

# PUBLIC SUBMISSION

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## Submitter Information

**Name:** Anonymous Anonymous

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## General Comment

I am a current college student at BSU and I am writing as a concerned citizen who cares about the quality of care provided to our elderly population and how they are treated. This proposed rule on minimum staffing in the long term facilities addresses a critical issue that has impacted hundreds of thousands of families across The United States. I am writing in support of this proposal and I hope to share why I believe this is necessary. I fully support the CMS proposal to implement minimum staffing standards in these nursing homes because this will directly improve resident safety and overall quality for these staff members. One of the major reasons I support this role is that the minimum staffing level is directly will improve the health outcomes for nursing home residents. Without enough staff, these residents are more likely to suffer from the neglect and the delayed care things from pressure ulcers infections even fall they can be neglected for these things. Actually, a study by Castle (2008) found that nursing homes actually have a higher risk and higher levels of registered. Nurses had significantly fewer cases of pressure ulcers and reduced use of physical restraints. Knowing this this exactly shows when facilities are properly staffed patients are not only safer, but also experience a higher quality of life, and this is proven. My second main reason for supporting this role is the importance of understaffing that leads to staff runner which causes high turnover and honestly worsens care quality as a whole. When these nurses in their AIDS are overworked, there are no experience, extreme stress, exhaustion, and this can lead to mistakes neglect or even leaving the job altogether due to the stresses, and this makes the staffing problem even worse. This study by Trinkoff et al. (2011) actually found that we're working conditions and higher workloads in nursing homes are directly linked to burnout job to satisfaction and staff actually the profession as a whole. If you do this correctly in setting a minimum staffing standard, this role would

help reduce burnout and making sure that these workers aren't stretched out too thin when it comes to their workload, and this would help with retention and ultimately benefiting the staff and the residence quality of life, both as a whole. My recommendation as a whole is I support the proposed staff, and I recommend that the CMS adopt this rule and consider increasing the required staffing levels to further ensure that they're safe and effective care. I think this policy is necessary for taking a big leap forward in protecting the workers and the residence as a home, and this long-term will have extremely beneficial benefits. In conclusion this rule is essential I think for improving nursing care across the entire country because increasing staffing we can improve patient health reduce worker burnout and even create a safer higher quality environment for the most vulnerable citizens that are in our community and I urge you guys to move forward with this rule and protect the well-being of both residence and staff.

#### References:

Castle, N. G. (2008). Nursing home caregiver staffing levels and quality of care: A literature review. *Journal of Applied Gerontology*, 27(4), 375–405. <https://doi.org/10.1177/0733464808315292>

Trinkoff, A. M., Johantgen, M., Storr, C. L., Gurses, A. P., Liang, Y., & Han, K. (2011). Nurses' work schedule characteristics, nurse staffing, and patient mortality. *Nursing Research*, 60(1), 1–8. <https://doi.org/10.1097/NNR.0b013e3181fff15d>