



For Immediate Release:

Staff Shortages May Prompt 40% of NACs to Seek New Position According to AAPACN Study

Denver, Colo. Oct. 7, 2021 – The [2021 AAPACN Nurse Assessment Coordinator Work Time Study and Salary Report](#), released today by the American Association of Post-Acute Care Nursing (AAPACN), reveals that staff shortages have led to sharp increases in nurse assessment coordinators (NACs) time on the floor and coverage of additional job functions, resulting in stress, burnout, and turnover.

According to the report, 40% of NAC respondents indicated that they plan on changing jobs in the next 12 months. Additionally, NACs reported the most challenging aspect of their job is staff shortage, with 59% rating this as considerably or substantially challenging.

“This level of turnover will have an impact on reimbursement,” explains AAPACN Vice President of Curriculum Development, Amy Stewart, MSN, RN, DNS-MT, QCP-MT, RAC-MT. “Brand new NACs will need time for training and education to code accurately.”

In addition to challenges with adequate staffing, nearly half of the NAC respondents also rated staff turnover, stress/burnout, and workload as considerably or substantially challenging. The study uncovered three trends that are likely to be the greatest contributors to NAC turnover and burnout. First, NACs are being pulled to the floor at more than twice the rate as reported in 2017 (20% vs. 50%). Second, 68% of NACs are serving in additional job roles within their facilities.

“The third trend we noticed that may be influencing NAC turnover is DON (director of nursing) staff turnover,” Stewart explains. “More than half of NACs have experienced turnover in leadership in the last 12 months. Of those, NACs who report to the DON were significantly more likely to respond that they plan to change jobs (31%) than those who report to the administrator (18%).”

Sent to more than 14,000 AAPACN members in June 2021, the *2021 AAPACN Nurse Assessment Coordinator Work Time Study and Salary Report* documents average completion times for the MDS by assessment type, compensation levels by various factors, the time factors affecting accurate MDS assessment, and nursing home staffing practices and trends. The study provides a representative sample of the NAC field with a 95% confidence level and a +/- 4.68% margin of error.

About AAPACN

The [American Association of Post-Acute Care Nursing](#) (AAPACN) represents more than 15,000 post-acute care nurses and professionals working in more than 5,175 facilities. 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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