Palliative Care Staffing, 2016

Percentage of Programs with Discipline on Their Team

- Physician (MD/DO): 88%
- Advanced Practice Registered...: 80%
- Social Worker: 69%
- Chaplain: 66%
- Registered Nurse: 51%
- Administrator (non-clinical): 36%
- Medical Director: 34%
- Support Staff: 32%
- Pharmacist: 14%
- Fellow: 12%
- Hospice Liaison: 8%
- Nutritionist: 7%
- Ethicist: 6%
- Physical & Occupational...: 5%
- Music/Art Therapist: 4%
- Resident: 4%
- Child Life Specialist: 3%
- Massage Therapist: 3%
All Staff Full-Time Equivalent

- <150 beds
- 150-499 beds
- 500+ beds

- Avg +1.8 FTE beyond IDT
- Avg +0.7 FTE beyond IDT
- Avg +0.5 FTE beyond IDT
IDT Full-Time Equivalent

Mean Full-time Equivalent (FTE)

- <150 beds
- 150-499 beds
- 500+ beds

All Staff

- Palliative care programs are composed of a variety of disciplines and titles.
- In 2016, 88% of programs reported having a physician on their team compared to only 14% that reported a pharmacist.
- Full-time equivalent (FTE) is the percentage of time that staff dedicate to the palliative care program.
- On average, palliative care programs report 5.3 FTE on their teams.
Interdisciplinary Team (IDT)

• The core interdisciplinary team (IDT) is composed of a physician, APRN or other registered nurse, social worker, and chaplain.

• Over time, much of the growth in palliative care IDTs is attributable to an increase in APRNs.

• Growth in physician, chaplain, and social worker staffing was primarily limited to larger hospitals where each discipline more than doubled.