

Secretary of the State File Number

6459

Regulation of the
Department of Public Health
Concerning

Nursing Home Staffing Levels

Regulations adopted after July 1, 2013, become effective upon posting to the Connecticut eRegulations System, or at a later date if specified within the regulation.

Posted to the Connecticut eRegulations System on **February 11, 2026**

EFFECTIVE DATE
February 11, 2026

Approved by the Attorney General on
December 22, 2025

Approved by the Legislation Regulation Review Committee on
January 27, 2026

Electronic copy with agency head certification statement electronically submitted to and received by the Office of the Secretary of the State on
February 5, 2026

Form ICM-ECOPY (NEW 6/2015)
State of Connecticut
Secretary of the State



IMPORTANT NOTICE FOR CONNECTICUT STATE AGENCIES
This form should be used only for regulations first noticed on and after March 23, 2015.

Electronic Copy Certification Statement

(Submitted in accordance with the provisions of section 4-172 of the Connecticut General Statutes)

Regulation of the
Department of Public Health
Concerning
Nursing Home Staffing Levels

Approved by the Legislative Regulation Review Committee: **January 27, 2026**

eRegulations System Tracking Number: **PR2022-032**

I hereby certify that the electronic copy of the above-referenced regulation submitted herewith to the Secretary of the State is a true and accurate copy of the regulation approved in accordance with sections 4-169 and 4-170 of the *Connecticut General Statutes*.

And I further certify that in accordance with the approval of Legislative Regulation Review Committee, all required technical corrections, page substitutions and deletions, if any, have been incorporated into said regulation.

In testimony whereof, I have hereunto
set my hand on **February 3, 2026**.

A handwritten signature in black ink, appearing to read "Manisha Juthani", written over a horizontal line.

Manisha Juthani, MD

Commissioner

Department of Public Health

State of Connecticut
Regulation of

Department of Public Health
Concerning
Nursing Home Staffing Levels

Section 1. Subsection (m) of Section 19-13-D8t of the Regulations of Connecticut State Agencies is amended to read as follows:

(m) Nursing staff[:].

(1) For purposes of this subsection, (A) “direct care staff” means licensed nursing personnel and nurse’s aides providing direct care, and (B) “direct care” has the same meaning as provided in section 19a-563h(a) of the Connecticut General Statutes.

[1] (2) Each facility shall employ sufficient nurses and nurse's aides to provide appropriate care of [patients] residents housed in the facility [24] twenty-four hours per day, seven days per week, which shall include a minimum of direct care staff as set forth in subdivision (6) of this subsection.

[(2)] (3) The number, qualifications, and experience of such [personnel] direct care staff shall be sufficient to [assure] ensure that each [patient] resident:

(A) [receives] Receives treatment, therapies, medications and nourishments as prescribed in the patient care plan developed pursuant to subsection (o)(2)(I) of [these regulations] this section;

(B) [is] Is kept clean, comfortable and well groomed; and

(C) [is] Is protected from accident, incident, infection, or other unusual occurrence.

[(3)] (4) The facility's administrator and director of nurses shall meet at least once every [30] thirty days in order to determine the number, experience and qualifications of staff necessary to comply with this section. The facility shall maintain written and signed summaries of actions taken and reasons therefore.

[(4)] (5) There shall be at least one registered nurse on duty [24] twenty-four hours per day, seven days per week.

(A) In a chronic and convalescent nursing home, there shall be at least one licensed nurse on duty on each [patient] resident-occupied floor at all times.

(B) In a rest home with nursing supervision, there shall be at least one nurse's aide on duty on each [patient] resident-occupied floor at all times and intercom communication shall be available with a licensed nurse.

[(5)] (6) In no instance shall a chronic and convalescent nursing home, or a rest home with nursing supervision, have direct care staff below the following standards:

(A) Licensed nursing personnel:

7 a.m. to 9 p.m.: [.47] .57 hours per [patient] resident

9 p.m. to 7 a.m.: [.17] .27 hours per [patient] resident

(B) Total nursing and nurse's aide personnel:

7 a.m. to 9 p.m.: [1.40] 2.17 hours per [patient] resident

9 p.m. to 7 a.m.: [.50] .83 hours per [patient] resident

[(6) In no instance shall a rest home with nursing supervision have direct care staff below the following standards:

(A) Licensed nursing personnel:

7 a.m. to 9 p.m.: .23 hours per patient

9 p.m. to 7 a.m.: .08 hours per patient

(B) Total nursing and nurse's aide personnel:

7 a.m. to 9 p.m.: .70 hours per patient

9 p.m. to 7 a.m.: .17 hours per patient]

(7) [In facilities of 61 beds or more, the] The director of nurses or the assistant director of nurses shall not be included in satisfying the requirements of [subdivisions (5) and (6)] subdivision (6) of this subsection.

[(8) In facilities of 121 beds or more, the assistant director of nurses shall not be included in satisfying the requirements of subdivisions (5) and (6) of this subsection.]

Sec. 2. Subsection (r) of Section 19-13-D8t of the Regulations of Connecticut State Agencies is amended to read as follows:

(r) Therapeutic Recreation.

(1) Each facility shall have a therapeutic recreation program. The program shall include mentally and physically stimulating activities to meet individual needs and interests, and shall be consistent with the overall plan of care for each [patient] resident.

(2) Each facility shall employ one or more therapeutic recreation [director(s)] directors.

(A) Persons employed as therapeutic recreation [director(s)] directors in a chronic and convalescent nursing home or a rest home with nursing supervision on or before June 30, 1982 shall have a minimum of a high school diploma or high school equivalency, and shall have completed a minimum of [80] eighty hours of training in therapeutic recreation. As of July 1, 1992,

persons who meet these criteria but who have not been employed as therapeutic recreation [director(s)] directors in a chronic and convalescent nursing home [and/or] or a rest home with nursing supervision for two continuous years immediately preceding reemployment in such capacity shall be required to meet the requirements of [Section 19-13-D8t (r)(2)(c)] subparagraph (C) of this subdivision.

(B) Persons beginning employment as therapeutic recreation [director(s)] directors in a chronic and convalescent nursing home or a rest home with nursing supervision between July 1, 1982 and June 30, 1992 shall have the following minimum qualifications:

(i) An [Associates Degree] associate's degree with a major emphasis in therapeutic recreation; [or]

(ii) Enrollment in a Connecticut certificate program in therapeutic recreation; [or]

(iii) A [Bachelors Degree] bachelor's degree in a related field and one year of full time employment in therapeutic recreation in a health care facility; [or]

(iv) A [Bachelors Degree] bachelor's degree in a related field and six credit hours in therapeutic recreation; [or]

(v) An [Associates Degree] associate's degree in a related field and two years of full time employment in therapeutic recreation in a health care facility; or

(vi) An [Associates Degree] associate's degree in a related field and nine credit hours in therapeutic recreation.

(vii) As of July 1, 1992, persons who met these criteria but who have not been employed as [a] therapeutic recreation [director] directors in a health care facility for two continuous years immediately preceding reemployment in such capacity shall be required to meet the requirements of [Section 19-13-D8t (r) (2) (C)] subparagraph (C) of this subdivision.

(C) Persons beginning employment as therapeutic recreation [director(s)] directors in a chronic and convalescent nursing home [and/or] or a rest home with nursing supervision on or after July 1, 1992 shall have the following minimum qualifications:

(i) An [associates] associate's degree with a major emphasis in therapeutic recreation; [or]

(ii) A high school diploma or equivalency and enrollment within six months of employment in a Connecticut certificate program in therapeutic recreation. Each facility shall maintain records of the [individual's] person's successful completion of courses and continued participation in a minimum of one course per semester; [or]

(iii) A [bachelors] bachelor's degree in a related field and one year of full time employment in therapeutic recreation in a health care facility; [or]

(iv) A [bachelors] bachelor's degree in a related field and six credit hours in therapeutic recreation; [or]

(v) An [associates] associate's degree in a related field and two years of full time employment in therapeutic recreation in a health care facility; or

(vi) An [associates] associate's degree in a related field and nine credit hours in therapeutic recreation.

(D) "Related field" in subparagraphs (B) and (C) of this subdivision shall include, but not be limited to, the following: sociology, social work, psychology, recreation, art, music, dance or drama therapy, the health sciences, education or other related field as approved by the commissioner or [his/her] the commissioner's designee.

(3) [Therapeutic] One or more therapeutic recreation [director(s)] directors shall be employed in each facility sufficient to meet the following ratio of hours per week to the number of licensed beds in the facility:

- (A) [1 to 15] One to fifteen beds, [10] nine hours during any three days;
- (B) [16 to 30] Sixteen to thirty beds, [20] nineteen hours during any five days; and
- (C) Each additional [30] thirty beds or fraction thereof, [20] nineteen additional hours.

(4) Monthly calendars of therapeutic recreation activities and [patient] resident participation records for each level of care shall be maintained at each facility for twelve months. These shall be available for review by representatives of the department.

(A) The calendar for the current month for each level of care shall be completed by the first day of the month.

(B) Records of [patient] resident participation shall be maintained on a daily basis.

(C) The facility shall submit these records to the department upon the department's request.

(5) An individual therapeutic recreation plan shall be developed for each [patient] resident, which shall be incorporated in the overall plan of care for that [patient] resident.

Sec. 3. Subsection (s) of Section 19-13-D8t of the Regulations of Connecticut State Agencies is amended to read as follows:

(s) Social Work.

(1) [Definitions:] Minimum requirements.

(A) Social Work Designee

A social work designee shall have at least an associate's degree in social work or in a related human service field. Any person employed as a social work designee on January 1, 1989 shall be eligible to continue in the facility of employment without restriction.

(B) Qualified Social Worker

A qualified social worker shall hold at least a bachelor's degree in social work from a college or university which was accredited by the Council on Social Work Education at the time of his or her graduation, and have at least one year social work experience in a health care facility. An individual who has a bachelor's degree in a field other than social work and a certificate in Post Baccalaureate Studies in Social Work awarded before [the effective date of these regulations] March 30, 1994 by a college accredited by the Department of Higher Education, and at least one year social work experience in a health care facility, may perform the duties and carry out the responsibilities of a qualified social worker [for up to three years after the effective date of these regulations] until March 30, 1997.

(C) Qualified Social Work Consultant

A qualified social work consultant shall hold at least a master's degree in social work from a college or university which was accredited by the Council on Social Work Education at the time of his or her graduation and have at least one year post-graduate social work experience in a health care facility. An individual who holds a bachelor's degree in social work from a college or university which was accredited by the Council on Social Work Education at the time of his or her graduation, and is under contract as a social work consultant on January 1, 1989, shall be eligible

to continue functioning without restriction as a social work consultant in the [facility(ies)] facility or facilities which had contracted his or her services.

(2) Each facility shall employ social work service staff to meet the social and emotional problems [and/] or needs of the [patients] residents based on their medical [and/or] or psychiatric diagnosis.

(3) The administrator of the facility shall designate in writing a qualified social worker or social work designee as responsible for the social work service.

(4) The social work service shall be directed by a qualified social worker or a social work designee. If the service is under the direction of a social work designee, the facility shall contract for the regular consultation of a qualified social work consultant at least on a quarterly basis.

(5) Social work service staff shall be employed in each facility sufficient to meet the needs of the [patients] residents but not less than one full-time social worker shall be employed in a facility with sixty residents, and the total number of hours of social work shall vary proportionally based on the number of residents in the facility based on the following ratio of [hours per week] residents to the number of [licensed beds] hours of social work per week in the facility:

(A) One [(1)] to thirty [(30) beds] residents, [ten (10)] sixteen hours per week.

(B) Thirty-one [(31) to sixty (60) beds] twenty (20) hours per week] residents or more, sixteen hours per week plus 1.6 hours for each additional three residents in excess of thirty residents.

[(C) Each additional thirty (30) beds or fraction thereof, ten (10) additional hours].

(6) Written social work service policies and procedures shall be developed and implemented by a qualified social worker, or social work designee under the direction of a qualified social work consultant, and ratified by the governing body of the facility. Such [standards] policies and procedures shall include, but not be limited to:

(A) Ensuring the confidentiality of all [patients'] residents' social, emotional, and medical information, in accordance with [the General Statutes of Connecticut, Section 19a-550 (a) (8)] section 19a-550(b)(10) of the Connecticut General Statutes.

(B) Requiring a prompt referral to an appropriate agency for [patients] residents or families in need of financial assistance and requiring that a record is maintained of each referral to such agency in the [patient's] resident's medical record.

(7) The social work service shall help each [patient] resident to adjust to the social and emotional aspects of the [patient's] resident's illness, treatment, and stay in the facility. The medically related social and emotional needs of the [patient] resident and family shall be identified, a plan of care developed, and measurable goals set in accordance with [the Regulations of Connecticut State Agencies Sections] subsections [19-13-D8t] (o)(2)(H) and (o)(2)(I) of this section.

(8) All staff of the facility shall receive inservice training by or under the direction of a qualified social worker or social work designee each year concerning [patients'] residents' personal and property rights pursuant to [Section] section 19a-550 of the Connecticut General Statutes.

(9) All staff of the facility shall receive inservice training by a qualified social worker or qualified social work consultant each year in an area specific to the needs of the facility's [patient] resident population.

(10) A qualified social worker or social work designee shall participate in planning for the discharge and transfer of each [patient] resident.

(11) Office facilities shall be easily accessible to [patients] residents and staff or alternate arrangements shall be available. Each facility shall ensure privacy for interviews between staff and[: patients, patients'] residents, the residents' families and [patients'] the residents' next friend.

Sec. 4. Subdivision (3) of subsection (v) of section 19-13-D8t of the Regulations of Connecticut State Agencies is amended to read as follows:

(3) Any facility licensed after [the effective date of these regulations] March 30, 1994 shall conform with the construction requirements described herein. Any facility licensed prior to [the effective date of these regulations] March 30, 1994 shall comply with the construction requirements in effect at the time of licensure; provided, however, that if the commissioner or [his/her] the commissioner's designee shall determine that a pre-existing non-conformity with this subsection creates serious risk of harm to [patients] residents in a facility, the commissioner may order such facility to comply with the pertinent portion of this subsection.

Statutory Authority

Section 19a-563h of the Connecticut General Statutes, as amended by Public Act 24-19.

Statement of Purpose

The purpose of the proposed regulation is to comply with Section 19a-563h of the Connecticut General Statutes, which requires the Department of Public Health to develop regulations to establish minimum staffing level requirements for nursing homes of 3 hours of direct care per resident per day, and modify staffing level requirements for social work and recreational staff to ensure there is one full-time social worker per 60 residents, and lower the level for recreational staff. Section 1 of the proposed regulation amends Section 19-13-D8t(m) of the Regulations of Connecticut State Agencies to add a definition of “direct care staff”, and to require minimum direct care staffing levels of three hours of direct care per resident per day. Section 2 of the proposed regulation amends subsection (r) of Section 19-13-D8t to revise the minimum staffing requirements for therapeutic recreation directors in a nursing home or rest home with nursing supervision. Section 3 of the proposed regulation amends subsection (s) of Section 19-13-D8t to modify the requirements for social work service staffing to ensure sufficient staffing to meet the needs of residents proportional to the number of residents. Section 4 provides technical corrections regarding the effective date of the prior version of these regulations. The proposed regulation, once approved, will replace policies and procedures in effect.

IMPORTANT NOTICE FOR CONNECTICUT STATE AGENCIES

This form is to be used for proposed permanent and technical amendment regulations only and must be completed in full.

AGENCY CERTIFICATION

Department of Public Health

Proposed Regulation Concerning

Nursing Home Staffing Ratios

eRegulations System Tracking Number PR2022-032

I hereby certify the following:

(1) The above-referenced **regulation** is proposed pursuant to the following statutory authority or authorities: **19a-563h**

For technical amendment regulations proposed without a comment period, complete #2 below, then skip to #8.

(2) As permitted by Section 4-168(h) of the *Connecticut General Statutes*, the agency elected to proceed without prior notice or hearing and posted the text of the proposed technical amendment regulation on eRegulations System website on _____.

For all other non-emergency proposed regulations, complete #3 - #7 below, then complete #8)

(3) The agency posted notice of intent with a specified comment period of not less than 30 days to the eRegulations System website on **January 5, 2024**.

(4) *(Complete one)* ☐ No public hearing held or was required to be held. **OR** ☒ One or more public hearings were held on: August 1, 2023 (following the previous Notice of Intent posted 7/14/2023)

(5) The agency posted notice of decision to move forward with the proposed regulation to the eRegulations System website on **July 31, 2024**.

(6) *(Complete one)* ☐ No comments were received. **OR** ☒ Comments were received and the agency posted the statements specified in subdivisions (1) and (2) of CGS Section 4-168(e) to the eRegulations System website on **July 31, 2024**.

(7) The final wording of the proposed regulation was posted to the eRegulations System website on **December 22, 2025 (resubmission)**.

(8) Subsequent to approval for legal sufficiency by the Attorney General and approval by the Legislative Regulation Review Committee, **the final regulation shall be effective**

(Check one and complete as applicable)

☒ When posted to the eRegulations System website by the Secretary of the State.

OR ☐ On _____

(Date must be a specific calendar date not less than 11 days after submission to the Secretary of the State)



SIGNED

*(Head of Board, Agency or Commission,
or duly authorized deputy)*

Commissioner

OFFICIAL TITLE

12-22-2025

DATE

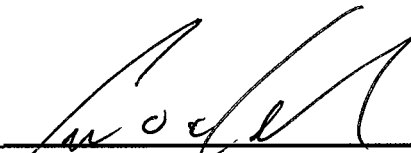
OFFICE OF THE ATTORNEY GENERAL REGULATION CERTIFICATION

Agency: Department of Public Health

REGULATION NUMBER PR2022-032

This Regulation is hereby APPROVED by the Attorney General as to legal sufficiency in accordance with Connecticut General Statutes § 4-169.

DATE: 12/22/2025

Signed: 
Sean Kehoe, Associate Attorney General
Chief of the Division of Government Administration
Duly Authorized

The Connecticut General Assembly

Legislative Regulation Review Committee

Senator Sujata Gadkar-Wilcox
Senate Chair



Representative Christie Carpino
House Chair

Official Record of Committee Action

January 27, 2026

Agency:	Department of Public Health
Description:	Nursing Home Staffing Ratios
LRRC Regulation Number:	2024-026A
eRegulation Tracking Number:	PR2022-032

The above-referenced regulation has been

Approved with Technical Corrections

by the Legislative Regulation Review Committee in accordance
with CGS Section 4-170.

Catherine M. Thomas
Committee Administrator



State of Connecticut
Office of the Secretary of the State

Confirmation of Electronic Submission

Re: Regulation of the Department of Public Health concerning Nursing Home
Staffing Levels
eRegulations System Tracking Number PR2022-032
Legislative Regulation Review Committee Docket Number 2024-026A

The above-referenced regulation was electronically submitted to the Office of the Secretary of the State in accordance with Connecticut General Statutes Section 4-172 on February 5, 2026.

Said regulation is assigned Secretary of the State File Number 6459.

The effective date of this regulation is February 11, 2026.

A handwritten signature in blue ink, appearing to read "Stephanie Thomas".

Stephanie Thomas
Secretary of the State
February 11, 2026

By:

/s/ Christopher R. Drake
Christopher R. Drake
Director, Business Services
Division