 0-40 long-term care beds.

Average Occupancy – Long-Term Care Beds

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0-74%	21% 51	21% 34	21% 16	14% 1	22% 21	21% 28	11% 2	23% 34	19% 17
75-86%	14% 35	16% 25	13% 10	- -	15% 14	15% 19	11% 2	13% 20	16% 15
87-92%	17% 42	19% 31	13% 10	14% 1	13% 12	19% 25	28% 5	14% 22	22% 20
93-98%	20% 48	23% 37	12% 9	29% 2	17% 16	20% 26	33% 6	19% 29	21% 19
98% or more	27% 66	19% 31	42% 32	43% 3	32% 30	25% 33	17% 3	31% 47	21% 19
Not asked	0% 1	1% 1	- -	- -	1% 1	- -	- -	1% 1	- -
Average Occupancy	83%	82%	85%	83%	81%	84%	87%	82%	84%

Q1b. Average occupancy of long-term care beds of 28th February 2020.

Nursing homes reported an average occupancy of 82% for all long-term care beds as of 28th February 2020.

One in five (21%) reported an occupancy level of less than 75%, with the majority claiming an occupancy level of 75%-93% and one quarter (27%) reporting an occupancy level of 98% plus.

Occupancy rates were similar across provider type, provider size determined by numbers of beds and or urban versus rural locations, however, statutory providers were statistically significantly more likely to have an occupancy of between 98% or more.

Room Types as of 28th February 2020 – Single Occupancy

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds						Area			
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban		Rural	
Base (unweighted):	243	159		77		7*		94		131		18*		153		90	
Less than 10	19% 47	11%	18	38%	29	-	-	34%	32	9%	12	17%	3	19%	29	20%	18
From 10 to 18	19% 46	16%	25	23%	18	43%	3	30%	28	13%	17	6%	1	20%	30	18%	16
From 18 to 30	21% 51	20%	32	25%	19	-	-	34%	32	14%	18	6%	1	21%	32	21%	19
From 30 to 48	18% 44	24%	38	6%	5	14%	1	2%	2	31%	41	6%	1	16%	24	22%	20
48 or more	23% 55	29%	46	8%	6	43%	3	-	-	33%	43	67%	12	25%	38	19%	17
Average No.	31	36		19		50		14		38		68		32		29	
Total No. of Single Occupancy Rooms	7,485	5,730		1,408		347		1,342		4,914		1,229		2,612		4,873	

Q4. Room Types (as of 28th February 2020). Single Occupancy Rooms.

The 243 nursing homes that responded account for 7,485 single occupancy rooms as of 28th February 2020.

On average, the number of single occupancy rooms was 31. Looking at the range of responses we can see that the bottom fifth (19%) of nursing homes reported 10 or less single occupancy rooms and the top fifth (23%) reported 48 or more.

Private providers are statistically significantly less likely to report offer of less than 10 single occupancy rooms. Statutory providers are statistically more likely to have less than 10 single occupancy rooms and less likely to have 30 or more single occupancy rooms.

In terms of provider size, providers with between 0-40 beds were statistically significantly more likely to have between 0 – 30 single occupancy rooms, while they were statistically lower at having 30 or more of these rooms. Providers with between 41-100 beds were statistically significantly higher for having 30 or more single occupancy rooms and significantly lower at having less than 10 rooms.

Room Types as of 28th February 2020 – Multi-Occupancy (2-4 residents)

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	12% 28	14% 22	5% 4	29% 2	9% 8	11% 15	28% 5	13% 20	9% 8
1 to 5	28% 67	28% 44	27% 21	29% 2	32% 30	27% 35	11% 2	24% 36	34% 31
6 to 10	33% 80	32% 51	38% 29	- -	46% 43	27% 35	11% 2	33% 51	32% 29
11 to 44	28% 67	26% 41	30% 23	43% 3	13% 12	35% 46	50% 9	29% 45	24% 22
Not asked	0% 1	1% 1	- -	- -	1% 1	- -	- -	1% 1	- -
Average No.	9	9	11	14	7	11	21	11	8
Total No. of Multi Occupancy Rooms (2-4)	2,073	1,225	776	72	570	1,228	275	1,396	677

Q4. Room Types (as of 28th February 2020). Multi-Occupancy Rooms (2-4 residents).

The 243 nursing homes that responded account for 2,073 multi-occupancy rooms (2-4 residents) as of 28th February 2020.

On average, the number of multi-occupancy rooms (2-4 residents) was 9. Looking at the range of responses we can see that 1 in 10 (12%) of the nursing homes reported having no multi-occupancy rooms for 2-4 residents, with a third (33%) reporting between 6-10 of these rooms. Nearly 3 in 10 (28%) reported between 1-5 multi-occupancy rooms (2-4 residents) while the same proportion reported 11-44 of these rooms.

In terms of provider size, providers with between 0-40 beds were statistically significantly more likely to have between 6-10 multi-occupancy rooms for 2-4 residents, while they were less likely to have between 11-44 of these rooms.

Room Types as of 28th February 2020 – Multi-Occupancy (more than 4 residents)

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	96% 234	97% 155	95% 73	86% 6	95% 89	97% 127	100% 18	95% 146	98% 88
1 to 22	3% 8	3% 4	5% 4	- -	4% 4	3% 4	- -	4% 6	2% 2
23 or more	- -	- -	- -	- -	- -	- -	- -	- -	- -
Not asked	0% 1	- -	- -	14% 1	1% 1	- -	- -	1% 1	- -
Average No.	6.0	2.0	10.0		2.8	9.3		7.5	1.5
Total No. of Multi Occupancy Rooms (4+ residents)	48	8	40	0	11	37	0	45	3

Q4. Room Types (as of 28th February 2020). Multi-Occupancy Rooms (more than 4 residents).

The 243 nursing homes that responded account for 48 multi-occupancy rooms (4+ residents) as of 28th February 2020. Looking at the range of responses we can see that the vast majority (96%) of nursing homes surveyed reported no multi-occupancy rooms for 4+ residents, with only 3% reporting between 1-22 of these rooms.

3.2 Staffing



Staffing - Data collected

The questionnaire required providers to report:

As of the 28th February the WTE and Head count as well as vacancies (WTE) for:

1. Director of Nursing
2. Person in charge (if different to Director of nursing/Clinical nurse manager in charge)
3. Assistant Directors of Nursing
4. Registered Nursing staff
 - 4.1. Staff nurses (RNs excluding senior staff nurses)
 - 4.2. Senior staff nurses
 - 4.3. Clinical grade nurse managers (Grade 1)
 - 4.4. Clinical grade nurse managers (Grade 2)
 - 4.5. Clinical grade nurse managers (Grade 3)
 - 4.6. Nursing interns (4th year)
 - 4.7. Other registered nursing grades
5. Healthcare assistants/care attendants
6. Multi-task attendants
7. Activities co-ordinator
8. Activities Staff



As of 28th Feb number of hours per week of additional resources such as clinical nurse specialists, advanced nurse practitioner, clinical development coordinators, and clinical support nurses worked in the designated centre

On average number for hours Agency/Bank and/or overtime used per week during period January 1st, 2019 to December 31st, 2019. (Dates chosen as they are prior to the Covid 19 pandemic)

See questionnaire in appendix 1

Statistical significance:

Colour coding has been used throughout this report to indicate where the findings from a particular cohort are substantively or 'statistically significantly' different to the total sample of nursing homes. We used a p value test of <.05. This means that where data is highlighted in pink or yellow, we are 95% confident that if all 574 nursing homes completed the survey that the results from this cohort would also be higher or lower than the total population of nursing homes and that the observed variance in the sample data is a real difference not simply due to chance. See the legend below.

-  = Statistically significantly higher
-  = Statistically significantly lower

Staffing - Summary of results

The questionnaire captured firstly detail of Director of Nursing and then subsequently the Person in Charge (if different to the Director of Nursing/Clinical Nurse manager in charge). Ninety seven percent of the participating nursing homes reported that they employed either a WTE Director of Nursing or a WTE Person in Charge.

54% of the sample reported at least one WTE Assistant Director of nursing. Nursing homes with more than 40 beds and in urban locations were statistically significantly more likely to report employment of this grade.

Amongst registered nursing staff, staff nurses (RNs) excluding senior staff nurses were most popularly employed grade. 95% of the total sample claimed to employ at least one and on average across the sample 9.2 were employed.

Senior staff nurses were next most popularly employed, with 65% of nursing homes reporting employment. Statutory nursing homes were statistically significantly more likely than others to claim employment of this grade (95%). The proportion reporting employment of Clinical grade nurse managers; Grade 1, Grade 2 and Grade 3 was 50%, 38% and 8% respectively. Clinical grade nurse managers; Grade 1 and Grade 2 are statistically significantly more in evidence in statutory homes. Clinical grade nurse managers; Grade 1 were also statistically significantly more likely to be reported as employed in 40 bed plus homes. There was minimal reported employment of nursing interns or other nursing grades employed across participating nursing homes.

87% reported employment of at least one WTE Health care assistants /Care attendants. Statutory homes were statistically significantly less likely to report employment of these. 48% of the total sample reported employing at least one WTE multi-task attendant. Under 40 bed and statutory homes were most likely to report employment of these.

72% reported employment of at least one WTE Activities Co-ordinator with statutory and under 40 bed homes statistically significantly less likely. On average 1.6 WTE activities Co-ordinator per nursing home was reported as employed. 33% claimed to have at least one WTE activities staff and employment of activities staff was statistically significantly more likely reported by more than 100 bed homes.

Staffing vacancies were reported across all grades with the exception of Clinical nurse managers (Grade 3) and nursing interns. Vacancies were most likely to be reported for healthcare assistants/Care attendants. 33% reported at least one vacancy for this staff grade and of those who reported at least one vacancy the average number of vacancies per nursing home was 5.8.

Reporting of at least one vacancy for staff nurses (RNs) was next most likely; 30% of nursing homes reported at least one vacancy for this staff grade with statutory homes most likely to report at least one vacancy. The next most commonly reported vacancy was for multi-task attendants; 18% claimed to have at least one vacancy. 41% of statutory nursing homes claimed to have a vacancy for at least one which is statistically significantly higher than for other nursing home types. Statutory nursing homes were also statistically significantly more likely to report vacancies for senior staff nurses, Clinical nurse managers (Grade 1) and Clinical nurse managers (Grade 2) 10% of the total sample claimed to have at least one vacancy for senior staff nurses and 11% respectively claimed to have a vacancy for Clinical nurse managers Grade 1 and Grade 2.

Responding providers reported limited additional resources used in the w/c 28th February. Just 9% claimed to have used Clinical nurse specialists, 4% advanced nurse practitioners, 10% Clinical development co-ordinators and 5% Clinical support nurses. Statutory homes were statistically significantly more likely to claim use of at least one hour of Clinical development co-ordinators. The average number of hours per week across all nursing homes for each additional resource was: Clinical nurse specialists: 11.5 hours, Advanced nurse practitioners: 3 hours, Clinical development co-ordinators: 20.7 hours and Clinical support nurses: 14.7 hours. Note we have assumed that those who said they didn't know did not use the additional services. See executive summary for rationale.

Usage of agency/bank and/or overtime per week in the period Jan 1st to Dec 31st 2019 was reported by a significant minority of nursing homes. Across all responding nursing homes reported usage of Agency/Bank Healthcare Assistants was most common at 33% of nursing homes. Next most popular was using Overtime Healthcare Assistants at 29% of nursing homes followed by Overtime Registered Nurses at 27% and Agency/Bank Registered Nurses at 27% as well. Statutory providers were statistically significantly more likely to report usage of all with the exception of overtime Healthcare assistants. Private nursing homes were statistically significantly less likely to use agency staff. The greatest number of hours per week were reported for Agency/Bank Healthcare Assistants at an average of 109.9 hours, next highest hours was reported for Agency/Bank registered nurses at 56.6 hours and followed by Overtime Healthcare Assistants at 28.1 hours and finally Overtime Registered Nurses at 21.1 hours per week.

Staffing WTE x provider cohorts (summary)

	STAFF IN POST (WTE)															
% of nursing homes report at least one WTE/ Mean WTEs excluding zero	TOTAL	Provider Type						No. of Registered Beds						Area		
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural	
Base (unweighted):	243	159		77		7*		94		131		18*		153	90	
Director of nursing	90% 1.0	94% 1.0		83% 1.0		71% 1.0		83% 1.0		93% 1.0		100% 1.0		92% 1	86% 1.0	
Person in charge	17% 1.0	16% 1.0		18% 1.0		57% 1.0		21% 1.0		17% 1.0		6% 1.0		16% 1	21% 1.0	
Assistant Directors of Nursing	54% 1.1	55% 1.1		53% 1.3		43% 1.3		35% 1.0		62% 1.1		95% 1.5		60% 1.2	43% 1.0	
Staff Nurses (RNs), Excluding Senior Staff Nurses	95% 9.2	94% 8.3		96% 10.8		57% 16.5		92% 5.0		95% 10.4		100% 21.9		96% 10.3	90% 7.3	
Senior Staff Nurses	65% 6.8	49% 2.9		98% 10.6		43% 13.3		61% 4.4		65% 7.1		74% 16.2		73% 8.5	51% 3.0	
Clinical Nurse Managers (Grade 1)	50% 1.9	51% 1.7		57% 2.3		28% 2.0		31% 1.0		61% 1.8		90% 4.3		55% 2.2	43% 1.3	
Clinical Nurse Managers (Grade 2)	38% 2.4	11% 1.7		89% 2.3		43% 6.3		37% 1.2		35% 2.7		51% 5.2		46% 2.6	18% 1.4	
Clinical Nurse Managers (Grade 3)	8% 1.5	7% 1.5		8% 1.5		14% 1.0		2% 1.5		10% 1.5		12% 1.5		8% 1.5	6% 1.5	
Nursing Interns (4th Year)	1% 2.3	0% -		4% 2.3		0% -		1% 2.0		2% 2.5		0% -		2% 2.3	0% -	
Other Registered Nursing Grades	2% 3.5	2% 7.5		7% 2.2		- -		1% 1.0		5% 4.0		12% 3.5		7% 3.5	- -	
Healthcare Assistants/Care Attendants	87% 24.0	94% 24.6		75% 21.2		71% 39.6		83% 12.8		88% 28.3		94% 47.2		87% 25.6	87% 21.5	
Multi-Task Attendants	48% 12.3	34% 5.9		84% 17.6		42% 8.7		59% 8.0		44% 15.1		34% 25.7		55% 14.7	40% 6.7	
Activities Co-ordinator	72% 1.6	84% 1.8		49% 1.3		71% 1.4		57% 1.2		81% 1.9		95% 1.4		71% 1.3	73% 2.3	
Activities Staff	33% 1.9	32% 1.8		34% 2.1		43% 1.7		26% 1.2		37% 1.9		63% 3.5		37% 2.1	28% 1.4	

In terms of WTE staff, 90% of nursing homes reported to have a Director of Nursing while 17% reported to have a Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge). Fifty four percent of the sample reported at least one WTE Assistant Director of nursing.

Amongst registered nursing staff, staff nurses (RNs) excluding senior staff nurses were most popularly employed grade with 95% of the total sample claiming to employ at least one.

Senior staff nurses were next most popularly employed, with 65% of nursing homes reporting employment. The proportion reporting employment of Clinical grade nurse managers; Grade 1, Grade 2 and Grade 3 was 50%, 38% and 8% respectively.

There was minimal reported employment of nursing interns or other nursing grades employed across participating nursing homes.

Eighty seven percent reported employment of at least one WTE Health Care Assistants /Care attendants while 48% of the total sample reported employing at least one WTE Multi-Task Attendant.

Lastly, 72% reported to employ at least one WTE Activities Co-Ordinator while 33% report to employ at least one WTE Activities Staff.

Staffing Headcount as of 28th February x provider cohorts (summary)

	STAFF HEADCOUNT																
% of nursing homes report at least one headcount/ Mean headcount excluding zero	TOTAL	Provider Type						No. of Registered Beds						Area			
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban		Rural	
Base (unweighted):	243	159		77		7*		94		131		18*		153		90	
Director of nursing	83% 1.0	85%	1.0	84%	1.0	43%	1.0	77%	1.0	88%	1.0	83%	1.0	85%	1.0	80%	1.0
Person in charge	14% 1.3	12%	1.6	18%	1.0	14%	1.0	17%	1.0	14%	1.6	0%	-	12%	1.1	18%	1.6
Assistant Directors of Nursing	47% 1.2	47%	1.2	53%	1.3	29%	1.0	30%	1.0	57%	1.3	77%	1.6	52%	1.2	40%	1.3
Staff Nurses (RNs), Excluding Senior Staff Nurses	87% 10.7	87%	9.2	96%	13.2	43%	19.7	83%	5.9	91%	12.2	84%	24.6	90%	12.2	85%	8.2
Senior Staff Nurses	58% 8.4	41%	3.2	97%	12.6	28%	16.0	52%	5.7	62%	8.4	56%	21.0	65%	10.4	46%	3.5
Clinical Nurse Managers (Grade 1)	48% 1.8	47%	1.6	56%	2.3	14%	1.0	27%	1.4	60%	1.7	67%	3.7	52%	2.1	43%	1.3
Clinical Nurse Managers (Grade 2)	36% 2.3	10%	1.5	87%	2.4	28%	6.5	36%	1.2	34%	2.8	33%	5.2	44%	2.6	17%	1.4
Clinical Nurse Managers (Grade 3)	7% 1.4	7%	1.5	8%	1.5	14%	1.0	3%	1.3	10%	1.5	12%	1.5	7%	1.5	7%	1.4
Nursing Interns (4th Year)	1% 2.7	0%	-	4%	2.7	0%	-	1%	2.0	2%	3.0	0%	-	2%	2.7	0%	-
Other Registered Nursing Grades	1% 3.9	2%	7.5	6%	2.4	0%	-	1%	1.0	4%	4.8	12%	3.5	6%	3.9	0%	-
Healthcare Assistants/Care Attendants	77% 26.5	84%	27.2	68%	23.7	57%	40.8	73%	14.2	83%	30.8	72%	56.0	77%	28.3	82%	23.8
Multi-Task Attendants	45% 14.7	26%	6.5	83%	19.9	43%	14.7	53%	10.4	41%	17.6	28%	26.2	51%	17.3	33%	8.3
Activities Co-ordinator	66% 1.3	76%	1.3	51%	1.3	43%	1.0	53%	1.2	76%	1.3	79%	1.6	65%	1.3	70%	1.3
Activities Staff	32% 2.3	30%	2.3	33%	2.2	28%	2.0	23%	1.5	34%	2.2	57%	4.0	33%	2.5	27%	1.8

In terms of headcount staff, 83% of nursing homes reported to have a Director of Nursing while 14% reported to have a Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge). Forty seven percent of the sample reported at least one Assistant Director of Nursing.

Amongst registered nursing staff, staff nurses (RNs) excluding senior staff nurses were most popularly employed grade with 87% of the total sample claiming to employ at least one.

Senior staff nurses were next most popularly employed, with 58% of nursing homes reporting employment. The proportion reporting employment of Clinical Grade Nurse Managers; Grade 1, Grade 2 and Grade 3 was 48%, 36% and 7% respectively.

There was minimal reported employment of Nursing Interns or Other Nursing Grades employed across participating nursing homes.

Seventy seven percent reported employment of at least one Health Care Assistants /Care attendants while 45% of the total sample reported employing at least one Multi-Task Attendant.

Lastly, 66% reported to employ at least one Activities Co-Ordinator while 32% report to employ at least one Activities Staff.

Staffing Vacancies x provider cohorts (summary)

	STAFF VACANCIES														
% of nursing homes report at least one vacancy/ Mean vacancy excluding zero	TOTAL	Provider Type						No. of Registered Beds						Area	
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural
Base (unweighted):	243	159		77		7*		94		131		18*		153	90
Director of nursing	5% 1.0	4% 1.0	6% 1.0	0% -				4% 1.0	5% 1.0	0% -				4% 1.0	6% 1.0
Person in charge~	2% 1.0	1% 1.0	3% 1.0	0% -				2% 1.0	2% 1.0	0% -				1% 1.0	3% 1.0
Assistant Directors of Nursing	8% 1.0	7% 1.1	13% 1.0	14% 1.0				1% 1.0	11% 1.0	28% 1.2				10% 1.1	7% 1.0
Staff Nurses (RNs), Excluding Senior Staff Nurses	30% 3.0	21% 3.1	49% 3.0	28% 1.5				23% 1.7	32% 3.8	51% 2.8				35% 3.2	21% 2.6
Senior Staff Nurses	10% 2.0	6% 2.4	19% 1.8	14% 1.0				6% 1.2	14% 2.4	11% 1.0				13% 2.1	5% 1.6
Clinical Nurse Managers (Grade 1)	11% 1.3	6% 1.6	22% 1.2	0% -				4% 1.0	15% 1.4	17% 1.7				14% 1.3	6% 1.5
Clinical Nurse Managers (Grade 2)	11% 1.3	1% 1.0	32% 1.4	14% 1.0				11% 1.0	11% 1.7	28% 1.0				16% 1.4	4% 1.0
Clinical Nurse Managers (Grade 3)	0% 1.0	0% -	1% 1.0	0% -				1% 1.0	0% -	0% -				0% -	1% 1.0
Nursing Interns (4th Year)	0% 2.0	0% -	1% 2.0	0% -				1% 2.0	0% -	0% -				1% 2.0	0% -
Other Registered Nursing Grades	1% 1.7	1% 2.0	2% 1.5	0% -				0% -	2% 1.5	6% 2.0				2% 1.7	0% -
Healthcare Assistants/Care Attendants	33% 5.8	34% 6.7	34% 4.0	0% -				20% 1.6	40% 7.6	62% 4.5				34% 5.4	31% 6.5
Multi-Task Attendants	18% 2.7	7% 2.2	41% 2.8	0% -				16% 2.1	20% 3.0	12% 2.5				22% 3.0	12% 1.7
Activities Co-ordinator	6% 1.1	10% 1.1	1% 1.0	0% -				3% 1.0	10% 1.1	0%				4% 1.0	11% 1.1
Activities Staff	4% 1.5	5% 1.6	6% 1.4	0% -				2% 1.0	6% 1.9	17% 1.0				6% 1.3	4% 2.0

~if different to Director of Nursing/Clinical Nurse Manager in Charge

Staffing vacancies were reported across all grades with the exception of Clinical Nurse Managers (Grade 3) and Nursing Interns. Vacancies were most likely to be reported for Healthcare Assistants/Care Attendants with 33% reporting at least one vacancy for this staff grade.

Reporting of at least one vacancy for Staff Nurses (RNs) was next most likely with 30% of nursing homes reporting at least one vacancy for this staff grade. The next most commonly reported vacancy was for Multi-Task Attendants with 18% claiming to have at least one vacancy. Ten percent of the total sample claimed to have at

least one vacancy for Senior Staff Nurses and 11% respectively claimed to have a vacancy for Clinical Nurse Managers Grade 1 and Grade 2.

When it comes to the Directors/Person in Charge, reporting of at least one vacancy was most likely for Assistant Directors of Nursing (8%), followed by Director of Nursing (5%) and then Person in Charge (2%).

Lastly, 6% reported at least one vacancy for Activities Co-Ordinator while 4% reported one vacancy for Activities Staff.

Additional resources x provider cohorts (w/c 28th February 2020) (summary)

	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
<i>Base (unweighted):</i>	243	159	77	7*	94	131	18*	153	90
<u>Clinical nurse specialists:</u>									
% of nursing homes report at least one hour of additional resource	9%	6%	15%	14%	7%	8%	28%	12%	3%
Average no. of hours per week	11.5	15.4	9.0	1.0	2.9	10.4	26.0	13.1	1.7
<u>Advanced nurse practitioner:</u>									
% of nursing homes report at least one hour of additional resource	4%	1%	9%	-	-	5%	11%	6%	-
Average no. of hours per week	3.0	2.5	3.1	-	-	1.6	8.0	3.0	-
<u>Clinical development coordinator:</u>									
% of nursing homes report at least one hour of additional resource	10%	5%	21%	-	10%	9%	6%	13%	4%
Average no. of hours per week	20.7	10.0	25.3	-	25.1	18.6	1.0	22.3	12.8
<u>Clinical support nurses:</u>									
% of nursing homes report at least one hour of additional resource	5%	4%	7%	29%	2%	6%	17%	6%	2%
Average no. of hours per week	14.7	9.4	25.4	1.0	5.5	12.9	25.0	14.9	13.5

Responding providers reported limited additional resources used in the w/c 28th February. Just 9% claimed to have used Clinical Nurse Specialists, 4% Advanced Nurse Practitioners, 10% Clinical Development Co-Ordinators and 5% Clinical Support Nurses.

The average number of hours used per week is as follows: Clinical nurse specialists: 11.5 hours, Advanced Nurse Practitioners: 3 hours, Clinical Development Co-Ordinators: 20.7 hours and Clinical Support Nurses: 14.7 hours. Note we have assumed that those who said they didn't know did not use the additional services.

On average no. of hours per week agency/bank and or overtime Jan 1st-Dec 31st, 2019 (summary)

	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
<i>Base (unweighted):</i>	243	159	77	7*	94	131	18*	153	90
<u>Agency/Bank Registered Nurses</u>									
% of nursing homes report at least one hour of additional resource per week	27%	10%	64%	14%	30%	26%	23%	35%	15%
Average no. of hours per week	56.6	23.3	68.0	44.0	35.7	73.9	60.5	62.3	35.9
<u>Overtime Registered Nurses:</u>									
% of nursing homes report at least one hour of additional resource per week	27%	23%	35%	28%	26%	27%	34%	31%	20%
Average no. of hours per week	21.1	18.4	23.9	34.5	17.6	25.1	12.7	21.7	19.4
<u>Agency/Bank Healthcare Assistants:</u>									
% of nursing homes report at least one hour of additional resource per week	33%	16%	72%	14%	29%	36%	33%	45%	14%
Average no. of hours per week	109.9	55.0	124.9	585.0	79.3	126.1	117.8	117.1	68.3
<u>Overtime Healthcare Assistants:</u>									
% of nursing homes report at least one hour of additional resource per week	29%	28%	31%	28%	26%	30%	34%	33%	22%
Average no. of hours per week	28.1	30.0	23.5	43.5	20.7	33.1	26.8	26.6	32.1

Usage of agency/bank and/or overtime per week in the period Jan 1st to Dec 31st 2019 was reported by a significant minority of nursing homes. Across all responding nursing homes reported usage of Agency/Bank Healthcare Assistants was most common at 33% of nursing homes. Next most popular was using Overtime Healthcare Assistants at 29% of nursing home followed by Overtime Registered Nurses at 27% and Agency/Bank Registered Nurses at 27% as well.

The greatest number of hours per week were reported for Agency/Bank Healthcare Assistants at an average of 109.9 hours. The next highest hours were reported for Agency/Bank Registered Nurses at 56.6 hours followed by Overtime Healthcare Assistants at 28.1 hours and finally Overtime Registered Nurses at 21.1 hours per week.

Staffing - Detail (WTE, Head count and vacancies)

Nursing & Healthcare Staff Employed in your Facility as of 28th February 2020

Staff in Post (WTE) — Director of Nursing and/or a Person in Charge

Base: All Nursing Homes that Completed the Survey – N 243

[Light grey] = Number of responses	DIRECTOR OF NURSING AND/OR A PERSON IN CHARGE									
	STAFF IN POST (WTE)									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
0	3% 8	2% 3	6% 5	- -	4% 4	3% 4	- -	2% 3	6% 5	
1	86% 209	87% 138	86% 66	71% 5	87% 82	84% 110	94% 17	88% 135	82% 74	
2	10% 25	11% 17	8% 6	29% 2	9% 8	12% 16	6% 1	9% 14	12% 11	
3	0% 1	1% 1	- -	- -	- -	1% 1	- -	1% 1	- -	
Average No.	1.1	1.1	1.0	1.3	1.0	1.1	1.1	1.1	1.1	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Director of Nursing and/or a Person in Charge.

In terms of WTE staff, 3% of nursing homes reported they had neither a Director of Nursing nor Person in Charge. 86% reported to have at least one and 10% reported two or more.

[Light grey] = Number of responses	DIRECTOR OF NURSING AND/OR A PERSON IN CHARGE									
	STAFF IN POST (HEADCOUNT)									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	12% 30	13% 20	8% 6	57% 4	15% 14	10% 13	17% 3	12% 19	12% 11	
1	77% 188	77% 123	82% 63	29% 2	76% 71	78% 102	83% 15	78% 120	76% 68	
2	9% 22	8% 13	10% 8	14% 1	10% 9	10% 13	- -	8% 13	10% 9	
3	1% 2	1% 2	- -	- -	- -	2% 2	- -	1% 1	1% 1	
10	0% 1	1% 1	- -	- -	- -	1% 1	- -	- -	1% 1	
Average No.	1.0	1.0	1.0	0.6	0.9	1.1	0.8	1.0	1.1	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Director of Nursing and/or a Person in Charge.

In terms of headcount staff, 12% of nursing homes reported they had neither a Director of Nursing nor Person in Charge. 77% reported to have at least one while 9% reported to have at least two.

[Light grey] = Number of responses	DIRECTOR OF NURSING AND/OR A PERSON IN CHARGE									
	VACANCIES									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	95% 230	96% 152	92% 71	100% 7	94% 88	95% 124	100% 18	96% 147	92% 83	
1	5% 11	4% 6	6% 5	- -	6% 6	4% 5	- -	3% 5	7% 6	
2	1% 2	1% 1	1% 1	- -	- -	2% 2	- -	1% 1	1% 1	
Average No.	0.1	0.1	0.1	-	0.1	0.1	-	0.0	0.1	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Director of Nursing and/or a Person in Charge.

In terms of staff vacancies, 95% of nursing homes reported they had zero vacancies when it comes to Director of Nursing or Person in Charge. 6% reported to have between 1-2 vacancies.

Nursing & Healthcare Staff Employed in your Facility as of 28th February 2020

Staff in Post (WTE) — Director of Nursing

Base: All Nursing Homes that Completed the Survey – N 243

[Light grey] = Number of responses	DIRECTOR OF NURSING												
	STAFF IN POST (WTE)												
	TOTAL	Provider Type						No. of Registered Beds				Area	
		Private	Statutory	Voluntary				0-40	41-100	More than 100		Urban	Rural
Base (unweighted):	243	159	77	7*				94	131	18*		153	90
Zero	5% 12	3% 4	10% 8	- -				10% 9	2% 3	- -		3% 4	9% 8
1	90% 218	94% 149	83% 64	71% 5				83% 78	93% 122	100% 18		92% 141	86% 77
Don't Know	5% 13	4% 6	6% 5	29% 2				7% 7	5% 6	- -		5% 8	6% 5
Average No.	1.0	1.0	1.0	1.0				1.0	1.0	1.0		1.0	1.0
Total No.	218	149	64	5				78	122	18		141	77

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Director of Nursing.

In terms of WTE staff, 5% of nursing homes reported they did not have a Director of Nursing. Ninety percent reported to have at least one and 5% reported that they don't know or left the answer box blank.

Light grey] = Number of responses	DIRECTOR OF NURSING											
	STAFF IN POST (HEADCOUNT)											
	TOTAL	Provider Type			No. of Registered Beds			Area				
Private		Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural				
Base (unweighted):	243	159	77	7*	94	131	18*	153	90			
Zero	6% 15	3% 5	13% 10	- -	11% 10	4% 5	- -	4% 6	10% 9			
1	83% 201	84% 133	84% 65	43% 3	76% 71	88% 115	83% 15	85% 130	79% 71			
2	0% 1	1% 1	- -	- -	1% 1	- -	- -	- -	1% 1			
Don't Know	11% 26	13% 20	3% 2	57% 4	13% 12	8% 11	17% 3	11% 17	10% 9			
Average No.	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0			
Total Not.	203	135	65	3	73	115	15	130	73			

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Director of Nursing.

In terms of headcount staff, 6% of nursing homes reported they did not have a Director of Nursing. Eighty three percent reported to have at least one while 11% reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	DIRECTOR OF NURSING									
	VACANCIES									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	81% 197	80% 127	87% 67	43% 3	82% 77	79% 104	89% 16	83% 127	78% 70	
1	5% 11	4% 6	6% 5	- -	4% 4	5% 7	- -	4% 6	6% 5	
Don't Know	14% 35	16% 26	6% 5	57% 4	14% 13	15% 20	11% 2	13% 20	17% 15	
Average No.	1.0	1.0	1.0	-	1.0	1.0	-	1.0	1.0	
Total No:	11	6	5	0	4	7	0	6	5	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Director of Nursing.

In terms of staff vacancies, 81% of nursing homes reported they did not have a Director of Nursing. Five percent reported to have at least one while 14% reported that they don't know or left the answer box blank.

Nursing & Healthcare Staff Employed in your Facility as of 28th February 2020
Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge)
Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	PERSON IN CHARGE (IF DIFFERENT TO DIRECTOR OF NURSING/CLINICAL NURSE MANAGER IN CHARGE)									
	WTE STAFF									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	35% 85	28% 44	49% 38	43% 3	41% 39	31% 40	33% 6	37% 56	32% 29	
1	17% 42	15% 24	18% 14	57% 4	21% 20	16% 21	6% 1	15% 23	21% 19	
2	0% 1	1% 1	- -	- -	- -	1% 1	- -	1% 1	- -	
Don't Know	47% 115	57% 90	32% 25	- -	37% 35	53% 69	61% 11	48% 73	47% 42	
Average No.	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Total No:	44	26	14	4	20	23	1	25	19	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge).

In terms of WTE staff, 35% of nursing homes reported they did not have a Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge). Seventeen percent reported to have at least one while 47% reported that they don't know. The high number of Don't knows, which includes blanks, may be partly attributable to the survey layout. Nursing homes were asked to record their staffing of Director of Nursing directly in advance of Person in Charge and therefore may have disregarded the questions about Person in Charge if they had answered about the Director of nursing.

[Light grey] = Number of responses	PERSON IN CHARGE (IF DIFFERENT TO DIRECTOR OF NURSING/CLINICAL NURSE MANAGER IN CHARGE)													
	STAFF IN POST (HEADCOUNT)													
	TOTAL	Provider Type				No. of Registered Beds				Area				
Private		Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural						
Base (unweighted):	243	159	77	7*	94	131	18*	153	90					
Zero	33% 81	25% 40	51% 39	29% 2	37% 35	31% 41	28% 5	35% 53	31% 28					
1	13% 31	10% 16	18% 14	14% 1	17% 16	11% 15	- -	11% 17	16% 14					
2	1% 2	1% 2	- -	- -	- -	2% 2	- -	1% 1	1% 1					
10	0% 1	1% 1	- -	- -	- -	1% 1	- -	- -	1% 1					
Don't Know	53% 128	63% 100	31% 24	57% 4	46% 43	55% 72	72% 13	54% 82	51% 46					
Average No.	1.3	1.6	1.0	1.0	1.0	1.6	-	1.1	1.6					
Total No.	45	30	14	1	16	29	0	19	26					

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge).

In terms of headcount staff, 33% of nursing homes reported they did not have a Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge). Fourteen percent reported to have between one and two while 53% reported that they don't know. The high number of Don't knows, which includes blanks, may be partly attributable to the survey layout. Nursing homes were asked to record their staffing of Director of Nursing directly in advance of Person in Charge and therefore may have disregarded the questions about Person in Charge if they had answered about the Director of nursing.

[Light grey] = Number of responses	PERSON IN CHARGE (IF DIFFERENT TO DIRECTOR OF NURSING/CLINICAL NURSE MANAGER IN CHARGE)									
	VACANCIES									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	46% 112	38% 60	64% 49	43% 3	54% 51	42% 55	33% 6	46% 71	46% 41	
1	2% 4	1% 2	3% 2	- -	2% 2	2% 2	- -	1% 1	3% 3	
Don't Know	52% 127	61% 97	34% 26	57% 4	44% 41	56% 74	67% 12	53% 81	51% 46	
Average No.	1.0	1.0	1.0	-	1.0	1.0	-	1.0	1.0	
Total No:	4	2	2	0	4	2	0	1	3	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge).

In terms of staff vacancies, 46% of nursing homes reported they did not have a Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge) vacancy. Two percent reported to have at least one while 52% reported that they don't know or left the answer box blank. The high number of Don't knows, which includes blanks, may be partly attributable to the survey layout. Nursing homes were asked to record their staffing of Director of Nursing directly in advance of Person in Charge and therefore may have disregarded the questions about Person in Charge if they had answered about the Director of nursing.

Nursing & Healthcare Staff Employed in your Facility as of 28th February 2020

Assistant Directors of Nursing

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	ASSISTANT DIRECTORS OF NURSING												
	WTE STAFF												
	TOTAL	Provider Type			No. of Registered Beds			Area					
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural				
Base (unweighted):	243	159	77	7*	94	131	18*	153	90				
Zero	33% 81	28% 45	43% 33	43% 3	51% 48	24% 32	6% 1	33% 50	34% 31				
1	47% 113	51% 81	39% 30	29% 2	35% 33	54% 71	50% 9	49% 75	42% 38				
2	7% 17	4% 6	13% 10	14% 1	- -	8% 10	39% 7	10% 16	1% 1				
3+	0% 1	- -	1% 1	- -	- -	- -	6% 1	1% 1	- -				
Don't Know	13% 31	17% 27	4% 3	14% 1	14% 13	14% 18	- -	7% 11	22% 20				
Average No.	1.1	1.1	1.3	1.3	1.0	1.1	1.5	1.2	1.0				
Total No:	150	93	53	4	33	91	26	110	40				

Q5. Nursing & Healthcare Assistant Staff employed in your Facility as of 28th February 2020: Assistant Directors of Nursing.

In terms of WTE staff, 33% of nursing homes reported they did not have an Assistant Director of Nursing. Forty seven percent reported to have at least one while 7% reported to have at least two. Thirteen percent reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	ASSISTANT DIRECTORS OF NURSING												
	STAFF IN POST (HEADCOUNT)												
	TOTAL	Provider Type			No. of Registered Beds			Area					
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural				
Base (unweighted):	243	159	77	7*	94	131	18*	153	90				
Zero	32% 78	28% 44	43% 33	14% 1	48% 45	24% 32	6% 1	29% 45	37% 33				
1	40% 98	42% 67	38% 29	29% 2	29% 27	48% 63	44% 8	42% 64	38% 34				
2	6% 15	4% 6	12% 9	- -	1% 1	8% 10	22% 4	9% 14	1% 1				
3	1% 2	- -	3% 2	- -	- -	- -	11% 2	1% 2	- -				
4+	0% 1	1% 1	- -	- -	- -	1% 1	- -	- -	1% 1				
Don't Know	20% 49	26% 41	5% 4	57% 4	22% 21	19% 25	17% 3	18% 28	23% 21				
Average No.	1.2	1.2	1.3	1.0	1.0	1.3	1.6	1.2	1.3				
Total No:	144	89	53	2	29	93	22	98	46				

Q5. Nursing & Healthcare Assistant Staff employed in your Facility as of 28th February 2020: Assistant Directors of Nursing.

In terms of headcount staff, 32% of nursing homes reported they did not have an Assistant Director of Nursing. Forty percent reported to have at least one while 7% reported to have between two to three. Twenty percent reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	ASSISTANT DIRECTORS OF NURSING									
	VACANCIES									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	68% 166	65% 104	78% 60	29% 2	76% 71	64% 84	61% 11	71% 108	64% 58	
1	8% 20	6% 9	13% 10	14% 1	1% 1	11% 15	22% 4	9% 14	7% 6	
2+	0% 1	1% 1	- -	- -	- -	- -	6% 1	1% 1	- -	
Don't Know	23% 56	28% 45	9% 7	57% 4	23% 22	24% 32	11% 2	20% 30	29% 26	
Average No.	1.0	1.1	1.0	1.0	1.0	1.0	1.2	1.1	1.0	
Total No.	22	11	10	1	1	15	6	16	6	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Assistant Directors of Nursing.

In terms of staff vacancies, 68% of nursing homes reported they did not have an Assistant Director of Nursing. Eight percent reported to have at least one while 23% reported that they don't know or left the answer box blank.

**Nursing & Healthcare Staff Employed in your Facility as of 28th February –
Staff Nurses (RNs), Excluding Senior Staff Nurses**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	STAFF NURSES (RNS), EXCLUDING SENIOR STAFF NURSES													
	WTE STAFF													
	TOTAL	Provider Type				No. of Registered Beds						Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural					
Base (unweighted):	243	159	77	7*	94	131	18*	153	90					
Zero	1% 3	1% 2	- -	14% 1	2% 2	1% 1	- -	1% 2	1% 1					
1	4% 9	1% 2	8% 6	14% 1	9% 8	1% 1	- -	3% 5	4% 4					
2	3% 7	2% 3	5% 4	- -	7% 7	- -	- -	3% 5	2% 2					
3	5% 11	4% 7	5% 4	- -	7% 7	3% 4	- -	4% 6	6% 5					
4	11% 26	9% 15	14% 11	- -	21% 20	5% 6	- -	14% 21	6% 5					
From 5 to 9	39% 95	48% 76	25% 19	- -	43% 40	40% 53	11% 2	34% 52	48% 43					
10	10% 25	12% 19	8% 6	- -	3% 3	17% 22	- -	8% 13	13% 12					
11 or more	23% 56	18% 29	31% 24	43% 3	2% 2	29% 38	89% 16	30% 46	11% 10					
Don't Know	5% 11	4% 6	4% 3	29% 2	5% 5	5% 6	- -	2% 3	9% 8					
Average No.	9.2	8.3	10.8	16.5	5.0	10.4	21.9	10.3	7.3					
Total No.	2,115	1,249	800	66	437	1,284	394	592	1,523					

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Staff Nurses (RNs), Excluding Senior Staff Nurses.

In terms of WTE staff, 1% of nursing homes reported they did not have Staff Nurses (RNs excluding senior staff nurses). Thirty three percent reported to have between one to four while 39% reported to have between five to nine. Another 33% reported to have 10 or more while 5% reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	STAFF NURSES (RNS), EXCLUDING SENIOR STAFF NURSES												
	STAFF IN POST (HEADCOUNT)												
	TOTAL	Provider Type				No. of Registered Beds				Area			
		Private	Statutory	Voluntary		0-40	41-100	More than 100		Urban	Rural		
Base (unweighted):	243	159	77	7*		94	131	18*		153	90		
Zero	1% 3	1% 2	- -	14% 1		1% 1	2% 2	- -		1% 1	2% 2		
1	2% 6	1% 1	6% 5	- -		5% 5	1% 1	- -		3% 4	2% 2		
2	2% 5	- -	6% 5	- -		5% 5	- -	- -		3% 4	1% 1		
3	3% 8	4% 6	3% 2	- -		5% 5	2% 3	- -		3% 4	4% 4		
4	5% 13	6% 9	5% 4	- -		13% 12	1% 1	- -		7% 10	3% 3		
From 5 to 9	36% 87	40% 64	29% 22	14% 1		40% 38	37% 48	6% 1		31% 47	44% 40		
10	11% 27	13% 20	9% 7	- -		6% 6	16% 21	- -		9% 14	14% 13		
11 or more	28% 67	23% 36	38% 29	29% 2		9% 8	34% 45	78% 14		34% 52	17% 15		
Don't Know	11% 27	13% 21	4% 3	43% 3		15% 14	8% 10	17% 3		11% 17	11% 10		
Average No.	10.7	9.2	13.2	19.7		5.9	12.2	24.6		12.2	8.2		
Total No.	2,285	1,247	979	59		468	1,448	369		1,646	639		

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Staff Nurses (RNs), Excluding Senior Staff Nurses.

In terms of headcount staff, 1% of nursing homes reported they did not have Staff Nurses (RNs excluding senior staff nurses). Twelve percent reported to have between one to four while 36% reported to have between five to nine. Thirty nine percent reported to have 10 or more while 11% reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	STAFF NURSES (RNS), EXCLUDING SENIOR STAFF NURSES												
	VACANCIES												
	TOTAL	Provider Type				No. of Registered Beds				Area			
		Private	Statutory	Voluntary		0-40	41-100	More than 100		Urban	Rural		
Base (unweighted):	243	159	77	7*		94	131	18*		153	90		
Zero	56% 137	64% 102	43% 33	29% 2		64% 60	53% 69	44% 8		53% 81	62% 56		
1	12% 28	10% 16	14% 11	14% 1		12% 11	11% 15	11% 2		11% 17	12% 11		
2	9% 22	6% 9	16% 12	14% 1		9% 8	7% 9	28% 5		11% 17	6% 5		
3	2% 6	1% 1	6% 5	- -		1% 1	4% 5	- -		3% 5	1% 1		
4	2% 4	- -	5% 4	- -		- -	2% 3	6% 1		3% 4	- -		
From 5 to 9	3% 7	2% 3	5% 4	- -		1% 1	4% 5	6% 1		4% 6	1% 1		
10	0% 1	1% 1	- -	- -		- -	1% 1	- -		1% 1	- -		
11 or more	2% 4	1% 2	3% 2	- -		- -	3% 4	- -		2% 3	1% 1		
Don't Know	14% 34	16% 25	8% 6	43% 3		14% 13	15% 20	6% 1		12% 19	17% 15		
Average No.	3.0	3.1	3.0	1.5		1.7	3.8	2.8		3.2	2.6		
Total No.	218	100	115	3		35	158	25		49	169		

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Staff Nurses (RNs), Excluding Senior Staff Nurses.

In terms of staff vacancies, 56% of nursing homes reported they did not have Staff Nurses (RNs excluding senior staff nurses). Twelve percent reported to have at least one and 13% reported to have between two to four while 5% reported to have five or more. Fourteen percent reported that they don't know or left the answer box blank.

Nursing & Healthcare Staff Employed in your Facility as of 28th February 2020 –

Senior Staff Nurses

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	SENIOR STAFF NURSES															
	WTE STAFF															
	TOTAL	Provider Type				No. of Registered Beds				Area						
		Private	Statutory	Voluntary		0-40	41-100		More than 100	Urban	Rural					
Base (unweighted):	243	159	77		7*		94		131		18*		153	90		
Zero	12% 29	17% 27	-	-	29% 2		14% 13		11% 14		11% 2		8% 12	19% 17		
1	14% 33	19% 30	4%	3	- -		16% 15		13% 17		6% 1		10% 16	19% 17		
2	10% 25	14% 22	4%	3	- -		4%	4	14% 18		17% 3		9% 14	12% 11		
3	4% 10	5% 8	3%	2	- -		5% 5		4% 5		- -		3% 4	7% 6		
4	5% 12	3% 5	9%	7	- -		9% 8		3% 4		- -		7% 10	2% 2		
From 5 to 9	16% 38	6%	10	35%	27	14% 1		23% 22		11% 15		6% 1		20% 30	9% 8	
10	2% 5	1% 1	5%	4	- -		2% 2		2% 2		6% 1		3% 4	1% 1		
11 or more	14% 33	1%	2	38%	29	29% 2		2%	2	18% 24		39% 7		21% 32	1%	1
Don't Know	24% 58	34%	54	3%	2	29% 2		24% 23		24% 32		17% 3		20% 31	30% 27	
Average No.	6.8	2.9		10.6		13.3		4.4		7.1		16.2		8.5	3.0	
Total No.	1,068	230		798		40		254		603		211		931	137	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Senior Staff Nurses.

In terms of WTE staff, 12% of nursing homes reported they do not have any Senior Staff Nurses. Fourteen percent reported to have at least one and 19% reported to have between two to four. Sixteen percent reported to have between five to nine while another 16% reported to have ten or more. Twenty four percent reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	SENIOR STAFF NURSES													
	STAFF IN POST (HEADCOUNT)													
	TOTAL	Provider Type				No. of Registered Beds				Area				
Private		Statutory	Voluntary		0-40	41-100	More than 100	Urban	Rural					
Base (unweighted):	243	159	77	7*		94	131	18*	153	90				
Zero	11% 26	16% 26	-	-	- -	12% 11	11% 14	6% 1	7% 11	17% 15				
1	10% 24	14% 22	3%	2	- -	11% 10	11% 14	- -	6% 9	17% 15				
2	9% 23	13% 20	4% 3	- -	- -	4% 4	12% 16	17% 3	8% 13	11% 10				
3	4% 9	6% 9	- -	- -	- -	4% 4	4% 5	- -	3% 4	6% 5				
4	2% 5	2% 3	3% 2	- -	- -	3% 3	2% 2	- -	3% 4	1% 1				
From 5 to 9	14% 33	4% 6	34%	26	14% 1	21% 20	10% 13	- -	18% 28	6% 5				
10	3% 7	1% 2	6% 5	- -	- -	3% 3	2% 3	6% 1	3% 5	2% 2				
11 or more	16% 39	1% 2	47%	36	14% 1	6% 6	21% 27	33% 6	24% 36	3% 3				
Don't Know	32% 77	43% 69	4% 3	71% 5	- -	35% 33	28% 37	39% 7	28% 43	38% 34				
Average No.	8.4	3.2	12.6	16.0	- -	5.7	8.4	21.0	10.4	3.5				
Total No.	1,171	206	933	32	- -	287	674	210	1,026	145				

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Senior Staff Nurses.

In terms of headcount staff, 11% of nursing homes reported they do not have any Senior Staff Nurses. Nineteen percent reported to have between one and two and 20% reported to have between three to nine. A further nineteen percent reported to have 10 or more while 32% reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	SENIOR STAFF NURSES												
	VACANCIES												
	TOTAL	Provider Type			No. of Registered Beds			Area					
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural				
Base (unweighted):	243	159	77	7*	94	131	18*	153	90				
Zero	57% 138	50% 80	74% 57	14% 1	60% 56	56% 73	50% 9	58% 88	56% 50				
1	5% 13	3% 4	10% 8	14% 1	5% 5	5% 6	11% 2	7% 10	3% 3				
2	3% 7	1% 1	8% 6	- -	1% 1	5% 6	- -	4% 6	1% 1				
3	1% 2	1% 2	- -	- -	- -	2% 2	- -	1% 1	1% 1				
4	- -	- -	- -	- -	- -	- -	- -	- -	- -				
5+	1% 2	1% 1	1% 1	- -	- -	2% 2	- -	1% 2	- -				
Don't Know	33% 81	45% 71	6% 5	71% 5	34% 32	32% 42	39% 7	30% 46	39% 35				
Average No.	2.0	2.4	1.8	1.0	1.2	2.4	1.0	2.1	1.6				
Total No.	47	19	27	1	7	38	2	39	8				

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Senior Staff Nurses.

In terms of staff vacancies, 57% of nursing homes reported they do not have any Senior Staff Nurses. Five percent reported to have at least one and another 5% reported to have two or more. Thirty three percent reported that they don't know or left the answer box blank.

**Nursing & Healthcare Staff Employed in your Facility as of 28th February –
Clinical Nurse Managers (Grade 1)**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 1)													
	WTE STAFF													
	TOTAL	Provider Type				No. of Registered Beds				Area				
		Private	Statutory	Voluntary	0-40		41-100		More than 100	Urban	Rural			
Base (unweighted):	243	159	77	7*	94		131		18*		153	90		
Zero	27% 65	21% 33	38% 29	43% 3	38%	36	21% 28	6% 1	26% 40	28% 25				
1	28% 69	32% 51	22% 17	14% 1	30% 28	31% 40	6% 1	25% 39	33% 30					
2	12% 29	11% 17	16% 12	- -	1%	1	19% 25	17% 3	14% 22	8% 7				
3	6% 15	3% 5	12% 9	14% 1	-	-	8% 11	22% 4	8% 13	2% 2				
4	3% 7	3% 4	4% 3	- -	-	-	2% 2	28% 5	5% 7	- -				
From 5 to 9	1% 3	1% 1	3% 2	- -	-	-	1% 1	11% 2	2% 3	- -				
10	- -	- -	- -	- -	-	-	- -	- -	- -	- -				
11 or more	0% 1	1% 1	- -	- -	-	-	- -	6% 1	1% 1	- -				
Don't Know	22% 54	30% 47	6% 5	29% 2	31% 29	18% 24	6% 1	18% 28	29% 26					
Average No.	1.9	1.7	2.3	2.0	1.0	1.8	4.3	2.2	1.3					
Total No.	239	138	97	4	30	140	69	189	50					

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 1).

In terms of WTE staff, 27% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 1). Twenty eight percent reported to have at least one and 18% reported to have between two to three. Four percent reported to have four or more while 22% reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 1)													
	STAFF IN POST (HEADCOUNT)													
	TOTAL	Provider Type				No. of Registered Beds				Area				
Private		Statutory	Voluntary		0-40		41-100	More than 100	Urban	Rural				
Base (unweighted):	243	159	77	7*		94	131	18*		153	90			
Zero	23% 56	18% 28	35%	27	14%	1	34%	32	18% 24	- -	23% 35	23% 21		
1	25% 61	28% 44	21% 16	14%	1	24% 23	28% 37	6% 1	22% 33	31% 28				
2	14% 33	12% 19	18% 14	-	-	2%	2	22% 29	11% 2	16% 24	10% 9			
3	5% 13	3% 5	10% 8	-	-	-	-	8% 11	11% 2	7% 11	2% 2			
4	3% 7	3% 4	4% 3	-	-	-	-	2% 2	28% 5	5% 7	-	-		
From 5 to 9	1% 3	1% 1	3% 2	-	-	1% 1	-	-	11% 2	2% 3	-	-		
Don't Know	29% 70	36% 58	9%	7	71%	5	38% 36	21% 28	33% 6	26% 40	33% 30			
Average No.	1.8	1.6	2.3	1.0		1.4	1.7	3.7	2.1	1.3				
Total No.	216	118	97	1		36	136	44	164	52				

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 1).

In terms of headcount staff, 23% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 1). Twenty five percent reported to have at least one and 14% reported to have two. Nine percent reported to have three or more while 29% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 1)									
	VACANCIES									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	60% 147	58% 92	69% 53	29% 2	59% 55	62% 81	61% 11	62% 95	58% 52	
1	8% 19	4% 6	17% 13	- -	4% 4	11% 14	6% 1	10% 15	4% 4	
2	2% 5	1% 1	5% 4	- -	- -	2% 3	11% 2	3% 4	1% 1	
3	1% 2	1% 2	- -	- -	- -	2% 2	- -	1% 1	1% 1	
Don't Know	29% 70	36% 58	9% 7	71% 5	37% 35	24% 31	22% 4	25% 38	36% 32	
Average No.	1.3	1.6	1.2	-	1.0	1.4	1.7	1.3	1.5	
Total No.	35	14	21	0	4	26	5	26	9	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 1).

In terms of staff vacancies, 60% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 1). Eight percent reported to have at least one and 3% reported to have between two to three. Twenty nine percent reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

**Nursing & Healthcare Staff Employed in your Facility as of 28th February –
Clinical Nurse Managers (Grade 2)**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 2)														
	WTE STAFF														
	TOTAL	Provider Type						No. of Registered Beds						Area	
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural
Base (unweighted):	243	159		77		7*		94		131		18*		153	90
Zero	28% 68	38%	60	8%	6	29%	2	28%	26	29%	38	22%	4	22% 34	38% 34
1	17% 41	6%	10	40%	31	-	-	31%	29	9%	12	-	-	19% 29	13% 12
2	7% 17	3%	5	16%	12	-	-	5%	5	9%	12	-	-	8% 13	4% 4
3	5% 11	-	-	14%	11	-	-	1%	1	7%	9	6%	1	7% 11	- -
4	4% 9	1%	1	9%	7	14%	1	-	-	5%	6	17%	3	5% 8	1% 1
From 5 to 9	5% 11	1%	1	10%	8	29%	2	-	-	5%	6	28%	5	7% 11	- -
Don't Know	35% 86	52%	82	3%	2	29%	2	35%	33	37%	48	28%	5	31% 47	43% 39
Average No.	2.4	1.7		2.3		6.3		1.2		2.7		5.2		2.6	1.4
Total No.	210	29		162		19		42		121		47		186	24

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 2).

In terms of WTE staff, 28% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 2). Seventeen percent reported to have at least one and 12% reported to have between two to three. Nine percent reported to have four or more while 35% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 2)												
	STAFF IN POST (HEADCOUNT)												
	TOTAL	Provider Type				No. of Registered Beds				Area			
		Private	Statutory	Voluntary		0-40	41-100	More than 100		Urban	Rural		
Base (unweighted):	243	159	77	7*		94	131	18*		153	90		
Zero	24% 59	33% 53	6% 5	14% 1		22% 21	27% 35	17% 3		17% 26	37% 33		
1	16% 40	6% 9	40% 31	- -		31% 29	8% 11	- -		18% 28	13% 12		
2	7% 16	3% 5	14% 11	- -		3% 3	10% 13	- -		8% 13	3% 3		
3	5% 11	- -	14% 11	- -		2% 2	7% 9	- -		7% 11	- -		
4	4% 9	1% 1	9% 7	14% 1		- -	4% 5	22% 4		5% 8	1% 1		
From 5 to 9	4% 9	- -	10% 8	14% 1		- -	5% 7	11% 2		6% 9	- -		
Don't Know	41% 99	57% 91	5% 4	57% 4		41% 39	39% 51	50% 9		38% 58	46% 41		
Average No.	2.3	1.5	2.4	6.5		1.2	2.8	5.2		2.6	1.4		
Total No.	198	23	162	13		41	126	31		176	22		

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 2).

In terms of headcount staff, 24% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 2). Sixteen percent reported to have at least one and 12% reported to have between two to three. Eight percent reported to have four or more while 41% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 2)													
	VACANCIES													
	TOTAL	Provider Type				No. of Registered Beds				Area				
Private		Statutory	Voluntary		0-40	41-100	More than 100	Urban	Rural					
Base (unweighted):	243	159	77	7*		94	131	18*	153	90				
Zero	48% 116	42% 67	61% 47	29%	2	48% 45	50% 65	33% 6	47% 72	49% 44				
1	10% 24	1% 2	27% 21	14%	1	11% 10	7% 9	28% 5	13% 20	4% 4				
2	0% 1	- -	1% 1	-	-	- -	1% 1	- -	1% 1	- -				
3	1% 2	- -	3% 2	-	-	- -	2% 2	- -	1% 2	- -				
4	- -	- -	- -	-	-	- -	- -	- -	- -	- -				
From 5 to 9	0% 1	- -	1% 1	-	-	- -	1% 1	- -	1% 1	- -				
Don't Know	41% 99	57% 90	6% 5	57%	4	41% 39	40% 53	39% 7	37% 57	47% 42				
Average No.	1.3	1.0	1.4	1.0		1.0	1.7	1.0	1.4	1.0				
Total No.	37	2	34	1		10	22	5	33	4				

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 2).

In terms of staff vacancies, 48% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 2). Ten percent reported to have at least one and 1% reported to have three. Forty one percent reported to have that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

**Nursing & Healthcare Staff Employed in your Facility as of 28th February –
Clinical Nurse Managers (Grade 3)**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 3)																
	WTE STAFF																
	TOTAL	Provider Type						No. of Registered Beds						Area			
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural		
Base (unweighted):	243	159		77		7*		94		131		18*		153	90		
Zero	55% 133	43%	68	82%	63	29%	2	60%	56	53%	70	39%	7	58%	89	49%	44
1	4% 9	3%	5	4%	3	14%	1	1%	1	5%	7	6%	1	4%	6	3%	3
2	4% 9	4%	6	4%	3	-	-	1%	1	5%	7	6%	1	4%	6	3%	3
Don't Know	38% 92	50%	80	10%	8	57%	4	38%	36	36%	47	50%	9	34%	52	44%	40
Average No.	1.5	1.5		1.5		1.0		1.5		1.5		1.5		1.5		1.5	
Total No.	27	17		9		1		3		21		3		18		9	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 3).

In terms of WTE staff, 55% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 3). Four percent reported to have at least one and another 4% reported to have two. Thirty eight percent reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 3)																
	STAFF IN POST (HEADCOUNT)																
	TOTAL	Provider Type						No. of Registered Beds						Area			
Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural				
Base (unweighted):	243	159		77		7*		94		131		18*		153	90		
Zero	51% 123	38%	60	81%	62	14%	1	52%	49	53%	69	28%	5	53%	81	47%	42
1	4% 10	4%	6	4%	3	14%	1	2%	2	5%	7	6%	1	4%	6	4%	4
2	3% 8	3%	5	4%	3	-	-	1%	1	5%	6	6%	1	3%	5	3%	3
Don't Know	42% 102	55%	88	12%	9	71%	5	45%	42	37%	49	61%	11	40%	61	46%	41
Average No.	1.4	1.5		1.5		1.0		1.3		1.5		1.5		1.5		1.4	
Total No.	26	16		9		1		4		19		3		16		10	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 3).

In terms of headcount staff, 51% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 3). Four percent reported to have at least one 3% reported to have two. Forty two percent reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	CLINICAL NURSE MANAGERS (GRADE 3)													
	VACANCIES													
	TOTAL	Provider Type				No. of Registered Beds				Area				
Private		Statutory	Voluntary		0-40	41-100	More than 100	Urban	Rural					
Base (unweighted):	243	159	77	7*	94	131	18*	153	90					
Zero	56% 137	43% 69	86% 66	29% 2	54% 51	60% 78	44% 8	61% 93	49% 44					
1	0% 1	- -	1% 1	- -	1% 1	- -	- -	- -	1% 1					
Don't Know	43% 105	57% 90	13% 10	71% 5	45% 42	40% 53	56% 10	39% 60	50% 45					
Average No.	1.0	-	1.0	-	1.0	-	-	-	1.0					
Total No.	1	0	1	0	1	0	0	0	1					

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Clinical Nurse Managers (Grade 3).

In terms of vacancy staff, 56% of nursing homes reported they do not have any Clinical Nurse Managers (Grade 3) while 43% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

**Nursing & Healthcare Staff Employed in your Facility as of 28th February –
Nursing Interns (4th Year)**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	NURSING INTERNS (4 TH YEAR)														
	WTE STAFF														
	TOTAL	Provider Type						No. of Registered Beds						Area	
		Private	Statutory	Voluntary		0-40	41-100	More than 100	Urban	Rural					
Base (unweighted):	243	159	77	7*		94	131	18*	153	90					
Zero	58% 141	45% 72	86% 66	43%	3	60% 56	58% 76	50% 9	62% 95	51% 46					
1	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -					
2	1% 2	- -	3% 2	- -	- -	1% 1	1% 1	- -	1% 2	- -					
3	0% 1	- -	1% 1	- -	- -	- -	1% 1	- -	1% 1	- -					
Don't Know	41% 99	55% 87	10% 8	57%	4	39% 37	40% 53	50% 9	36% 55	49% 44					
Average No.	2.3	-	2.3	-	-	2.0	2.5	-	2.3	-					
Total No.	7	0	7	0	0	2	5	0	7	0					

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Nursing Interns (4th Year).

In terms of WTE staff, 58% of nursing homes reported they do not have any Nursing Interns (4th year). One percent reported to have two while 41% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	NURSING INTERNS (4 TH YEAR)																
	HEADCOUNT STAFF																
	TOTAL	Provider Type						No. of Registered Beds						Area			
Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban		Rural			
Base (unweighted):	243	159		77		7*		94		131		18*		153		90	
Zero	53% 129	40%	63	83%	64	29%	2	52%	49	56%	73	39%	7	56%	85	49%	44
1	- -	- -	- -	- -	- -	- -	-	- -	- -	- -	- -	- -	- -	- -	- -	- -	-
2	1% 2	- -	- -	3%	2	- -	-	1%	1	1%	1	- -	-	1%	2	- -	-
3	- -	- -	- -	- -	- -	- -	-	- -	- -	- -	- -	- -	- -	- -	- -	- -	-
4	0% 1	- -	- -	1%	1	- -	-	- -	- -	1%	1	- -	-	1%	1	- -	-
Don't Know	46% 111	60%	96	13%	10	71%	5	47%	44	43%	56	61%	11	42%	65	51%	46
Average No.	2.7	-		2.7		-		2.0		3.0		-		2.7		-	
Total No.	8	0		8		0		2		6		0		8		0	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Nursing Interns (4th Year).

In terms of headcount staff, 53% of nursing homes reported they do not have any Nursing Interns (4th year). One percent reported to have two while 46% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	NURSING INTERNS (4 TH YEAR)													
	VACANCIES													
	TOTAL	Provider Type				No. of Registered Beds				Area				
Private		Statutory	Voluntary		0-40	41-100	More than 100	Urban	Rural					
Base (unweighted):	243	159	77	7*	94	131	18*	153	90					
Zero	54% 132	40% 64	86% 66	29% 2	53% 50	56% 74	44% 8	58% 89	48% 43					
1	- -	- -	- -	- -	- -	- -	- -	- -	- -					
2	0% 1	- -	1% 1	- -	1% 1	- -	- -	1% 1	- -					
Don't Know	45% 110	60% 95	13% 10	71% 5	46% 43	44% 57	56% 10	41% 63	52% 47					
Average No.	2.0	-	2.0	-	2.0	-	-	2.0	-					
Total No.	2	0	2	0	2	0	0	2	0					

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Nursing Interns (4th Year).

In terms of staff vacancies, 54% of nursing homes reported they do not have any Nursing Interns (4th year) while 45% reported that they don't know. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

**Nursing & Healthcare Staff Employed in your Facility as of 28th February –
Other Registered Nursing Grades**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	OTHER REGISTERED NURSING GRADES															
	WTE STAFF															
	TOTAL	Provider Type						No. of Registered Beds						Area		
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural	
Base (unweighted):	243	159		77		7*		94		131		18*		153	90	
Zero	54% 132	43%	69	78%	60	43%	3	59%	55	54%	71	33%	6	57%	87 50% 45	
1	2% 4	-	-	5%	4	-	-	1%	1	2%	2	6%	1	3%	4 - -	
2	0% 1	1%	1	-	-	-	-	-	-	1%	1	-	-	1%	1 - -	
3	0% 1	-	-	1%	1	-	-	-	-	1%	1	-	-	1%	1 - -	
4	- -	-	-	-	-	-	-	-	-	-	-	-	-	-	- -	
From 5 to 9	0% 1	-	-	1%	1	-	-	-	-	-	-	6%	1	1%	1 - -	
10	- -	-	-	-	-	-	-	-	-	-	-	-	-	-	- -	
11 or more	0% 1	1%	1	-	-	-	-	-	-	1%	1	-	-	1%	1 - -	
Don't Know	42% 103	55%	88	14%	11	57%	4	40%	38	42%	55	56%	10	38% 58	50% 45	
Average No.	3.5	7.5		2.2		-		1.0		4.0		3.5		3.5	-	
Total No.	28	15		13		0		1		20		7		28	0	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Other Registered Nursing Grades.

In terms of WTE staff, 54% of nursing homes reported they do not have any other Registered Nursing Grades. Two percent reported to have at least one while 42% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	OTHER REGISTERED NURSING GRADES																
	STAFF IN POST (HEADCOUNT)																
	TOTAL	Provider Type						No. of Registered Beds						Area			
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban		Rural	
Base (unweighted):	243	159		77		7*		94		131		18*		153		90	
Zero	50% 122	38%	61	77%	59	29%	2	52%	49	52%	68	28%	5	52%	79	48%	43
1	1% 3	-	-	4%	3	-	-	1%	1	1%	1	6%	1	2%	3	-	-
2	0% 1	1%	1	-	-	-	-	-	-	1%	1	-	-	1%	1	-	-
3	0% 1	-	-	1%	1	-	-	-	-	1%	1	-	-	1%	1	-	-
4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
From 5 to 9	0% 1	-	-	1%	1	-	-	-	-	-	-	6%	1	1%	1	-	-
10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 or more	0% 1	1%	1	-	-	-	-	-	-	1%	1	-	-	1%	1	-	-
Don't Know	47% 114	60%	96	17%	13	71%	5	47%	44	45%	59	61%	11	44%	67	52%	47
Average No.	1.7	2.0		1.5		-		-		1.5		2.0		1.7		-	
Total No.	27	15		12		0		1		19		7		27		0	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Other Registered Nursing Grades.

In terms of headcount staff, 50% of nursing homes reported they do not have any other Registered Nursing Grades. One percent reported to have at least one while 47% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	OTHER REGISTERED NURSING GRADES												
	VACANCIES												
	TOTAL	Provider Type				No. of Registered Beds				Area			
		Private	Statutory	Voluntary		0-40	41-100	More than 100		Urban	Rural		
Base (unweighted):	243	159	77	7*		94	131	18*		153	90		
Zero	52% 127	40% 63	81% 62	29% 2		54% 51	53% 70	33% 6		56% 85	47% 42		
1	0% 1	- -	1% 1	- -		- -	1% 1	- -		1% 1	- -		
2	1% 2	1% 1	1% 1	- -		- -	1% 1	6% 1		1% 2	- -		
Don't Know	47% 113	60% 95	17% 13	71% 5		46% 43	45% 59	61% 11		42% 65	53% 48		
Average No.	1.7	2.0	1.5	-		-	1.5	2.0		1.7	-		
Total No.	5	2	3	0		0	3	2		2	0		

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Other Registered Nursing Grades.

In terms of staff vacancies, 52% of nursing homes reported they do not have any other Registered Nursing Grades. One percent reported to have two while 47% reported that they don't know or left the answer box blank. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

**Nursing & Healthcare Staff Employed in your Facility as of 28th February –
Healthcare Assistants/Care Attendants**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	HEALTHCARE ASSISTANTS/CARE ATTENDANTS														
	WTE STAFF														
	TOTAL	Provider Type					No. of Registered Beds					Area			
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural						
Base (unweighted):	243	159	77	7*	94	131	18*	153	90						
Zero	6% 15	-	-	19% 15	-	-	10% 9	5% 6	-	-	8% 12	3% 3			
From 1 to 10	13% 31	8% 13	22% 17	14% 1	29%	27	3%	4	-	-	12% 19	13% 12			
From 11 to 16	18% 43	20% 32	13% 10	14% 1	36%	34	7%	9	-	-	16% 24	21% 19			
From 17 to 23	19% 46	23% 37	12% 9	-	-	18% 17	21% 27	11% 2	18% 27	21% 19					
From 24 to 32	19% 45	22% 35	13% 10	-	-	1%	1	31%	41	17% 3	18% 28	19% 17			
33 or more	19% 47	21% 33	14% 11	43% 3	-	-	27% 35	67% 12	23% 35	13% 12					
Don't Know	7% 16	6% 9	6% 5	29% 2	6% 6	7% 9	6% 1	5% 8	9% 8						
Average No.	24.0	24.6	21.2	39.6	12.8	28.3	47.2	25.6	21.5						
Total No.	5,095	3,691	1,206	198	1,011	3,281	803	3,400	1,695						

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Healthcare Assistants/Care Attendants

In terms of WTE staff, 6% of nursing homes reported they do not have Healthcare Assistants or Care Attendants. Thirty one percent reported to have between one to sixteen and 38% reported to have between seventeen to thirty two while 19% reported to have 33 or more. Seven percent reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	HEALTHCARE ASSISTANTS/CARE ATTENDANTS														
	STAFF IN POST (HEADCOUNT)														
	TOTAL	Provider Type						No. of Registered Beds						Area	
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural
Base (unweighted):	243	159		77		7*		94		131		18*		153	90
Zero	9% 21	3%	4	22%	17	-	-	12%	11	8%	10	-	-	10% 15	7% 6
From 1 to 10	7% 16	3%	4	16%	12	-	-	16%	15	1%	1	-	-	7% 11	6% 5
From 11 to 16	18% 44	19%	30	17%	13	14%	1	35%	33	8%	11	-	-	15% 23	23% 21
From 17 to 23	17% 42	21%	33	10%	8	14%	1	20%	19	17%	22	6%	1	16% 25	19% 17
From 24 to 32	16% 39	20%	32	9%	7	-	-	2%	2	27%	35	11%	2	16% 24	17% 15
33 or more	20% 49	21%	34	17%	13	29%	2	-	-	30%	39	56%	10	22% 33	18% 16
Don't Know	13% 16	14%	22	9%	7	43%	3	15%	14	10%	13	28%	5	14% 22	11% 10
Average No.	26.5	27.2		23.7		40.8		14.2		30.8		56.0		28.3	23.8
Total No.	5,040	3,623		1,254		163		982		3,330		728		3,281	1,759

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Healthcare Assistants/Care Attendants

In terms of headcount staff, 9% of nursing homes reported they do not have Healthcare Assistants or Care Attendants. Twenty five percent reported to have between one to sixteen and 33% reported to have between seventeen to thirty two while 20% reported to have 33 or more. Thirteen percent reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	HEALTHCARE ASSISTANTS/CARE ATTENDANTS													
	VACANCIES													
	TOTAL	Provider Type						No. of Registered Beds						Area
		Private	Statutory	Voluntary				0-40	41-100	More than 100			Urban	Rural
Base (unweighted):	243	159	77	7*				94	131	18*			153	90
Zero	49% 119	48% 76	52% 40	43% 3				63% 59	44% 57	17% 3			48% 74	50% 45
1	7% 18	7% 11	9% 7	- -				12% 11	5% 6	6% 1			9% 14	4% 4
2	9% 22	11% 17	6% 5	- -				6% 6	9% 12	22% 4			6% 9	14% 13
3	6% 14	6% 10	5% 4	- -				1% 1	10% 13	- -			6% 9	6% 5
4	5% 11	4% 7	5% 4	- -				1% 1	5% 6	22% 4			5% 8	3% 3
From 5 to 9	2% 6	1% 1	6% 5	- -				- -	4% 5	6% 1			4% 6	- -
10	- -	- -	- -	- -				- -	- -	- -			- -	- -
11 or more	4% 10	5% 8	3% 2	- -				- -	7% 9	6% 1			4% 6	4% 4
Don't Know	18% 43	18% 29	13% 10	57% 4				17% 16	18% 23	22% 4			18% 27	18% 16
Average No.	5.8	6.7	4.0	-				1.6	7.6	4.5			5.4	6.5
Total No.	470	363	107	0				30	390	50			281	189

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Healthcare Assistants/Care Attendants

In terms of staff vacancies, 49% of nursing homes reported they do not have Healthcare Assistants or Care Attendants. Sixteen percent reported to have between one to two and 13% reported to have between three to nine while 4% reported to have 11 or more. Eighteen percent reported that they don't know or left the answer box blank.

Nursing & Healthcare Staff Employed in your Facility as of 28th February – Multi-Task Attendants

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	MULTI-TASK ATTENDANTS														
	WTE STAFF														
	TOTAL	Provider Type							No. of Registered Beds					Area	
		Private	Statutory	Voluntary					0-40	41-100	More than 100			Urban	Rural
Base (unweighted):	243	159	77	7*					94	131	18*			153	90
Zero	22% 53	30% 47	6% 5	14% 1					13% 12	27% 36	28% 5			19% 29	27% 24
1	5% 12	8% 12	- -	- -					4% 4	6% 8	- -			4% 6	7% 6
2	5% 13	5% 8	5% 4	14% 1					9% 8	4% 5	- -			4% 6	8% 7
3	3% 8	4% 6	3% 2	- -					4% 4	3% 4	- -			4% 6	2% 2
4	2% 6	1% 1	6% 5	- -					6% 6	- -	- -			3% 4	2% 2
From 5 to 9	11% 27	8% 12	18% 14	14% 1					14% 13	10% 13	6% 1			12% 19	9% 8
10	- -	- -	- -	- -					- -	- -	- -			- -	- -
11 or more	22% 54	8% 13	52% 40	14% 1					22% 21	21% 28	28% 5			28% 43	12% 11
Don't Know	29% 70	38% 60	9% 7	43% 3					28% 26	28% 37	39% 7			26% 40	33% 30
Average No.	12.3	5.9	17.6	8.7					8.0	15.1	25.7			14.7	6.7
Total No.	1,476	309	1,141	26					448	874	154			1,234	242

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Multi-Task Attendants

In terms of WTE staff, 22% of nursing homes reported they do not have Multi-Task Attendants. Ten percent reported to have between one to sixteen and 38% reported to have between seventeen to thirty two while 19% reported to have 33 or more. Seven percent reported that they don't know. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	MULTI-TASK ATTENDANTS														
	STAFF IN POST (HEADCOUNT)														
	TOTAL	Provider Type						No. of Registered Beds						Area	
Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural		
Base (unweighted):	243	159		77		7*		94		131		18*		153	90
Zero	22% 54	30% 48	6% 5	14% 1		13% 12	30% 39	17% 3	18% 27	30% 27					
1	4% 9	5% 8	1% 1	- -		2% 2	5% 7	- -	3% 5	4% 4					
2	3% 7	4% 6	1% 1	- -		2% 2	4% 5	- -	3% 4	3% 3					
3	4% 10	3% 5	6% 5	- -		9% 8	2% 2	- -	4% 6	4% 4					
4	1% 2	1% 1	1% 1	- -		1% 1	1% 1	- -	1% 2	- -					
From 5 to 9	10% 25	6% 10	18% 14	14% 1		14% 13	8% 11	6% 1	10% 16	10% 9					
10	1% 2	- -	3% 2	- -		2% 2	- -	- -	1% 1	1% 1					
11 or more	22% 54	7% 11	53% 41	29% 2		23% 22	21% 28	22% 4	29% 44	11% 10					
Don't Know	33% 80	44% 70	9% 7	43% 3		34% 32	29% 38	56% 10	31% 48	36% 32					
Average No.	14.7	6.5		19.9		14.7		10.4		17.6		26.2		17.3	8.3
Total No.	1,605	267		1,294		44		521		953		131		1,348	257

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Multi-Task Attendants

In terms of headcount staff, 22% of nursing homes reported they do not have Multi-Task Attendants. Twelve percent reported to have between one to four and 11% reported to have between four to nine while 23% reported to have twenty three or more. Thirty three percent reported that they don't know. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	MULTI-TASK ATTENDANTS									
	VACANCIES									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	46% 112	46% 73	47% 36	43% 3	49% 46	46% 60	33% 6	46% 70	47% 42	
1	8% 19	4% 7	16% 12	- -	7% 7	9% 12	- -	8% 12	8% 7	
2	4% 10	1% 2	10% 8	- -	5% 5	3% 4	6% 1	6% 9	1% 1	
3	2% 4	1% 1	4% 3	- -	1% 1	2% 2	6% 1	1% 2	2% 2	
4	2% 4	- -	5% 4	- -	2% 2	2% 2	- -	2% 3	1% 1	
From 5 to 9	2% 4	- -	5% 4	- -	1% 1	2% 3	- -	3% 4	- -	
10	0% 1	1% 1	- -	- -	- -	1% 1	- -	1% 1	- -	
11 or more	0% 1	- -	1% 1	- -	- -	1% 1	- -	1% 1	- -	
Don't Know	36% 88	47% 75	12% 9	57% 4	34% 32	35% 46	56% 10	33% 51	41% 37	
Average No.	2.7	2.2	2.8	-	2.1	3.0	2.5	3.0	1.7	
Total No.	114	24	90	0	34	75	5	95	19	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Multi-Task Attendants

In terms of staff vacancies, 46% of nursing homes reported they do not have Multi-Task Attendants. Twelve percent reported to have between one to two and 6% reported to have between three to nine. Thirty six percent reported that they don't know. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

**Nursing & Healthcare Staff Employed in your Facility as of 28th February –
Activities Co-ordinator**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	ACTIVITIES CO-ORDINATOR															
	WTE STAFF															
	TOTAL	Provider Type						No. of Registered Beds						Area		
		Private	Statutory	Voluntary		0-40	41-100	More than 100	Urban	Rural						
Base (unweighted):	243	159	77	7*		94	131	18*	153	90						
Zero	17% 42	6% 10	42% 32	- -		26% 24	13% 17	6% 1	20% 30	13% 12						
1	55% 134	63% 100	39% 30	57% 4		49% 46	58% 76	67% 12	56% 86	53% 48						
2	14% 33	16% 26	9% 7	- -		6% 6	18% 23	22% 4	12% 19	16% 14						
3	2% 5	3% 4	- -	14% 1		2% 2	2% 2	6% 1	2% 3	2% 2						
4	- -	- -	- -	- -		- -	- -	- -	- -	- -						
From 5 to 9	1% 2	1% 1	1% 1	- -		- -	2% 2	- -	1% 1	1% 1						
10	- -	- -	- -	- -		- -	- -	- -	- -	- -						
11 or more	0% 1	1% 1	- -	- -		- -	1% 1	- -	- -	1% 1						
Don't Know	11% 26	11% 17	9% 7	29% 2		17% 16	8% 10	- -	9% 14	13% 12						
Average No.	1.6	1.8	1.3	1.4		1.2	1.9	1.4	1.3	2.3						
Total No.	288	232	49	7		64	201	23	138	150						

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Activities Co-ordinator

In terms of WTE staff, 17% of nursing homes reported they do not have an Activities Co-Ordinator. Fifty five percent reported to have at least one and 17% reported to have between two to nine. Eleven percent reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	ACTIVITIES CO-ORDINATOR														
	STAFF IN POST (HEADCOUNT)														
	TOTAL	Provider Type					No. of Registered Beds					Area			
Private		Statutory		Voluntary	0-40		41-100		More than 100	Urban	Rural				
Base (unweighted):	243	159		77		7*	94		131		18*	153		90	
Zero	16% 39	6% 9	39% 30	- -		21% 20		14% 18		6% 1	18% 28		12% 11		
1	52% 127	60% 95		38% 29	43% 3		44% 41		58% 76		56% 10	50% 77		56% 50	
2	11% 27	11% 18		12% 9		- -		9% 8		13% 17		11% 2	12% 18		10% 9
3	2% 5	3% 4		1% 1		- -		- -		3% 4		6% 1	2% 3		2% 2
4	0% 1	1% 1		- -		- -		- -		1% 1		- -	- -		1% 1
From 5 to 9	1% 2	1% 2		- -		- -		- -		1% 1		6% 1	1% 1		1% 1
Don't Know	17% 42	19% 30		10% 8		57% 4		27% 25		11% 14		17% 3	17% 26		18% 16
Average No.	1.3	1.3		1.3		1.0		1.2		1.3		1.6	1.3		1.3
Total No.	212	159		50		3		57		133		22	127		85

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Activities Co-ordinator

In terms of headcount staff, 16% of nursing homes reported they do not have an Activities Co-Ordinator. Fifty two percent reported to have at least one and 14% reported to have between two to nine. Seventeen percent reported that they don't know or left the answer box blank.

[Light grey] = Number of responses	ACTIVITIES CO-ORDINATOR									
	VACANCIES									
	TOTAL	Provider Type			No. of Registered Beds			Area		
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural	
Base (unweighted):	243	159	77	7*	94	131	18*	153	90	
Zero	72% 175	66% 105	87% 67	43% 3	69% 65	73% 96	78% 14	76% 116	66% 59	
1	6% 15	9% 14	1% 1	- -	3% 3	9% 12	- -	4% 6	10% 9	
2	0% 1	1% 1	- -	- -	- -	1% 1	- -	- -	1% 1	
Don't Know	21% 52	25% 39	12% 9	57% 4	28% 26	17% 22	22% 4	20% 31	23% 21	
Average No.	1.1	1.1	1.0	-	1.0	1.1	-	1.0	1.1	
Total No.	17	16	1	0	3	14	0	6	11	

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Activities Co-ordinator

In terms of staff vacancies, 72% of nursing homes reported they do not have an Activities Co-Ordinator. Six percent reported to have at least one while 21% reported that they don't know or left the answer box blank.

Nursing & Healthcare Staff Employed in your Facility as of 28th February – Activities Staff

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	ACTIVITIES STAFF														
	WTE STAFF														
	TOTAL	Provider Type						No. of Registered Beds						Area	
		Private	Statutory	Voluntary		0-40		41-100		More than 100	Urban	Rural			
Base (unweighted):	243	159	77	7*		94		131		18*	153	90			
Zero	36% 88	29% 46	53% 41	14%	1	41% 39		34%	45	22% 4	39% 59	32% 29			
1	18% 44	19% 31	14% 11	29%	2	20% 19		18%	23	11% 2	17% 26	20% 18			
2	8% 19	7% 11	10% 8	-	-	6% 6		8%	10	17% 3	9% 14	6% 5			
3	5% 13	4% 7	6% 5	14%	1	-	-	8%	10	17% 3	8% 12	1% 1			
4	1% 2	-	-	3%	2	-	-	-	1	6% 1	1% 2	-			
From 5 to 9	1% 3	1% 2	1% 1	-	-	-		2%	2	6% 1	1% 2	1% 1			
10	-	-	-	-	-	-		-	-	-	-	-			
11 or more	0% 1	1% 1	-	-	-	-		-	-	6% 1	1% 1	-			
Don't Know	30% 73	38% 61	12% 9	43%	3	32% 30		31%	40	17% 3	24% 37	40% 36			
Average No.	1.9	1.8	2.1	1.7		1.2		1.9		3.5	2.1	1.4			
Total No.	158	96	57	5		31		88		39	122	36			

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Activities Staff

In terms of WTE staff, 36% of nursing homes reported they do not have Activities Staff. Eighteen percent reported to have at least one and 15% reported to have between two to nine. Thirty percent reported that they don't know. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	ACTIVITIES STAFF												
	STAFF IN POST (HEADCOUNT)												
	TOTAL	Provider Type				No. of Registered Beds				Area			
		Private	Statutory	Voluntary		0-40	41-100	More than 100		Urban	Rural		
Base (unweighted):	243	159	77	7*		94	131	18*		153	90		
Zero	35% 84	26% 41	55% 42	14% 1		37% 35	35% 46	17% 3		37% 56	31% 28		
1	13% 32	13% 20	14% 11	14% 1		16% 15	12% 16	6% 1		12% 18	16% 14		
2	9% 21	10% 16	6% 5	- -		4% 4	11% 14	17% 3		10% 16	6% 5		
3	6% 14	4% 6	9% 7	14% 1		1% 1	8% 11	11% 2		7% 11	3% 3		
4	1% 3	1% 2	1% 1	- -		2% 2	- -	6% 1		1% 2	1% 1		
From 5 to 9	2% 4	1% 2	3% 2	- -		- -	2% 2	11% 2		2% 3	1% 1		
10	- -	- -	- -	- -		- -	- -	- -		- -	- -		
11 or more	1% 2	1% 2	- -	- -		- -	1% 1	6% 1		1% 2	- -		
Don't Know	34% 83	44% 70	12% 9	57% 4		39% 37	31% 41	28% 5		29% 45	42% 38		
Average No.	2.3	2.3	2.2	2.0		1.5	2.2	4.0		2.5	1.8		
Total No.	172	110	58	4		34	98	40		130	42		

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Activities Staff

In terms of headcount staff, 35% of nursing homes reported they do not have Activities Staff. Twenty two percent reported to have between one and two and 10% reported to have three or more. Thirty four percent reported that they don't know. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

[Light grey] = Number of responses	ACTIVITIES STAFF													
	VACANCIES													
	TOTAL	Provider Type				No. of Registered Beds				Area				
Private		Statutory	Voluntary		0-40	41-100	More than 100	Urban	Rural					
Base (unweighted):	243	159	77	7*		94	131	18*	153	90				
Zero	59% 143	51% 81	77% 59	43% 3	57% 54	60% 79	56% 10	63% 96	52% 47					
1	4% 10	4% 6	5% 4	- -	2% 2	4% 5	17% 3	5% 7	3% 3					
2	- -	- -	- -	- -	- -	- -	- -	- -	- -					
3	0% 1	- -	1% 1	- -	- -	1% 1	- -	1% 1	- -					
4	- -	- -	- -	- -	- -	- -	- -	- -	- -					
From 5 to 9	0% 1	1% 1	- -	- -	- -	1% 1	- -	- -	1% 1					
Don't Know	36% 88	45% 71	17% 13	57% 4	40% 38	34% 45	28% 5	32% 49	43% 39					
Average No.	1.5	1.6	1.4	-	1.0	1.9	1.0	1.3	2.0					
Total No.	18	11	7	0	2	13	3	10	8					

Q5. Nursing & Healthcare Assistant Staff Employed in your Facility as of 28th February 2020: Activities Staff

In terms of staff vacancies, 59% of nursing homes reported they do not have Activities Staff. Four percent reported to have at least one and 36A reported that they don't know. The high number of Don't Knows/blanks are difficult to interpret. As we have noted in the executive summary the true answer for these respondents may variously be don't know, zero or they intentionally did not provide information.

Staffing - Detail (Additional resources as of 28th February 2020)

Additional Resources – Hours worked per week as of 28th February 2020

Clinical Nurse Specialists

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	65% 159	61% 97	74% 57	71% 5	67% 63	66% 86	56% 10	66% 101	64% 58
From 1 to 20	7% 17	4% 7	12% 9	14% 1	7% 7	6% 8	11% 2	9% 14	3% 3
From 21 to 50	2% 5	2% 3	3% 2	- -	- -	2% 2	17% 3	3% 5	- -
51 or more	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't Know	25% 62	33% 52	12% 9	14% 1	26% 24	27% 35	17% 3	22% 33	32% 29
Average No.	11.5	15.4	9.0	1.0	2.9	10.4	26.0	13.1	1.7
Additional Resources: Total Hours Worked per week	254	154	99	1	20	104	130	249	5

Q5b. Additional resources (if available please indicate number of hours worked in the centre per week as of 28th February 2020): Clinical Nurse Specialists.

Out of the nursing homes that completed the survey, the total number of additional hours worked by Clinical Nurse Specialists per week as of 28th February 2020 is 254.

On average, amongst those who use the additional resource 11.5 hours was worked by Clinical Nurse Specialists in these nursing homes. Looking at the range of responses, the majority of nursing homes (65%) reported no additional hours for Clinical Nurse Specialists, or didn't know at 25%, with only 7% reporting 1-20 hours and 2% reporting from 21-50 hours.

Additional Resources – Hours worked as of 28th February 2020

Advanced Nurse Practitioner

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
Zero	69% 168	65% 103	78% 60	71% 5	73% 69	67% 88	61% 11	71% 108	67% 60
From 1 to 15	4% 9	1% 2	9% 7	- -	- -	5% 7	11% 2	6% 9	- -
16 or more	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't Know	27% 66	34% 534	13% 10	29% 2	27% 25	28% 36	28% 5	24% 36	33% 30
Average No.	3.0	2.5	3.1	-	-	1.6	8.0	3.0	-
Additional Resources: Total Hours Worked per week	27	5	22	0	0	11	16	27	0

Q5b. Additional resources (if available please indicate number of hours worked in the centre per week as of 28th February 2020): Advanced Nurse Practitioner.

Out of the nursing homes that completed the survey, the total number of additional hours worked by Advanced Nurse Practitioners per week as of 28th February 2020 is 27.

Looking at the range of responses, the majority of nursing homes (69%) reported no additional hours for Advanced Nurse Practitioners or didn't know at 27% with only 4% reporting 1+ hours.

Additional Resources – Hours worked per week as of 28th February 2020

Clinical Development Coordinators

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18	153	90
0	63% 153	61% 97	66% 51	71% 5	62% 58	64% 84	61% 11	63% 97	62% 56
From 1 to 20	5% 12	4% 6	8% 6	- -	4% 4	5% 7	6% 1	6% 9	3% 3
From 21 to 40	5% 11	1% 1	13% 10	- -	6% 6	4% 5	- -	7% 10	1% 1
41 or more	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't Know	27% 67	35% 55	13% 10	29% 2	28% 26	27% 35	33% 6	25% 37	33% 30
Average No.	20.7	10.0	25.3	-	25.1	18.6	1.0	22.3	12.8
Additional Resources: Total Hours Worked per week	475	70	405	0	251	223	1	424	51

Q5b. Additional resources (if available please indicate number of hours worked in the centre per week as of 28th February 2020): Clinical Development Coordinators.

Out of the nursing homes that completed the survey, the total number of additional hours worked by Clinical Development Coordinators per week as of 28th February 2020 is 475.

Looking at the range of responses, the majority of nursing homes (63%) reported no additional hours for Clinical Development Coordinators, or didn't know at 27%, with only 5% reporting 1-20 hours and 5% reporting from 21-40 hours. On average, where this additional resource was used, they worked 20.7 hours of additional hours.

Additional Resources – Hours worked as of 28th February 2020

Clinical Support Nurses

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	68% 165	63% 100	79% 61	57% 4	70% 66	67% 88	61% 11	71% 108	63% 57
From 1 to 20	4% 9	3% 4	4% 3	29% 2	2% 2	4% 5	11% 2	5% 8	1% 1
From 21 to 75	1% 3	1% 1	3% 2	- -	- -	2% 2	6% 1	1% 2	1% 1
76 or more	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't Know	27% 66	34% 54	14% 11	14% 1	28% 26	28% 36	22% 4	23% 35	34% 31
Average No.	14.7	9.4	25.4	1.0	5.5	12.9	25.0	14.9	13.5
Additional Resources: Total Hours Worked per week	176	47	127	2	11	90	75	149	27

Q5b. Additional resources (if available please indicate number of hours worked in the centre per week as of 28th February 2020): Clinical Support Nurses.

Out of the nursing homes that completed the survey, the total number of additional hours worked by Clinical Support Nurses per week as of 28th February 2020 is 176.

Looking at the range of responses, the majority of nursing homes (68%) reported no additional hours for Clinical Support Nurses, or didn't know at 27 %, with only 4% reporting 1-20 hours and 1% reporting from 21-75 hours. The average hours worked excluding zero was 14.7.

Statutory providers were statistically significantly less likely to avail of additional hours for Clinical Support Nurses.

Staffing - Detail (On average how many hours Agency/Bank/or overtime used per week Jan 1st-Dec 31st, 2019)

On Average how many hours Agency/Bank and/or overtime did you use per week Agency/Bank Registered Nurses

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds			Area			
		Private		Statutory		Voluntary		0-40		41-100	More than 100	Urban		Rural
Base (unweighted):	243	159		77		7*		94		131	18*	153		90
0	72% 176	89% 142	36% 28	86% 6	70% 66	73% 96	78% 14	65% 100	84% 76					
From 0 to 1	2% 6	2% 3	4% 3	- -	2% 2	3% 4	- -	4% 6	- -					
From 1 to 2	2% 4	- -	5% 4	- -	2% 2	1% 1	6% 1	3% 4	- -					
From 2 to 15	3% 8	3% 5	4% 3	- -	2% 2	5% 6	- -	4% 6	2% 2					
15 or more	20% 48	5% 8	51% 39	14% 1	24% 23	17% 22	17% 3	24% 36	13% 12					
Don't Know	1% 2	1% 1	1% 1	- -	- -	2% 2	- -	1% 2	- -					
Average No.	56.6	23.3		68.0		44.0		35.7		73.9	60.5	62.3		35.9
Agency/Bank Registered Nurses (average/week)	3,680	372		3,264		44		1,000		2,438	242	3,178		502

Q10. On average, how many Hours Agency/Bank and/or overtime did you use per week, during period January 1st, 2019-December 31st, 2019 (these dates are chosen as they are prior to the COVID -19 Pandemic): — Agency/Bank Registered nurses (average/week).

Out of the nursing homes surveyed, the total number of hours used per week during the period of January 1st, 2019-December 31st, 2019 of Agency/Bank Registered Nurses is 3,680.

The average number of hours used per week during this period for Agency/Bank Registered Nurses is 56.6 hours.

In terms of distribution, the majority of nursing homes (72%) reported no hours for Agency/Bank Registered Nurses during this period, 7% reported between 1-15 while one fifth (20%) reported 15 or more hours. 1% did not know.

Private providers were statistically significantly more likely to report no hours for Agency/Bank Registered Nurses during this period, and less likely to report 15 or more hours. Statutory providers were statistically significantly more likely to have 15 or more hours for Agency/Bank Registered Nurses and less likely to have no hours. Lastly, providers with between 0-40 beds and rural providers were statistically significantly more likely to report no hours for Agency/Bank Registered Nurses during this period.

**On Average how many hours Agency/Bank and/or overtime did you use per week
Overtime Registered Nurses**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
From 0 to 1	72% 176	76% 121	65% 50	71% 5	73% 69	73% 95	67% 12	68% 104	80% 72
From 1 to 2	3% 7	3% 5	3% 2	- -	1% 1	4% 5	6% 1	5% 7	- -
From 2 to 6	4% 10	4% 7	3% 2	14% 1	3% 3	5% 6	6% 1	5% 8	2% 2
6 or more	20% 48	16% 25	29% 22	14% 1	22% 21	18% 23	22% 4	21% 32	18% 16
Don't Know	1% 2	1% 1	1% 1	- -	- -	2% 2	- -	1% 2	- -
Average No.	21.1	18.4	23.9	34.5	17.6	25.1	12.7	21.7	19.4
Overtime Registered Nurses (average/week)	1,371	681	621	69	441	854	76	1,021	350

*Q10. On average, how many Hours Agency/Bank and/or overtime did you use per week, during period January 1st, 2019-December 31st, 2019 (these dates are chosen as they are prior to the COVID 19 Pandemic):
— Overtime Registered Nurses (average/week).*

Out of the nursing homes surveyed, the total number of hours used per week during the period of January 1st, 2019-December 31st, 2019 of Overtime Registered Nurses is 1,371.

The average number of hours used per week during this period for Overtime Registered Nurses is 21.1 hours.

In terms of distribution, the majority of nursing homes (72%) reported 1 hour for Overtime Registered Nurses, while 4% reported between 2-6 hours and one fifth (20%) reported 6 or more hours. 1% did not know.

On Average how many hours Agency/Bank and/or overtime did you use per week
Agency/Bank Healthcare Assistants

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds						Area			
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban		Rural	
Base (unweighted):	243	159		77		7*		94		131		18*		153		90	
From 0 to 1	66% 160	84%	134	26%	20	86%	6	71%	67	62%	81	67%	12	54%	82	87%	78
From 1 to 2	2% 6	2%	3	4%	3	-	-	2%	2	3%	4	-	-	4%	6	-	-
From 2 to 36	11% 27	8%	12	19%	15	-	-	11%	10	11%	15	11%	2	14%	21	7%	6
36 or more	20% 48	6%	9	49%	38	14%	1	16%	15	22%	29	22%	4	27%	42	7%	6
Don't Know	1% 2	1%	1	1%	1	-	-	-	-	2%	2	-	-	1%	2	-	-
Average No.	109.9	55.0		124.9		585.0		79.3		126.1		117.8		117.1		68.3	
Agency/Bank Health Care Assistants (average/week)	8,902	1,320		6,997		585		2,142		6,053		707		8,082		820	

Q10. On average, how many Hours Agency/Bank and/or overtime did you use per week, during period January 1st, 2019-December 31st 2019 (these dates are chosen as they are prior to the COVID 19 Pandemic):
 — Agency/Bank Health Care Assistants (average/week).

Out of the nursing homes surveyed, the total number of hours used per week during the period of January 1st 2019-December 31st 2019 of Agency/Bank Health Care Assistants is 8.902 hours.

The average number of hours used per week during this period for Agency/Bank Health Care Assistants is 109.9 hours.

In terms of distribution, the majority of nursing homes (66%) reported no hours for Agency/Bank Health Care Assistants during this period, 1 in 10 (13%) reported between 2-36 hours while one fifth (20%) reported 36 or more hours. 1% did not know.

Private providers were statistically significantly more likely to report no hours for Agency/Bank Health Care Assistants during this period, and less likely to have 36 or more hours. Statutory providers were statistically more likely to have 36 or more hours for them and less likely to have no hours.

Lastly, urban providers were statistically significantly less likely to have no hours for Agency/Bank Health Care Assistants, while rural providers were statistically more likely to have no hours and less likely to have 36 or more hours.

**On Average how many hours Agency/Bank and/or overtime did you use per week
Overtime Healthcare Assistants**

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
From 0 to 1	70% 171	72% 114	68% 52	71% 5	73% 69	69% 90	67% 12	66% 101	78% 70
From 1 to 2	3% 7	2% 3	4% 3	14% 1	2% 2	3% 4	6% 1	5% 7	- -
From 2 to 10	5% 11	4% 6	6% 5	- -	3% 3	5% 6	11% 2	6% 9	2% 2
10 or more	21% 52	22% 35	21% 16	14% 1	21% 20	22% 29	17% 3	22% 34	20% 18
Don't Know	1% 2	1% 1	1% 1	- -	- -	2% 2	- -	1% 2	- -
Average No.	28.1	30.0	23.5	43.5	20.7	33.1	26.8	26.6	32.1
Overtime Health Care Assistants (average/week)	1,970	1,318	565	87	518	1,291	161	1,329	641

*Q10. On average, how many Hours Agency/Bank and/or overtime did you use per week, during period January 1st 2019-December 31st 2019 (these dates are chosen as they are prior to the COVID 19 Pandemic):
— Overtime Health Care Assistants (average/week).*

Out of the nursing homes surveyed, the total number of hours used per week during the period of January 1st 2019-December 31st 2019 of Overtime Health Care Assistants is 1,970 hours.

The average number of hours used per week during this period for Overtime Health Care Assistants is 28.1 hours.

In terms of distribution, the majority of nursing homes (70%) had no hours for Overtime Health Care Assistants. 8% had between 1-10 hours while one fifth (21%) had 11 or more hours. 1% did not know.

3.3 Qualifications



Qualifications - Data Collected


The questionnaire required providers to report:


- Qualifications of registered nurses
- Qualifications of Healthcare Assistants/Care attendants
- Level and title of management/Leadership Qualification held by the Director if nursing /Person in charge

See questionnaire in appendix 1

Statistical significance:

Colour coding has been used throughout this report to indicate where the findings from a particular cohort are substantively or 'statistically significantly' different to the total sample of nursing homes. We used the a p value test of <.05. This means that where data is highlighted in pink or yellow we are 95% confident that if all 574 nursing homes completed the survey that the results from this cohort would also be higher or lower than the total population of nursing homes and that the observed variance in the sample data is a real difference not simply due to chance. See the legend below.

 = Statistically significantly higher

 = Statistically significantly lower

Qualifications - Summary

Across the total sample the most popularly reported qualification for registered nurses was Undergraduate Bachelor's degree in Nursing with 91% of nursing homes reporting that for at least one registered nurse in their employ this was the most senior qualification held. The average number with this qualification only was 9. The next most popularly reported qualification for registered nurses was the Hospital cert in nursing with 71% of responders claiming at least one of their registered nurses had this qualification only. 69% of responders claimed at least one registered nurse in this employ had a post graduate qualification in gerontological or older person care, and 57% claimed that the most senior qualification for their registered nurses was an undergraduate diploma in nursing. Statutory nursing homes were statistically significantly more likely to claim that their registered nurses had only the hospital cert in nursing or the undergraduate diploma in nursing, or post graduate diploma; 89%, 77% and 92% respectively.

FETAC or QQ I Level 5 was the most popularly cited qualification for Health care assistants with 97% of nursing homes reporting that at least one healthcare assistant had this qualification only. 31% claimed that healthcare assistants had FETAC or QQ I Level 6. Private and voluntary nursing homes were most likely to claim the most senior qualification for their healthcare staff was FETAC or QQ I Level 6.

The three most popular grades reported for Director of Nursing/Person in Charge were Diploma 28%, Certificate 26% and Master 20%. The most popularly reported title was Healthcare management 26% followed by Leadership and Management respectively at 16%.

Qualifications x provider cohorts

% of nursing homes reporting at least one of staff cohort with only /Average number of staff cohort with only;	TOTAL	Provider Type						No. of Registered Beds						Area			
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban		Rural	
Base (unweighted):	243	159		77		7*		94		131		18*		153		90	
<u>Registered nurses with:</u>																	
Hospital cert in nursing	71% 6.4	63% 3.8	89% 10.3	71% 4.2	79% 5.4	66% 6.8	73% 8.9	72% 7.4	70% 4.5								
Undergraduate Diploma in Nursing	57% 5.6	48% 3.2	77% 8.5	56% 6.8	60% 2.5	53% 7.1	72% 11.2	60% 7.1	50% 2.4								
Undergraduate Bachelor's Degree in Nursing	91% 9	90% 7.8	96% 11.2	72% 12.8	91% 4.8	90% 10.3	100% 21.2	93% 10.3	87% 6.8								
Post Graduate Qualification in Gerontological or older persons nursing	69% 3.2	57% 1.8	92% 4.9	57% 4	69% 2.1	66% 3.4	83% 6.8	76% 3.8	56% 1.7								
<u>Healthcare assistants with:</u>																	
FETAC or QQ1 – Level 5	97% 22.9	98% 22.6	100% 22.9	100% 31.1	99% 14.2	98% 26.7	95% 43.2	98% 24.1	99% 21.0								
FETAC or QQ1 – Level 6 or above	31% 4.3	38% 4	18% 5.9	43% 3	26% 2.6	35% 5.3	34% 4.3	33% 4.8	27% 3.2								

Qualifications X Director of Nursing/Person in Charge – Level

[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds			Area			
		Private		Statutory		Voluntary		0-40	41-100	More than 100	Urban		Rural	
Base (unweighted):	243	159		77		7*		94	131	18*	153		90	
Certificate	26% 64	29% 46	23% 18	-	-	-	-	31% 29	25% 33	11% 2	23% 35	32% 29		
Degree	7% 18	3% 5	14% 11	29%	2			6% 6	8% 10	11% 2	9% 14	4% 4		
Diploma	28% 68	28% 45	29% 22	14%	1			28% 26	28% 37	28% 5	33% 51	19% 17		
Doctorate	0% 1	1% 1	-	-	-	-		-	1% 1	-	1% 1	-	-	
FETAC level 6	1% 2	1% 2	-	-	-	-		-	2% 2	-	1% 2	-	-	
Masters	20% 48	17% 27	23% 18	43%	3			16% 15	21% 27	33% 6	21% 32	18% 16		
QQI Level 6	9% 22	13% 20	3%	2	-	-		9% 8	9% 12	11% 2	6% 9	14% 13		
Not stated	8% 20	9% 13	8% 6	14%	1			11% 10	7% 9	6% 1	6% 9	12% 11		

Qualifications X Director of Nursing/Person in Charge – Title

[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds			Area			
		Private		Statutory		Voluntary		0-40	41-100	More than 100	Urban		Rural	
Base (unweighted):	243	159		77		7*		94	131	18*	153		90	
Healthcare	2% 6	3% 4	3% 2	- -	- -	5% 5	1% 1	- -	2% 3	3% 3				
Healthcare Management	36% 87	35% 55	38% 29	43% 3	34% 32	37% 49	33% 6	37% 56	34% 31					
Leadership	16% 40	16% 25	18% 14	14% 1	9% 8	22% 29	17% 3	20% 31	10% 9					
Management	16% 40	16% 25	19% 15	- -	19% 18	15% 20	11% 2	15% 23	19% 17					
Nursing Home Management	7% 18	9% 15	4% 3	- -	6% 6	8% 11	6% 1	7% 11	8% 7					
Nursing Management	7% 18	5% 8	12% 9	14% 1	7% 7	7% 9	11% 2	8% 13	6% 5					
Organisational Behaviour	0% 1	1% 1	- -	- -	1% 1	- -	- -	- -	1% 1					
Supervisory Management	3% 7	4% 6	1% 1	- -	5% 5	1% 1	6% 1	3% 5	2% 2					
No qualification	8% 20	9% 15	4% 3	29% 2	10% 9	8% 10	6% 1	4% 6	16% 14					
Not stated	3% 6	3% 5	1% 1	- -	3% 3	1% 1	11% 2	4% 5	1% 1					

*10 indicated a Gerontology qualification

Qualifications - Detail

Number of Registered Nurses in your designated centre who hold the following qualifications Registered Nurses – Hospital Certificate in nursing only (traditional nurse training)

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	29% 70	37% 59	12% 9	29% 2	21% 20	34% 45	28% 5	28% 43	30% 27
1 only	12% 29	16% 26	3% 2	14% 1	11% 10	12% 16	17% 3	10% 15	16% 14
From 2 to 5	32% 77	35% 55	25% 19	43% 3	36% 34	31% 40	17% 3	28% 43	38% 34
From 6 to 10	17% 42	9% 15	34% 26	14% 1	27% 25	11% 14	17% 3	20% 31	12% 11
11 or more	10% 25	3% 4	27% 21	- -	5% 5	12% 16	22% 4	14% 21	4% 4
Average No.	6.4	3.8	10.3	4.2	5.4	6.8	8.9	7.4	4.5
Total No. of Registered Nurses-hospital certs in nursing only	1,105	382	702	21	401	588	116	81	286

Q6. Please indicate the number of registered nurses in your designated centre who hold the following qualifications: Registered Nurses – Hospital Certificate in Nursing only (traditional nurse training).

Out of the nursing homes surveyed, the total number of Registered Nurses that hold a hospital certificate in nursing only (traditional nurse training) is 1,105.

On average, the number of Registered Nurses that hold a hospital certificate in nursing only (traditional nurse training) is 6.4. The average number of registered nurses that hold a hospital certificate in nursing only is statistically significantly lower in Private nursing homes (3.8) as compared with statutory nursing homes (10.3)

The results show that one third (32%) of nursing homes reported to have between 2-5 Registered Nurses with a hospital certificate in nursing only. When we look at either ends of the spectrum, 3 in 10 (29%) nursing homes reported to have no nurses with this qualification, while 1 in 10 (10%) reported having 11 or more nurses with this qualification.

Private providers were statistically significantly less likely to have 6+ Registered Nurses that hold a hospital certificate in nursing only, while statutory providers were statistically more likely to have more than 6 Registered nurses with this qualification and less likely to have between 0-1 nurses with it. Lastly, rural providers were less likely to have 11 or more nurses with this qualification.

Number of Registered Nurses in your designated centre who hold the following qualifications
Registered Nurses – Undergraduate Diploma in Nursing only (awarded by a university/college)

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	43% 104	52% 83	23% 18	43% 3	39% 37	47% 62	28% 5	39% 59	50% 45
1 only	15% 36	14% 23	16% 12	14% 1	23% 22	10% 13	6% 1	13% 20	18% 16
From 2 to 5	27% 66	27% 43	29% 22	14% 1	33% 31	24% 31	22% 4	25% 39	30% 27
From 6 to 10	6% 15	4% 6	10% 8	14% 1	4% 4	7% 9	11% 2	8% 13	2% 2
11 or more	9% 22	3% 4	22% 17	14% 1	- -	12% 16	33% 6	14% 22	- -
Average No.	5.6	3.2	8.5	6.8	2.5	7.1	11.2	7.1	2.4
Total No. of Registered Nurses-undergraduate diploma in nursing only	775	244	504	27	140	490	145	666	109

Q6. Please indicate the number of registered nurses in your designated centre who hold the following qualifications: Undergraduate Diploma in Nursing only (awarded by a university/college)

Out of the nursing homes surveyed, the total number of Registered Nurses that hold an undergraduate diploma in nursing only (awarded by a university/college) is 775.

On average, the number of Registered Nurses that hold an undergraduate diploma in nursing only (awarded by a university/college) is 5.6. The average number of registered nurses that hold an undergraduate diploma hospital certificate in nursing only is statistically significantly lower in Private nursing homes (3.2) as compared with statutory nursing homes (8.5)

The results show that a small majority (43%) of nursing homes reported having no registered nurses with an undergraduate diploma in nursing only. Just over a quarter (27%) reported 2-5 registered nurses with this qualification, while 1 in 10 (9%) reported having 11 or more nurses with it.

Private providers were statistically significantly less likely to have 11+ Registered Nurses that hold an undergraduate Diploma in Nursing, while statutory providers were statistically more likely to have more than 11 Registered Nurses with this qualification, and less likely to no nurses with it.

Lastly, providers which ranged in size from 0-40 beds and rural providers were less likely to have 11 or more nurses with this qualification.

The very small number of respondents from the voluntary provider sector and providers with more than 100 beds means we cannot draw reliable conclusions from analysis of these groups.

Number of Registered Nurses in your designated centre who hold following qualifications
Registered Nurses – Undergraduate Bachelor’s Degree in nursing only

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	9% 21	10% 16	4% 3	29% 2	9% 8	10% 13	- -	7% 10	12% 11
1 only	5% 11	5% 8	4% 3	- -	7% 7	3% 4	- -	5% 7	4% 4
From 2 to 5	29% 71	28% 45	31% 24	29% 2	51% 48	17% 22	6% 1	29% 45	29% 26
From 6 to 10	31% 76	33% 52	30% 23	14% 1	29% 27	36% 47	11% 2	25% 39	41% 37
11 or more	26% 64	24% 38	31% 24	29% 2	4% 4	34% 45	83% 15	34% 52	13% 12
Average No.	9.0	7.8	11.2	12.8	4.8	10.3	21.2	10.3	6.8
Total No. of Registered Nurses-undergraduate bachelor’s degree in nursing only	2,005	1,112	829	64	411	1,212	382	1,466	539

Q6. Please indicate the number of registered nurses in your designated centre who hold the following qualifications: Undergraduate Bachelor’s Degree in Nursing only (awarded by a university/college).

Out of the nursing homes surveyed, the total number of Registered Nurses that hold an undergraduate bachelor’s degree in nursing only (awarded by a university/college) is 2,005.

On average, the number of Registered Nurses that hold an undergraduate bachelor’s degree in nursing only is 9.0.

Looking at the range of responses, the vast majority of nursing homes reported to have 2-11+ registered nurses with this qualification, while 1 in 10 (9%) reported no nurses with it.

Providers which ranged in size from 0-40 beds were statistically significantly more likely to have between 2-5 Registered Nurses that hold an undergraduate bachelor’s degree in nursing only, and less likely to have 11 or more with this qualification. Providers with 41-100 beds were less likely to have 2-5 nurses with this qualification, while rural providers were less likely to have 11 or more with it.

The very small number of respondents from the voluntary provider sector and providers with more than 100 beds means we cannot draw reliable conclusions from analysis of these groups.

Number of Registered Nurses in your designated centre who had following qualifications
Registered Nurses – Post Graduate Qualification in Gerontological or older persons nursing
 Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds			Area			
		Private		Statutory		Voluntary		0-40	41-100	More than 100	Urban		Rural	
Base (unweighted):	243	159		77		7*		94	131	18*	153		90	
x	32% 77	43% 68	8% 6	43% 3	31% 29	34% 45	17% 3	25% 38	43% 39					
1 only	28% 68	33% 53	17% 13	29% 2	32% 30	26% 34	22% 4	25% 38	33% 30					
From 2 to 5	32% 77	23% 36	52% 40	14% 1	33% 31	31% 41	28% 5	38% 58	21% 19					
From 6 to 10	6% 14	1% 2	14% 11	14% 1	4% 4	5% 6	22% 4	8% 12	2% 2					
11 or more	3% 7	- -	9% 7	- -	- -	4% 5	11% 2	5% 7	- -					
Average No.	3.2	1.8	4.9	4.0	2.1	3.4	6.8	3.8	1.7					
Total No. of Registered Nurses-post-graduate qualification in gerontological/ older persons nursing	529	164	349	16	137	290	102	442	87					

Q6. Please indicate the number of registered nurses in your designated centre who hold the following qualifications: Post Graduate Qualification in Gerontological or older persons nursing (awarded by a university/college).

Out of the nursing homes surveyed, the total number of Registered Nurses that hold a postgraduate qualification in gerontological or older persons nursing (awarded by a university/college) is 529. If we sum the total number of staff nurses reported as employed by this sample (2,115) and the total number of senior staff nurses reported as employed (1,068) the total number nurses is 3,183 and expressed as percentage we can say that 16% of all senior and staff nurses therefore have a postgraduate qualification in gerontological or older persons nursing (awarded by a university/college)

On average, the number of Registered Nurses that hold a postgraduate qualification in gerontological or older persons nursing is 3.2.

The results show that a third (32%) of nursing homes reported having no Registered Nurses with a postgraduate qualification in gerontological or older persons nursing, with an identical proportion reporting between 2-5 registered nurses with this qualification. Only 1 in 10 (9%) reported having 6+ nurses with this qualification.

Private providers were statistically significantly more likely to have no Registered Nurses that hold a postgraduate qualification in gerontological or older persons nursing, and less likely to have 2+ nurses with this qualification. Statutory providers were statistically more likely to have 2-5 nurses with this qualification and less likely to have 0-1 with it. Lastly, rural providers were less likely to have 2-5 nurses with this qualification.

The very small number of respondents from the voluntary provider sector and providers with more than 100 beds means we cannot draw reliable conclusions from analysis of these groups.

Number of Healthcare Assistants/Care Attendants in your designated centre who had following qualifications

Healthcare Assistants FETAC or QQ1 – Level 5

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	1% 2	1% 2	- -	- -	- -	2% 2	- -	1% 2	- -
From 1 to 10	9% 23	10% 16	8% 6	14% 1	18% 17	5% 6	- -	8% 12	12% 11
From 10 to 14	20% 49	17% 27	26% 20	29% 2	40% 38	8% 10	6% 1	22% 33	18% 16
From 15 to 24	33% 79	35% 55	30% 23	14% 1	39% 37	31% 40	11% 2	29% 45	38% 34
From 25 to 34	21% 52	23% 36	21% 16	- -	2% 2	36% 47	17% 3	22% 33	21% 19
35 or more	14% 35	13% 20	16% 12	43% 3	- -	18% 24	61% 11	17% 26	10% 9
Not asked	1% 3	2% 3	- -	- -	- -	2% 2	6% 1	1% 2	1% 1
Average No.	22.9	22.6	22.9	31.1	14.2	26.7	43.2	24.1	21.0
Total No. of Healthcare Assistants - Level 5	5,456	3,475	1,763	218	1,331	3,391	734	3,591	1,865

Q7. Please indicate the Number of Healthcare Assistants/Care Attendants in your Designated Centre who hold the following qualifications: FETAC or QQI – Level 5

Out of the nursing homes surveyed, the total number of Healthcare Assistants/Care Attendants that hold a FETAC or QQI Level 5 qualification is 5,456.

On average, the number of Healthcare Assistants/Care Attendants that hold a FETAC or QQI Level 5 qualification is 22.7. The results show that 3 in 10 (30%) of nursing homes surveyed reported to have between 0-14 Healthcare Assistants/Care Attendants that hold a Level 5 qualification, while a third (35%) have 35 or more Healthcare Assistants/Care Attendants with this qualification. In the middle, one third (33%) reported to have between 15-24 with this qualification.

Providers with between 0-40 beds were statistically significantly more likely to have 0-14 Healthcare Assistants/Care Attendants with a FETAC or QQI Level 5 qualification, and less likely to have 25 or more with it. Providers with 41-100 beds were statistically more likely to have 25-34 Healthcare Assistants/Care Attendants with a Level 5 qualification, and less likely to have under 14 Healthcare Assistants/Care Attendants with it.

The very small number of respondents from the voluntary provider sector and providers with more than 100 beds means we cannot draw reliable conclusions from analysis of these groups.

Number of Healthcare Assistants/Care Attendants in your designated centre who had following qualifications

Healthcare Assistants FETAC or QQ1 – Level 6 or above

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
0	67% 164	61% 97	82% 63	57% 4	71% 67	65% 85	67% 12	66% 101	70% 63
From 1 to 2	17% 41	18% 28	14% 11	29% 2	18% 17	17% 22	11% 2	18% 28	14% 13
From 3 to 10	12% 29	17% 27	1% 1	14% 1	7% 7	15% 19	17% 3	11% 17	13% 12
11 or more	2% 6	3% 4	3% 2	- -	1% 1	3% 4	6% 1	4% 6	- -
Not asked	1% 3	2% 3	- -	- -	2% 2	1% 1	- -	1% 1	2% 2
Average No.	4.3	4.0	5.9	3.0	2.6	5.3	4.3	4.8	3.2
Total No. of Healthcare Assistant- Level 6 or above	327	236	82	9	64	237	26	246	81

Q7. Please indicate the Number of Healthcare Assistants/Care Attendants in your Designated Centre who hold the following qualifications: FETAC or QQI - Level 6 or above.

Out of the nursing homes surveyed, the total number of Healthcare Assistants/Care Attendants that hold a FETAC or QQI Level 6 or above qualification is 327.

On average, the number of Healthcare Assistants/Care Attendants that hold a FETAC or QQI Level 6 or above qualification is 1.4.

The results show that two thirds (67%) of nursing homes reported to have no Healthcare Assistants/Care Attendants that hold a Level 6 qualification or above. Nearly one fifth (17%) reported to have 1-2 with this qualification, while 1 in 10 (12%) reported 3-10 with this qualification. Only 2% reported to have 11 or more.

Statutory providers were statistically significantly more likely to have no Healthcare Assistants/Care Attendants with a FETAC or QQI Level 6 or above qualification, and less likely to have between 3-10 with it.

The very small number of respondents from the voluntary provider sector and providers with more than 100 beds means we cannot draw reliable conclusions from analysis of these groups.

Level and Title of the Management/Leadership Qualification held by the Director of Nursing/Person in Charge — Level of Qualification
Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds			Area	
		Private	Statutory	Voluntary				0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*				94	131	18*	153	90
Certificate	26% 64	29% 46	23% 18	- -				31% 29	25% 33	11% 2	23% 35	32% 29
Degree	7% 18	3% 5	14% 11	29% 2				6% 6	8% 10	11% 2	9% 14	4% 4
Diploma	28% 68	28% 45	29% 22	14% 1				28% 26	28% 37	28% 5	33% 51	19% 17
Doctorate	0% 1	1% 1	- -	- -				- -	1% 1	- -	1% 1	- -
FETAC level 6	1% 2	1% 2	- -	- -				- -	2% 2	- -	1% 2	- -
Masters	20% 48	17% 27	23% 18	43% 3				16% 15	21% 27	33% 6	21% 32	18% 16
QQI Level 6	9% 22	13% 20	3% 2	- -				9% 8	9% 12	11% 2	6% 9	14% 13
Not stated	8% 20	9% 13	8% 6	14% 1				11% 10	7% 9	6% 1	6% 9	12% 11

Q8a. Please indicate the level and title of the Management/Leadership Qualification held by the Director of Nursing/Person in Charge: Level of Qualification

Out of the nursing homes surveyed, the most popular level of the qualification held by the Director of Nursing/Person in Charge is a diploma (28%), followed by certificate (26%) and then a masters (20%). 8% of nursing homes reported that their Director of Nursing Homes/Person in Charge did not hold a qualification.

Statutory providers were statistically significantly less likely to have a Director of Nursing/Person in Charge with a QQI Level 6 qualification.

The very small number of respondents from the voluntary provider sector and providers with more than 100 beds means we cannot draw reliable conclusions from analysis of these groups.

Level and Title of the Management/Leadership Qualification held by the Director of Nursing/Person in Charge — Type of Qualification

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds			Area			
		Private		Statutory		Voluntary		0-40	41-100	More than 100	Urban		Rural	
Base (unweighted):	243	159		77		7*		94	131	18*	153		90	
Healthcare	2% 6	3% 4	3% 2	- -	- -	5% 5	1% 1	- -	2% 3	3% 3				
Healthcare Management	36% 87	35% 55	38% 29	43% 3	34% 32	37% 49	33% 6	37% 56	34% 31					
Leadership	16% 40	16% 25	18% 14	14% 1	9% 8	22% 29	17% 3	20% 31	10% 9					
Management	16% 40	16% 25	19% 15	- -	19% 18	15% 20	11% 2	15% 23	19% 17					
Nursing Home Management	7% 18	9% 15	4% 3	- -	6% 6	8% 11	6% 1	7% 11	8% 7					
Nursing Management	7% 18	5% 8	12% 9	14% 1	7% 7	7% 9	11% 2	8% 13	6% 5					
Organisational Behaviour	0% 1	1% 1	- -	- -	1% 1	- -	- -	- -	1% 1					
Supervisory Management	3% 7	4% 6	1% 1	- -	5% 5	1% 1	6% 1	3% 5	2% 2					
No qualification	8% 20	9% 15	4% 3	29% 2	10% 9	8% 10	6% 1	4% 6	16% 14					
Not stated	3% 6	3% 5	1% 1	- -	3% 3	1% 1	11% 2	4% 5	1% 1					

*10 indicated a Gerontology qualification

Q8b. Please indicate the level and title of the Management/Leadership Qualification held by the Director of Nursing/Person in Charge: Type of Qualification.

Out of the nursing homes surveyed, the most popular type of qualification held by the Director of Nursing/Person in Charge is in Healthcare Management (36%), followed by Leadership (16%) and Management (16%). 8% of nursing homes reported tht their Director of Nursing Homes/Person in Charge did not hold a qualification.

Private providers were statistically significantly less likely to have a Director of Nursing/Person in Charge with a qualification in Nursing Management.

The very small number of respondents from the voluntary provider sector and providers with more than 100 beds means we cannot draw reliable conclusions from analysis of these groups.

3.4 Use of Tools/Instruments to Measure Resident Dependency Levels





Use of Tools/Instruments to Measure Resident Dependency Levels - Data collected

The questionnaire required providers to report if they used a tool or instrument to Measure Resident Dependency Levels and to name that used

See questionnaire in appendix 1

Statistical significance:

Colour coding has been used throughout this report to indicate where the findings from a particular cohort are substantively or 'statistically significantly' different to the total sample of nursing homes. We used the a p value test of $<.05$. This means that where data is highlighted in pink or yellow we are 95% confident that if all 574 nursing homes completed the survey that the results from this cohort would also be higher or lower than the total population of nursing homes and that the observed variance in the sample data is a real difference not simply due to chance. See the legend below.

 = Statistically significantly higher
 = Statistically significantly lower

Currently Use a Tool/Instrument to Measure Resident Dependency Levels
Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
Use tool	96% 233	96% 152	96% 74	100% 7	96% 90	95% 125	100% 18	96% 147	96% 147
No don't use tool	4% 10	4% 7	4% 3	- -	4% 4	5% 6	- -	4% 6	4% 6
Base: ALL USE TOOL (unweighted):	227	148	72	7*	89	120	18*	144	83
Name of tool:									
ANY BARTHEL	80% 182	76% 113	88% 63	86% 6	84% 75	77% 92	83% 15	83% 119	76% 63
Barthel and FRASE	0% 1	- -	- -	14% 1	- -	1% 1	- -	- -	1% 1
Barthel and MMSE	1% 2	1% 2	- -	- -	- -	2% 2	- -	1% 2	- -
Barthel and Waterlow	0% 1	1% 1	- -	- -	1% 1	- -	- -	1% 1	- -
Barthel or a modified version	76% 172	74% 109	81% 58	71% 5	79% 70	73% 87	83% 15	78% 112	72% 60
Barthel or a modified version and must	0% 1	1% 1	- -	- -	- -	1% 1	- -	- -	1% 1
Barthel or a modified version with Braden	1% 2	- -	3% 2	- -	2% 2	- -	- -	1% 1	1% 1
Barthel or a modified version with Cape	1% 2	- -	3% 2	- -	1% 1	1% 1	- -	1% 2	- -
Barthel or a modified version with frailty scale	0% 1	- -	1% 1	- -	1% 1	- -	- -	1% 1	- -
ANY BRADEN	3% 6	3% 4	3% 2	- -	3% 3	2% 2	6% 1	2% 3	4% 3
Braden	0% 1	1% 1	- -	- -	- -	- -	6% 1	- -	1% 1
Braden Scale	1% 2	1% 2	- -	- -	1% 1	1% 1	- -	1% 1	1% 1
Braden Scale and Must	0% 1	1% 1	- -	- -	- -	1% 1	- -	1% 1	- -
ANY DEPENDANCY	4% 8	5% 8	- -	- -	2% 2	5% 6	- -	2% 3	6% 5
Dependency rating scale	0% 1	1% 1	- -	- -	- -	1% 1	- -	- -	1% 1
Dependency rating revised	0% 1	1% 1	- -	- -	- -	1% 1	- -	- -	1% 1
Dependency Rating Scale	3% 6	4% 6	- -	- -	2% 2	3% 4	- -	2% 3	4% 3
Epiccare	5% 12	7% 11	- -	14% 1	4% 4	5% 6	11% 2	6% 8	5% 4
Others	9% 21	8% 12	13% 9	- -	8% 7	12% 14	- -	8% 12	11% 9

Q12. Do you currently use a tool/instrument to measure resident dependency levels?

Q12b. If yes, which tool/instrument do you use?

The vast majority (96%) of the nursing homes that completed the survey use a tool or instrument to measure resident dependency levels. 'Barthel or a modified version' was the most common tool (76%) used with any mention of 'barthel' at 80%.

4.0 Findings: Covid 19 impact on resident numbers and staffing



4.1 Resident numbers pre and post Covid 19



Resident numbers pre and post Covid 19 - Data collected


The questionnaire required providers to report:

- a) Total number of residents within their designated centre as of the 28th February
- b) Total number of residents as of the date they completed the survey

See questionnaire in appendix 1

Statistical significance:

Colour coding has been used throughout this report to indicate where the findings from a particular cohort are substantively or 'statistically significantly' different to the total sample of nursing homes. We used the a p value test of <.05. This means that where data is highlighted in pink or yellow we are 95% confident that if all 574 nursing homes completed the survey that the results from this cohort would also be higher or lower than the total population of nursing homes and that the observed variance in the sample data is a real difference not simply due to chance. See the legend below.

 = Statistically significantly higher

 = Statistically significantly lower

Resident numbers pre and post Covid 19 - Summary of results

The average number of residents Pre-Covid 19 (the 28th February) in the responding sample was 45.5 residents. Statutory and Private nursing homes tended to report slightly more residents at 59.3 and 47.0 residents respectively and urban nursing homes also reported Pre-Covid 19 higher numbers at 48.8 vs, Rural nursing homes reporting 39.9 residents.

Summing all residents reported in each setting gives a total figure of 11,007 residents pre – Covid 19.

Across the responding sample the number of residents reported decreased from 11,007 pre-Covid 19 to 10,397 post-Covid 19 (on the date of survey completion). There was decrease in residents across all nursing home types, bed sizes and geographical area. The largest percentage decrease was amongst statutory providers (10%).

Total no. of residents pre-post Covid 19 x provider cohorts

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
Pre – Covid 19: Total no. residents	11,007	7,420	3,172	415	2,332	6,797	1,878	7,460	3,547
Pre – Covid 19 : Avg. no. of residents	45.5	47.0	41.2	59.3	25.1	51.9	104.3	48.8	39.9
Post Covid 19: Total no. residents	10,397	7,161	2,849	387	2,147	6,461	1,789	7,002	3,395
Post Covid 19: Avg. no. residents	43.0	45.3	37.0	55.3	23.1	49.3	99.4	46.1	37.7
% decrease in Total number of residents Pre vs. Post Covid 19	5.5%	3.5%	10.2%	6.7%	7.9%	4.9%	4.7%	6.1%	4.3%
% decrease in Average number of residents Pre vs. Post Covid 19	2.5%	1.7%	4.2%	4%	2%	2.6%	4.9%	2.7%	2.2%

Resident numbers pre and post Covid 19 - Detail

Total Number of Residents within your Centre as of 28th February 2020

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
Less than 25	20% 49	15% 24	30% 23	29% 2	48% 45	3% 4	- -	18% 28	23% 21
From 25 to 34	19% 46	18% 28	23% 18	- -	39% 37	7% 9	- -	18% 27	21% 19
From 35 to 44	18% 44	19% 31	14% 11	29% 2	13% 12	24% 31	6% 1	20% 30	16% 14
From 45 to 58	21% 52	27% 43	12% 9	- -	- -	40% 52	- -	16% 25	30% 27
59 or more	21% 52	21% 33	21% 16	43% 3	- -	27% 35	94% 17	28% 43	10% 9
Average No.	45.5	47.0	41.2	59.3	25.1	51.9	104.3	48.8	39.9
Total No. of residents as of Feb 2020	11,007	7,420	3,172	415	2,332	6,797	1,878	7,460	3,547

Q2. Total number of residents within your designated centre as of 28th February 2020.

The total number of residents in the nursing homes surveyed as of 28th February 2020 is 11,007.

On average, the number of residents within each nursing home is 45.3. Looking at the range of responses, we can see that the bottom fifth of nursing homes (20%) reported having less than 25 residents, with the top fifth reporting 59 or more residents (21%).

Statutory providers are statistically significantly less likely to have between 45-59 residents. Providers which ranged in size from 0-40 beds are statistically significantly more likely to have under 35 residents and less likely to have 45 or more residents while providers with 41-100 beds are statistically significantly more likely to have 45-59 residents, and less likely to have under 35 residents. Lastly, rural providers were statistically less likely to have 59 or more residents.

Total Number of Residents within your Centre on the date form was completed

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
Less than 25	26% 62	19% 30	39% 30	29% 2	62% 58	3% 4	- -	23% 35	30% 27
From 25 to 34	19% 45	17% 27	22% 17	14% 1	32% 30	11% 15	- -	19% 29	18% 16
From 35 to 44	16% 40	19% 31	10% 8	14% 1	6% 6	26% 34	- -	16% 24	18% 16
From 45 to 58	19% 47	25% 39	10% 8	- -	- -	35% 46	6% 1	16% 25	24% 22
59 or more	20% 49	20% 32	18% 14	43% 3	- -	24% 32	94% 17	26% 40	10% 9
Average No.	43.0	45.3	37.0	55.3	23.1	49.3	99.4	46.1	37.7
Total No. of residents on date form completed	10,397	7,161	2,849	387	2,147	6,461	1,789	7,002	3,395

Q3. Total number of residents within your designated centre on the date you complete this form.

The total number of residents in the nursing homes surveyed on the date they completed the form is 10,397.

On average, the number of residents within each nursing home on the date they completed the form is 42.8. Looking at the range of responses, we can see that a quarter of nursing homes (26%) reported having less than 25 residents, with a fifth reporting 59 or more residents (20%).

Statutory providers are statistically significantly more likely to have less than 25 residents, and less likely to have 45-58 residents. Providers which ranged in size from 0-40 beds are statistically more likely to have under 34 residents and less likely to have 35 or more residents while providers with 41-100 beds are statistically more likely to have 35+ residents, and less likely to have under 25 residents. Lastly, rural providers are statistically less likely to have 59 or more residents.

4.2 Impact of Covid 19 on staffing



Impact of Covid 19 on staffing - Data collected



The questionnaire required providers to report:

Increase or decrease or no change in registered nurse and/or healthcare assistant and/or other staffing as a response to Covid 19 and extent of that change

See questionnaire in appendix

Statistical significance:

Colour coding has been used throughout this report to indicate where the findings from a particular cohort are substantively or 'statistically significantly' different to the total sample of nursing homes. We used the a p value test of $<.05$. This means that where data is highlighted in pink or yellow we are 95% confident that if all 574 nursing homes completed the survey that the results from this cohort would also be higher or lower than the total population of nursing homes and that the observed variance in the sample data is a real difference not simply due to chance. See the legend below.

 = Statistically significantly higher
 = Statistically significantly lower

Impact of Covid 19 on staffing - Summary

The reported impact of Covid 19 on staffing is different across staffing type. The most popularly cited response in the case of registered nurses was no change at 62% but 33% claimed to have increased staffing levels, a minority 5% claimed to have decreased the staffing of this cohort. Of those who did increase the average WTE increase was 1.7. Statutory nursing homes were statistically significantly less likely to report an increase in staffing of WTE registered nurses due to the impact of Covid 19.

In the case of healthcare assistants the most popularly reported impact of Covid 19 was to increase the staffing of these personnel. 49% claimed to have increased the staffing of healthcare assistants and the average WTE increase amongst those who did was 2.9.

Other changes in WTE were balanced evenly been increases in personal and no change, respectively 49%. Private nursing homes were statistically significantly more likely to claim an increase in other WTE staff as a consequence of Covid 19 and statutory nursing homes were statistically significantly less likely to report an increase in WTE of other staff.

Change in staffing x provider cohorts

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
<u>WTE registered nurse:</u>									
% increase	33%	38%	22%	57%	35%	31%	39%	31%	37%
Avg. increase	1.7	1.5	2.5	1.1	1.3	2.1	1.4	1.8	1.6
<u>WTE healthcare assistants:</u>									
% increase	49%	54%	38%	43%	46%	50%	56%	48%	49%
Avg. increase	2.9	2.7	3.5	2.3	2.1	3.4	2.0	2.7	3.1
<u>Other changes in WTE:</u>									
% increase	49%	59%	27%	57%	48%	46%	78%	47%	52%
Avg. increase	2.0	1.9	2.8	1.3	1.4	2.4	2.4	2.0	2.0

Impact of Covid 19 on staffing - Detail

Change of Registered Nurse and/or Healthcare Assistant Staffing as a response of Covid 19

WTE Registered Nurse

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
Increase	33% 81	38% 60	22% 17	57% 4	35% 33	31% 41	39% 7	31% 48	37% 33
Decrease	5% 11	4% 7	4% 3	14% 1	4% 4	5% 7	- -	4% 6	6% 5
No Change	62% 151	58% 92	74% 57	29% 2	61% 57	63% 83	61% 11	65% 99	58% 52
Base: ALL INCREASED (unweighted):	81	60*	17*	4*	33*	41*	7*	48*	33*
0	2% 2	3% 2	- -	- -	3% 1	- -	14% 1	4% 2	- -
1	58% 47	62% 37	41% 7	75% 3	67% 22	54% 22	43% 3	58% 28	58% 19
2	22% 18	20% 12	29% 5	25% 1	27% 9	17% 7	29% 2	19% 9	27% 9
3	7% 6	8% 5	6% 1	- -	3% 1	12% 5	- -	6% 3	9% 3
4 or more	9% 7	5% 3	24% 4	- -	- -	17% 7	- -	10% 5	6% 2
Don't Know	1% 1	2% 1	- -	- -	- -	- -	14% 1	2% 1	- -
Average No.	1.7	1.5	2.5	1.1	1.3	2.1	1.4	1.8	1.6

Q9a. If you have changed your registered nurse and/or healthcare assistant staffing as a response of COVID 19, please indicate the following: WTE Registered Nurses.

Q9b. Please indicate the following: WTE Registered Nurses.

The results show that a small majority (62%) of the nursing homes surveyed claimed no change in the number of WTE Registered Nurses as a response to COVID 19. One third (33%) increased the number of WTE Registered nurses and one in twenty (5%) claimed to decrease.

Out of the nursing homes that increased the number of WTE Registered Nurses, the average increase was 1.7.

Statutory providers were statistically significantly more likely to report no change in number of WTE Registered Nurses, and statistically less likely in terms of an increase in number of WTE Registered Nurses.

Change of Registered Nurse and/or Healthcare Assistant Staffing as a response of Covid 19 WTE Healthcare Assistants

Base: All nursing homes that completed the survey – N=243

[Light grey] = Number of responses	TOTAL	Provider Type			No. of Registered Beds			Area	
		Private	Statutory	Voluntary	0-40	41-100	More than 100	Urban	Rural
Base (unweighted):	243	159	77	7*	94	131	18*	153	90
Increase	49% 118	54% 86	38% 29	43% 3	46% 43	50% 65	56% 10	48% 74	49% 44
Decrease	5% 11	6% 9	3% 2	- -	2% 2	7% 9	- -	3% 5	7% 6
No Change	47% 114	40% 64	60% 46	57% 4	52% 49	44% 57	44% 8	48% 74	44% 40
Base: ALL INCREASED (unweighted):	118	86	29*	3*	43*	65*	10*	74	44*
0	1% 1	- -	3% 1	- -	- -	- -	10% 1	1% 1	- -
1	24% 28	26% 22	17% 5	33% 1	33% 14	18% 12	20% 2	30% 22	14% 6
2	34% 40	34% 29	34% 10	33% 1	37% 16	29% 19	50% 5	34% 25	34% 15
3	16% 19	17% 15	14% 4	- -	19% 8	17% 11	- -	11% 8	25% 11
4 or more	25% 29	22% 19	31% 9	33% 1	12% 5	35% 23	10% 1	23% 17	27% 12
Don't Know	1% 1	1% 1	- -	- -	- -	- -	10% 1	1% 1	- -
Average No.	2.9	2.7	3.5	2.3	2.1	3.4	2.0	2.7	3.1

Q9a. If you have changed your registered nurse and/or healthcare assistant staffing as a response of COVID 19, please indicate the following: WTE Health Care Assistants.

Q9b. Please indicate the following: WTE Health Care Assistants.

The results demonstrate that half (49%) of the nursing homes surveyed claimed to experience an increase in the number of WTE Health Care Assistants as a response to COVID 19. Just under half (47%) experienced no change while a small proportion (5%) experienced a decrease.

Out of the nursing homes surveyed that increased the number of WTE Health Care Assistants, the average increase was 2.8. Statutory provider's centres were statistically significantly more likely to experience no change in the number of WTE Health Care Assistants as a response to COVID 19.

Change of Registered Nurse and/or Healthcare Assistant Staffing as a response of Covid 19

Other Changes in WTE

Base: All nursing homes that completed the survey – N=243

OTHER CHANGES IN WTE															
[Light grey] = Number of responses	TOTAL	Provider Type						No. of Registered Beds						Area	
		Private		Statutory		Voluntary		0-40		41-100		More than 100		Urban	Rural
Base (unweighted):	243	159		77		7*		94		131		18*		153	90
Increase	49% 119	59%	94	27%	21	57%	4	48%	45	46%	60	78%	14	47%	72 52% 47
Decrease	2% 5	1%	2	4%	3	-	-	2%	2	2%	3	-	-	3%	5 - -
No Change	49% 119	40%	63	69%	53	43%	3	50%	47	52%	68	22%	4	50%	76 48% 43
Base: ALL INCREASED (unweighted):	119	94		21*		4*		45*		60*		14*		72	47*
0	3% 4	2%	2	10%	2	-	-	-	-	3%	2	14%	2	4%	3 2% 1
1	45% 53	46%	43	33%	7	75%	3	62%	28	37%	22	21%	3	47%	34 40% 19
2	32% 38	33%	31	29%	6	25%	1	33%	15	30%	18	36%	5	29%	21 36% 17
3	8% 10	9%	8	10%	2	-	-	2%	1	13%	8	7%	1	7%	5 11% 5
4 or more	11% 13	10%	9	19%	4	-	-	2%	1	17%	10	14%	2	11%	8 11% 5
Don't Know	1% 1	1%	1	-	-	-	-	-	-	-	-	7%	1	1%	1 - -
Average No.	2.0	1.9		2.8		1.3		1.4		2.4		2.4		2.0	2.0

Q9a. If you have changed your registered nurse and/or healthcare assistant staffing as a response of COVID 19, please indicate the following: Other Changes in WTE.

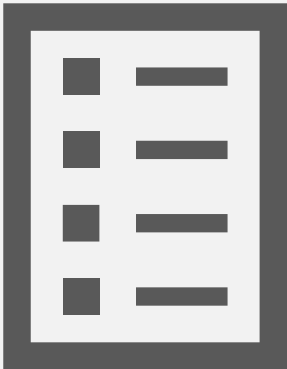
Q9b. Please indicate the following: Other Changes in WTE.

The results show that half (49%) of the nursing homes surveyed claimed to experience no other changes in WTE as a response to COVID 19, while the same proportion (49%) claimed to experience an increase in WTE as a response to COVID 19. Only 2% of homes claimed a decrease.

Out of the nursing homes that had other increases in WTE, the average increase was 1.9.

Private providers were statistically significantly more likely to experiencing other increases in WTE, while statutory providers were statistically more likely to experience no change in other WTE and less likely to have other increases in WTE.

Appendix



The Questionnaire



Stage 1 of 2 - Accommodation

1. Number of beds within the designated centre (as of 28th February 2020):

Please enter your answers in the boxes using the column headings as a guide

	Total number of registered beds	Average occupancy (%)
Total Number and average occupancy of registered Beds	<input type="text"/>	<input type="text"/>
Of the total number of registered beds, how many are long-term care beds occupied by long term care residents? Please also indicate their average occupancy.	<input type="text"/>	<input type="text"/>

2. Total number of residents within your designated centre as of 28th February 2020:

Please enter your answer in the box below.

3. Total number of residents within your designated centre on the date you complete this form:

Please enter your answer in the box below.

4. Room Types (as of 28th February 2020):

Please enter your answers in the boxes below

Total number of single
occupancy rooms

Total number of Multi-
occupancy rooms (Rooms
with between two and four
residents)

Total number of Multi-
occupancy rooms (Rooms
with more than four
residents)

Please ensure you have answered all questions on this page before clicking "Next".

Section 2 of 2 - Staffing

5. Nursing and Health Care Assistant Staff Employed in your facility as of 28th February 2020:

Please enter your answers in the boxes using the column headings as a guide

	Staff in post (WTE)	Staff in post (head count)	Vacancies as of 28th February 2020 (WTE)
a. Director of Nursing	<input type="text"/>	<input type="text"/>	<input type="text"/>
b. Person in Charge (if different to Director of Nursing/Clinical Nurse Manager in Charge)	<input type="text"/>	<input type="text"/>	<input type="text"/>

c. Assistant Directors of Nursing	<input type="text"/>	<input type="text"/>	<input type="text"/>
d. Registered Nursing Staff	<input type="text"/>	<input type="text"/>	<input type="text"/>
i. Staff Nurses (RNs) (excluding senior staff nurses)	<input type="text"/>	<input type="text"/>	<input type="text"/>
ii. Senior Staff Nurses	<input type="text"/>	<input type="text"/>	<input type="text"/>
iii. Clinical Nurse Managers (Grade 1)	<input type="text"/>	<input type="text"/>	<input type="text"/>
iv. Clinical Nurse Managers (Grade 2)	<input type="text"/>	<input type="text"/>	<input type="text"/>
v. Clinical Nurse Managers (Grade 3)	<input type="text"/>	<input type="text"/>	<input type="text"/>
vi. Nursing Interns (4th year)	<input type="text"/>	<input type="text"/>	<input type="text"/>
vii. Other Registered Nursing grades	<input type="text"/>	<input type="text"/>	<input type="text"/>
e. Health Care Assistants/Care Attendants	<input type="text"/>	<input type="text"/>	<input type="text"/>

f. Multi-task attendants

g. Activities Co-ordinator

h. Activities Staff

If applicable, please specify the "Other Registered Nursing grades" (as in d. vii. above):

Please enter your answer in the box below.

5b. Additional resources (if available please indicate number of hours worked in the centre per week as of 28th February 2020):

Please enter your answers in the boxes below

i. Clinical Nurse Specialists

j. Advanced Nurse Practitioner

k. Clinical Development
Coordinators

l. Clinical Support Nurses

6. Please indicate the Number of Registered Nurses in your designated Centre who hold the following qualifications:

Please enter your answers in the boxes below

Registered Nurses – hospital
certificate in nursing only
(traditional nurse training)

Registered Nurse –
undergraduate diploma in
nursing only (awarded by a
university/college)

Registered Nurse –
undergraduate bachelor's
degree in nursing only
(awarded by a
university/college)

Registered Nurse – post-
graduate qualification in
gerontological or older
persons nursing (awarded by
a university/college)

7. Please indicate the Number of Healthcare Assistants/Care Attendants in your designated Centre who hold the following qualifications:

Please enter your answers in the boxes below

Healthcare Assistant FETAC or
QQI – Level 5

Healthcare Assistant FETAC or
QQI – Level 6 or above

8. Please indicate the level and title of the Management/Leadership Qualification held by the Director of Nursing/Person in Charge

Please enter your answers in the boxes below

Please specify level
(Certificate, Diploma,
Masters)

and title (e.g., Healthcare
management)

9a. If you have changed your registered nurse and/or healthcare assistant staffing as a response of COVID-19, please indicate the following:

Please select one option for each item, using the column headings as a guide

	Increase	Decrease	No Change
Change in the number of WTE Registered Nurses as a response to COVID-19	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text" value="0"/>			
Change in the number of WTE Health Care Assistants as a response to COVID-19	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

0

Other changes in WTE as a response to
COVID-19

0

9b. Please indicate following:

Please enter your answers in the boxes below (this question will be based on the answer to the previous question)

Increase in the number of
WTE Registered Nurses as a
response to COVID-19

Increase in the number of
WTE Health Care Assistants as
a response to COVID-19

Other increases in WTE as a
response to COVID-19

10. On average, how many Hours Agency/Bank and/or overtime did you use per week, during period January 1st, 2019–December 31st, 2019 (these dates are chosen as they are prior to the COVID-19 Pandemic):

Please enter your answers in the boxes below

Agency/Bank Registered
Nurses (average/week)

Overtime Registered Nurses
(average/week)

Agency/Bank Health Care
Assistants (average/week)

Overtime Health Care
Assistants (average/week)

11. Sickness absence, during period Jan 1st 2019–Dec 31st 2019* (these dates are chosen as they are prior to the COVID-19 Pandemic).

***Note:** Please only record sickness (exclude parental leave, compassionate leave etc.).

To calculate the average sickness rate:

$(\text{Number of absence days} \div (\text{Total Employees} \times \text{Work Days})) \times 100$

Please enter your answers in the boxes below

Registered Nurses

Health Care Assistants

12. Do you currently use a tool/instrument to measure resident dependency levels?

Please select one option below

☐ Yes

☐ No

powered by **cem**plcity®

12b. Please name the tool/instrument.