**Supplemental Digital Content Table.** Nursing Home Survey on Patient Safety Culture (NHSPSC) Positive Response

|  |  |  |
| --- | --- | --- |
| **Positive Response** | **LPNs in NJ working in Nursing Homes n=230** | **NHSPSC 2019 User Benchmark** |
| **Teamwork** (Cronbach 0.997)  **Composite 53% Positive** | **n (%)** | **%** |
| A1. Staff in this nursing home treat each other with respect | 130 (57) | 70 |
| A2. Staff support one another in this nursing home | 133 (57) | 69 |
| A5. Staff feel like they are part of a team | 111 (48) | 62 |
| A9. When someone gets really busy in this nursing home, other staff help out | 117 (51) | 64 |
| **Staffing** (Cronbach 0.994) **Composite 29% Positive** | **n (%)** | **%** |
| A3. We have enough staff to handle the workload | 35 (16) | 34 |
| A8. Staff have to hurry because they have too much work to do (N) | 35 (15) | 30 |
| A16. Residents’ needs are met during shift change | 109 (47) | 63 |
| A17. It is hard to keep residents safe here because so many staff quit their jobs (N) | 86(38) | 56 |
| **Compliance with procedures** (Cronbach 0.995)  **Composite 49% Positive** | **n (%)** | **%** |
| A4. Staff follow standard procedures to care for residents | 159 (69) | 82 |
| A6. Staff use shortcuts to get their work done faster (N) | 71 (31) | 45 |
| A14. To make work easier, staff often ignore procedures (N) | 104 (46) | 67 |
| **Training and skills** (Cronbach 0.997)  **Composite 46% Positive** | **n (%)** | **%** |
| A7. Staff get the training they need in this nursing home | 109 (48) | 73 |
| A11. Staff have enough training on how to handle difficult residents | 76 (33) | 56 |
| A13. Staff understand the training they get in this nursing home | 133 (58) | 77 |
| **NonPunitive response to mistakes** (Cronbach 0.996)  **Composite 31% Positive** | **n (%)** | **%** |
| A10. Staff are blamed when a resident is harmed (N) | 59 (26) | 50 |
| A12. Staff are afraid to report their mistakes (N) | 77 (34) | 54 |
| A15. Staff are treated fairly when they make mistakes | 75 (33) | 60 |
| A18. Staff feel safe reporting their mistakes | 73 (32) | 59 |
| **Handoffs** (Cronbach 0.999) **Composite 51% Positive** | **n (%)** | **%** |
| B1. Staff are told what they need to know before taking care of a resident for the first time | 143 (63) | 68 |
| B2. Staff are told right away when there is a change in a resident’s care plan | 131 (57) | 58 |
| B3. We have all the information we need when residents are transferred from the hospital | 108 (47) | 56 |
| B10. Staff are given all the information they need to care for residents | 134 (37) | 71 |
| **Feedback and Communication about Incidents** (Cronbach 0.999) **Composite 73% Positive** | **n (%)** | **%** |
| B4. When staff report something that could harm a resident, someone takes care of it | 172 (75) | 83 |
| B5. In this nursing home, we talk about ways to keep incidents from happening again | 152 (67) | 83 |
| B6. Staff tell someone if they see something that might harm a resident | 188 (82) | 89 |
| B8. In this nursing home, we discuss ways to keep residents safe from harm | 154 (68) | 84 |
| **Communication Openness** (Cronbach 0.999)  **Composite 32% Positive** | **n (%)** | **%** |
| B7. Staff ideas and suggestions are valued in this nursing home | 81 (36) | 58 |
| B9. Staff opinions are ignored in this nursing home (N) | 64 (28) | 50 |
| B11. It is easy for staff to speak up about problems in this nursing home | 75 (33) | 57 |
| **Supervisor expectations and actions promoting resident safety** (Cronbach 0.999) **Composite 56% Positive** | **n (%)** | **%** |
| C1. My supervisor listens to staff ideas and suggestions about resident safety | 121 (54) | 81 |
| C2. My supervisor says a good word to staff who follow the right procedures | 114 (50) | 76 |
| C3. My supervisor pays attention to resident safety problems in this nursing home | 145 (64) | 86 |
| **Overall perception of resident safety** (Cronbach 0.999)  **Composite 63% Positive** | **n (%)** | **%** |
| D1. Residents are well cared for in this nursing home | 143 (63) | 85 |
| D6. This nursing home does a good job keeping residents safe | 131 (58) | 83 |
| D8. This nursing home is a safe place for residents | 149 (67) | 86 |
| **Management support for resident safety** (Cronbach 0.997)  **Composite 42% Positive** | **n (%)** | **%** |
| D2. Management asks staff how the nursing home can improve resident safety | 78 (35) | 67 |
| D7. Management listens to staff ideas and suggestions to improve resident safety | 92 (41) | 68 |
| D9. Management often walks around the nursing home to check on resident care | 110 (49) | 69 |
| **Organizational learning** (Cronbach 0.997)  **Composite 40% Positive** | **n (%)** | **%** |
| D3. This nursing home lets the same mistakes happen again and again | 54 (24) | 65 |
| D4. It is easy to make changes to improve resident safety in this nursing home | 99 (44) | 65 |
| D5. This nursing home is always doing things to improve resident safety | 105 (46) | 75 |
| D10. When this nursing home makes changes to improve resident safety, it checks to see if the changes worked | 106 (47) | 72 |
| (N) indicates a negatively worded question. The percent positive is based on those who responded “Strongly Disagree” or “Disagree” or “Never” or “Rarely”. | | |