For Immediate Release:

**Staffing Crisis Hits DONs Hard According to New AADNS Report**

Denver, Colo. Feb. 4, 2019 – The *2019 AADNS Director of Nursing Services Work Study and Salary Report*, released today by the American Association of Directors of Nursing Services (AADNS), a subsidiary association of the American Association of Post-Acute Care Nursing (AAPACN), reveals how the nurse staffing crisis is continuing to challenge directors of nursing services (DNSs), impact their job satisfaction, and lead to burn out.

According to the report, 75% of DNSs report staff shortages as their top challenge, while 63% report not having adequate staff to properly care for residents as a top challenge within the nursing department. A possible consequence of lack of staffing, 66% of DONs surveyed report that they are routinely called to the floor to provide direct resident care.

“With each of these staffing-related challenges, we found strong correlations for low DNS job satisfaction,” explains AAPACN Vice President of Curriculum Development, Amy Stewart, MSN, RN, DNS-MT, QCP-MT, RAC-MT. “It’s not surprising with DNSs having to juggle so many competing priorities that 39% say they’re unhappy with their work/life balance and are experiencing real burn out. LTC has some work to do with helping their nurse leaders manage priorities in order have a meaningful work/life balance.”

In addition to challenges with adequate staffing levels, the report highlights the importance of staff competency. DONs who report being more challenged by training and providing CEs within their nursing department are also more challenged preparing for the survey process.

“When an organization invests in staff training, they have staff with greater knowledge, competency, and skills that lead to higher quality, safer care, and a lower margin for poor resident outcomes. All leading to fewer survey and regulatory issues,” Stewart concludes.

Based on a representative sample of the estimated 15,000 DONs working in long-term care, the report is the first of its kind to benchmark current trends in the LTC field and how they affect the responsibilities and job satisfaction of the DNS. Available for sale at [www.AADNS-LTC.org](http://www.AADNS-LTC.org), the report also includes DNS salary comparisons by region, size of facility, facility ownership, education, and years of experience.

About AAPACN
The American Association of Post-Acute Nursing (AAPACN) represents more than 17,000 post-acute care nurses and professionals through its subsidiary associations, the American Association of Nurse Assessment Coordination (AANAC) and the American Association of Directors of Nursing Services (AADNS). Dedicated to supporting PAC nurses and healthcare professionals in providing quality care, AAPACN offers members best in-class education, certification, resources, and strong collaborative communities.

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