

**Talking Points:**  
**LeadingAge's Get Real on Ratios Proposal**  
**01.30.2023**

- **Ensuring America's older adults and families can receive quality nursing home care is a shared goal.** For the first time in decades, our federal government is committed to meaningful action to ensure America's older adults and families can receive quality nursing home care. LeadingAge and our nonprofit, mission-driven nursing homes share the Administration's goal.
- **Expected mandated staffing requirements from CMS will decrease access to access care and services.** The Centers for Medicare & Medicaid Services (CMS) is poised to impose staffing ratios as part of the Biden Administration's nursing home care initiative. Mandating staffing requirements now will undoubtedly increase older adults' and families' growing inability to access care and services. Providers are strained and operating under severe workforce shortages.
- **Federal action on staffing mandates must be realistic to achieve its intended effect.** Any action must consider three critical issues: there are too few people to hire in nursing homes; the costs of delivering quality nursing home care far exceeds reimbursement; and a single staffing level cannot fit the needs of every resident in every nursing home across the country.
- **LeadingAge's Get Real on Ratios offers common sense requirements that must be met before staffing ratios are considered.** The proposal establishes six common sense requirements:
  1. The Medicaid fee for service nursing home rate covers at least 95% of the cost of care.
  2. States with Medicaid Managed Long-Term Services and Supports have a set benchmark rate equal to at least 95% of the cost of care.
  3. The secretaries of Labor and Health and Human Services have certified there is not a shortage of potential employees qualified to work in long-term care settings.
  4. Standards are flexible enough to meet the current needs of the residents being served.
  5. A national public health emergency is not in place.
  6. Staffing ratio mandates include waivers for local emergency conditions in place.

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