Cream-skimming in French skilled nursing homes: what is the effect of nurses' seniority on residents' selection?

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Abstract

Aim: This study aimed to assess the impact of nurses' seniority on care supply within French skilled nursing facilities (SNFs).

Method: Adopting an original approach by using "cream-skimming" as an access indicator, we employed an instrumental variable linear probability model, using an original instrument based on market share reflecting SNFs nurses' needs at the living area level to address the potential endogeneity of nurses' seniority. We control our model for various variables, including SNFs' care equipment characteristics, resi- dents' demographics, and declared recruitment difficulties.

Results: Our analysis reveals that each additional year of average nurses 'seniority within an SNF is associated with a 5.3 percentage points (pp) reduction in the likeli- hood of implementing cream-skimming practices. Our study provides new evidence on the effect of human resources management in French SNFs on health outcomes suggesting the need to improve retention policies of long-term care workers.