

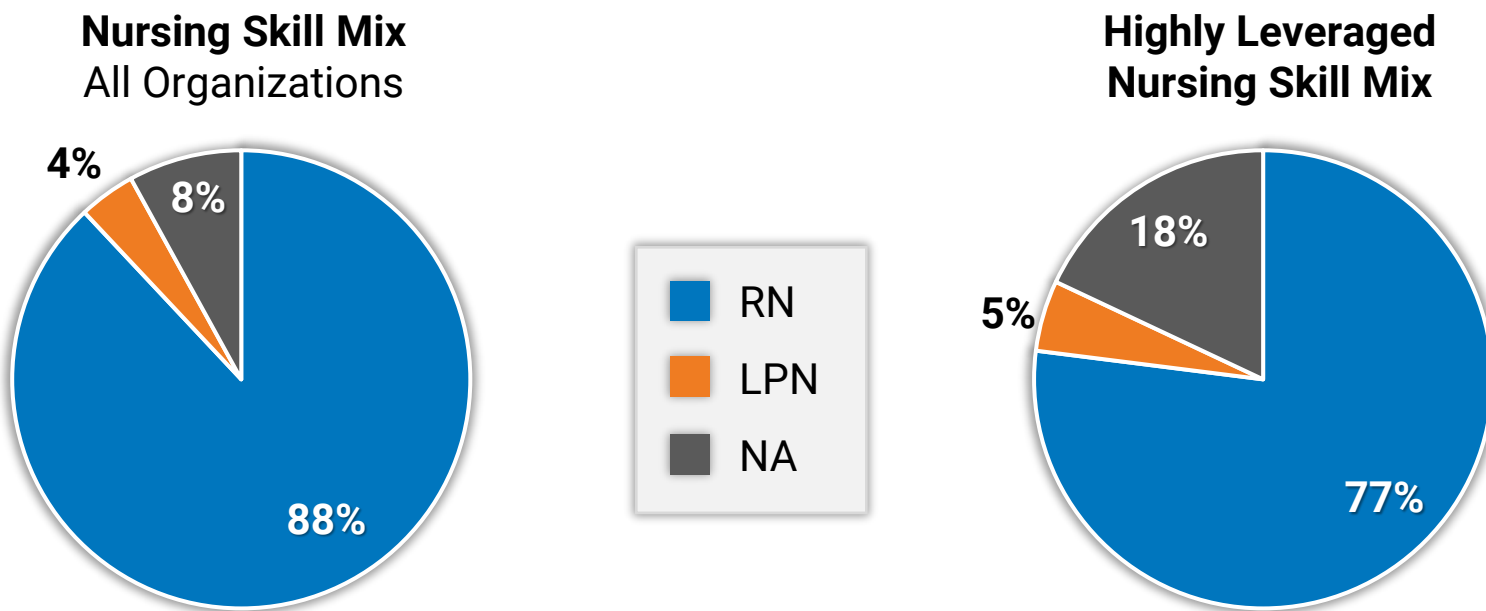
Optimizing Nursing Skill Mix:

How Organizations Can Decrease RN Recruitment Pressure and Labor Cost

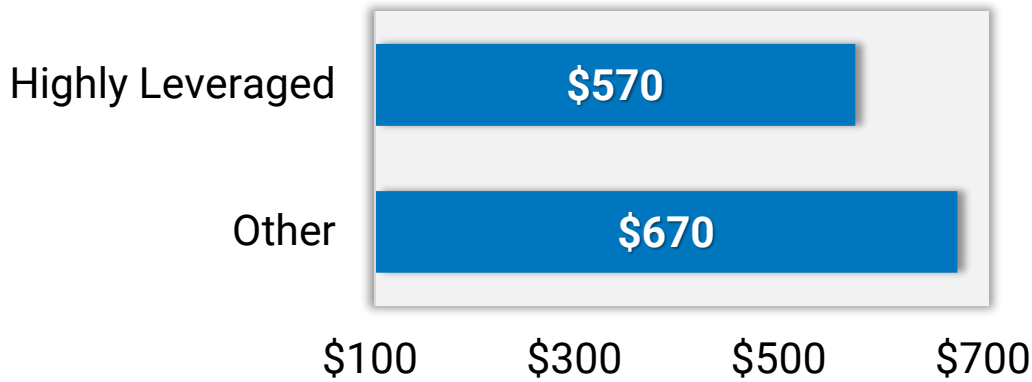


Skill mix is an important consideration in the design of nursing department staffing as hospitals and health systems continue to face critical staffing shortages. Having an adequate mix of nurse roles, from registered nurses (RNs) to licensed practical nurses (LPNs) and nursing assistants (NAs), can enable organizations to configure the appropriate nurse staffing mix where each role performs at the top of their license and delivers the highest quality care.

On average, 12% of FTEs across nurse staffing were in non-RN roles, with highly leveraged organizations utilizing non-RN roles for nearly 25% of their nurse staffing



Average Nursing Salary Cost per Adjusted Patient Day



Organizations with a higher use of non-RN roles show almost a 15% lower nursing base salary cost per adjusted patient day when compared to other organizations with higher reliance on RNs



Organizations are expanding the duties of CNAs and LPNs to support RNs

Activities that are increasingly performed by non-RN staff include*:

- Taking vitals and monitoring patients
- Activities of Daily Living (ADLs) such as feeding, dressing, toileting
- Assisting with medications
- Changing wound dressings
- Transporting stable patients
- Assisting with supplies and equipment

*This is an illustrative list. Scope of practice laws vary by state.



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Source: SullivanCotter 2021 *Workforce Metrics Benchmark Survey Report*

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