

2016 Long Term Care Nurse Staffing Study OPERATIONAL DEFINITIONS

Administrative (LVN/RN) – those who work in supervisory or administrative roles and are responsible for the day-to-day operations of a facility.

Advanced Practice Registered Nurse (APRN) - A registered nurse approved by the Board of Nursing to practice as an advanced practice nurse based on completing an advanced educational program acceptable to the Board. The term includes a nurse practitioner, nurse-midwife, nurse anesthetist, and a clinical nurse specialist.

Agency – Inpatient facilities offering long-term skilled nursing services.

Certified Medication Aide (CMA) – a person permitted by the Texas Department of Aging and Disability Services (DADS) to administer medications to residents in nursing facilities, intermediate care facilities for individuals with an intellectual disability or related conditions, correctional institutions, and assisted living (personal care) facilities.

Director of Nursing (DON) – The individual who has ultimate primary responsibility for assuring the delivery of nursing and resident care services.

Direct Resident Care (LVN/RN) – those who work directly with residents; does not include nurses in supervisory or administrative roles.

Experienced RN - an RN who has one or more years of nursing experience involving direct resident care.

Full-time - a nurse who works a full work week and full work year, as defined by the employer.

Full-time Equivalents (FTEs) - the equivalent of one (1) full-time employee working for one year or a staff position budgeted for 2,080 hours per year. This is generally calculated as 40 hours per week for 52 weeks (or other variations such as 80 hours in a 14 day time frame), for a total of 2,080 paid hours per year. This includes both productive and non-productive (vacation, sick, holiday, education, etc.) time. Two employees each working 20 hours per week for one year would be the same as one FTE.

Licensed Vocational Nurse (LVN) - an individual who holds a current license to practice as a practical or vocational nurse in Texas or a compact state.

Long Term Care (LTC) – services that help meet both the medical and non-medical needs of people with a chronic illness or disability who cannot care for themselves.

Mentoring or Preceptor Program - A formal, one-on-one teaching-learning relationship of predetermined length between a competent preceptor or mentor and a new nurse graduate that facilitates transition to practice. **Source:** National Council of State Boards of Nursing.
https://www.ncsbn.org/Final_08_reg_model.pdf

Nurse Aide (NA) - individuals who assist nursing staff in the provision of basic care to clients and who work under the supervision of licensed nursing personnel. Included in, but not limited to, this category are certified nurse aides, nurse aides, nursing assistants, orderlies, attendants, and personal care aides.

Orientation - The process of introducing staff to the philosophy, goals, policies, procedures, role expectations, and other factors needed to function in a specific work setting. **Source:** National Council of State Boards of Nursing. https://www.ncsbn.org/Final_08_reg_model.pdf

Part-time – a nurse who works less than full-time, as defined by the employer.

Per diem – an arrangement wherein a nurse is employed directly on an as needed basis and usually has no benefits

Registered Nurse (RN) - an individual who holds a current license to practice within the scope of professional nursing in Texas or a compact state.

Residency - A series of learning sessions and work experiences that occurs continuously over a 12-month period and that is designed to assist new employees as they transition to their first professional nursing role. Intended for direct care roles in the acute care hospital setting. **Source:** Commission on Collegiate Nursing Education. <http://www.aacn.nche.edu/ccne-accreditation/resstandards08.pdf>

Separations - the number of people (head count) who left your organization from 1/1/2015-12/31/2015. Include voluntary and involuntary terminations or separations. Do NOT count contract/temporary labor, students in training, travelers or separations due to illness or death in the termination or separation numbers. Do not include within-organization transfers.

Temporary Staff– those nurses that contract their services to an organization, rather than being employed by the organization itself. This designation includes contract, agency, and traveling staff.