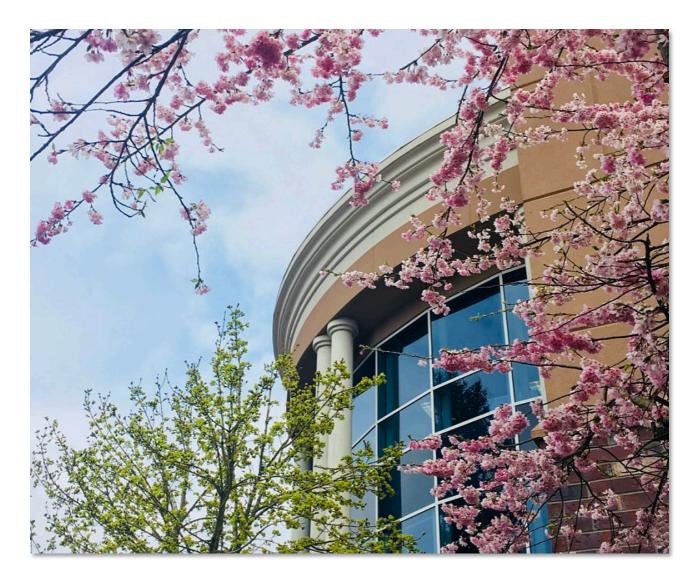# Nursing Pool Operators Annual Report

August 2025

RCW 18.52C.060

Nursing Pool Program
Office of Health Professions

Washington State Department of
HEALTH

For more information or additional copies of this report:

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Table of Contents

Executive Summary

RCW 18.52C.060 (Substitute Senate Bill 5547, Laws of 2023) directs registered nursing pools to annually report staffing information to the Department of Health (department) to increase transparency and accountability for nursing pools, which provide temporary healthcare personnel to hospitals and long-term care facilities. Further, the statute requires the department to publicly post this information annually.

This report describes the public engagement process and initial registered nursing pool data collection. Based on this data:

- 36 out of 39 Washington counties were served by one or more nursing pools, though not in all facility types.

- 70% of responding nursing pools provided staffing for hospitals, 18% for nursing homes, 9% for assisted living facilities, and 2% for enhanced service facilities. Less than 1% of respondents reported providing staffing in adult family homes.

- Nursing pools provided staffing in all required personnel categories though not in all facility types.

Due to differences in interpretations of the data fields used in the survey tool used for the initial data collection, the data collected on averages and total costs cannot be accurately represented in this first report.

This report also outlines the department's next steps in process improvements to ensure reliable data reporting. The department intends to provide more meaningful information by shifting data collection tools and data timelines, developing data definitions to go along with the data collection survey to clarify the intent of the reporting requirements, and creating an online Frequently Asked Questions document to address any reporting questions for Nursing Pool Operators.

Purpose

The department developed this report to implement Substitute Senate Bill (SSB) 5547 (RCW 18.52C.060). The department compiles and posts this annual report to make available to the public county-level information about registered nursing pools placements of healthcare and long-term care personnel.

Requirements

Registered nursing pools are required to report placements by county in which a healthcare or long-term care worker performed work and report placements in the following facility types:

- Hospitals,

- Nursing homes,

- Assisted living facilities,

- Enhanced services facilities, and

- Adult family homes.

The nursing pool must report on the following temporary employee or independent contractor health care personnel license types:

- Registered or Licensed Practical Nurse (chapter 18.79 RCW)

- Surgical Technologist (chapter 18.215 RCW)

- Registered Diagnostic Radiologic Technologist (chapter 18.84 RCW)

- Certified Cardiovascular Invasive Specialist (chapter 18.84 RCW)

- Respiratory Care Practitioner (chapter 18.89 RCW)

- Nursing Assistant Certified (chapter 18.88A RCW)

- Long- Term Care Personnel (chapter 18.88B RCW)

The required data points, by county, include:

- The average amount charged by the nursing pool for healthcare or long-term care personnel by license type.

- The average amount paid by the nursing pool to healthcare or long-term care personnel by license type.

- The number of placements made within 25 and 50 miles of the healthcare or long-term care personnel's residence, as identified in their employee tax information.

- The total number of placements made by each registered nursing pool.

Data Collection Process

The department began preparing for the required data collection in August 2023, with a planned rollout of the tool in December 2024. Several key areas were identified as essential, including communications, public input, data collection tool selection, nursing pool licensing alignment, and survey development.

During the development phase, the department communicated with interested parties through the GovDelivery messaging system, using the nursing pool listserv. This list consists of 5,528 recipients who received information during the report development process, including opportunities for public comment. The department held two public meetings in December 2023 and April 2024. These meetings included reviewing the RCW, survey questions, and intended inputs. Public comments focused on addressing survey timing, clarifying contract length specifications, and clarifying distance between staff and placement facility.

Several factors impacted the data collection timeline. Chief among these was the department's implementation of the HELMs licensing system. This system will ultimately provide a comprehensive online licensing process which will include survey and data collection required for each profession. In the interim before HELMS is fully operational, nursing pools apply for or renew their registrations on paper and complete their data submission through a web-based survey tool. The data presented below reflects the information submitted using the interim data collection tool in a survey format.

Data Collection

Nursing pools submitted annual data for calendar year 2024 between December 2024 and March 15, 2025. Broadcast communications were followed by direct email communications to nursing pools that had not submitted data as of February 25, 2025. These communications noted the availability of the survey tool, monthly reminders, and deadlines. By March 15, 2025, 75% of nursing pools had submitted their annual data. The web-based survey tool will continue to be available to nursing pools that did not submit data by March 15, 2025. However, those data are not included in this report.

The department has identified that the data collected have limitations due to the broad interpretations of the data fields used in the survey tool. Due to these limitations and interpretations, the data collected on averages and total costs cannot be accurately presented. The second data collection period is scheduled to begin October 2025. Prior to this date, the department will improve data guidance to reduce inconsistencies in broad interpretations during the collection period by developing data definitions to go along with the survey and publishing a Frequently Asked Questions document on the department's website.

Data Presentation

This report provides the submitted data in table format. Based on this data:

- 36 out of 39 Washington counties were served by one or more nursing pools, though not in all facility types.

- 70% of responding nursing pools provided staffing for hospitals, 18% for nursing homes, 9% for assisted living facilities, and 2% for enhanced service facilities. Less than 1% of respondents reported providing staffing in adult family homes.
- Nursing pools provided staffing in all required personnel categories, though not in all facility types.

Tables on pages 5 through 7 are organized first by placement distance, then total placements.

Data by Placements

Table 1: Placements within 25 miles

County Name	Hospitals	Nursing Home	Assisted Living Facility	Enhanced Services Facility	Adult Family Home	Total placements by county
Adams	21					21
Asotin	3					3
Benton	4	27	2			33
Chelan	8					8
Clallam	1					1
Clark	23	193	19	2,154		2,389
Columbia	2					2
Cowlitz	3	467	29			499
Douglas						0
Ferry						0
Franklin	4					4
Garfield	6					6
Grant	7					7
Grays Harbor	16	4	1		1	22
Island		14	1			15
Jefferson	1	36	2			39
King	727	3,204	603	17		4,551
Kitsap	15	10	3			28
Kittitas	9	2				11
Klickitat	2					2
Lewis	9	126				135
Lincoln						0
Mason	3	63	16			82
Okanogan	3					3
Pacific						0
Pend Oreille						0
Pierce	209	6,806	46	24	10	7,095
San Juan	3					3
Skagit	3	65	3			71
Skamania						0
Snohomish	102	232	28	2		364
Spokane	128	1,169	866			2,163
Stevens	4					4
Thurston	105	2,466	3	1		2,575
Wahkiakum						0
Walla Walla	1	9				10
Whatcom	14	63	13		90	180
Whitman	2	3				5
Yakima	5	17	7			29
Total placements by facility type	1,443	14,976	1,642	2,198	101	20,360

Table 2: Placements within 50 miles

County Name	Hospitals	Nursing Home	Assisted Living Facility	Enhanced Services Facility	Adult Family Home	Total placements by county
Adams	49					49
Asotin	16	42				58
Benton	32	134				166
Chelan	68	40				108
Clallam	99	2	5			106
Clark	44	122	2	2,330		2,498
Columbia	17		11			28
Cowlitz	8	556	3			567
Douglas						0
Ferry	6					6
Franklin	3	31	2			36
Garfield	46					46
Grant	178	69	6		1	254
Grays Harbor	54	23	2		1	80
Island	5	441	1			447
Jefferson	6	272	4			282
King	1,825	3,110	199	4		5,138
Kitsap	348	23	3			374
Kittitas	35	62				97
Klickitat	7					7
Lewis	43	173				216
Lincoln	76					76
Mason	17	298	20			335
Okanogan	47	35			4	86
Pacific	5					5
Pend Oreille	8					8
Pierce	639	7,093	28	26		7,786
San Juan	6					6
Skagit	70	546	10	1		627
Skamania						0
Snohomish	131	399	33	3		566
Spokane	250	433	81	9	1	774
Stevens		42	4			46
Thurston	190	3,477	2			3,669
Wahkiakum						0
Walla Walla		32				32
Whatcom	43	214	2	1	15	275
Whitman	22	15				37
Yakima	57	37	7	1		102
Total placements by facility type	4,450	17,721	425	2,375	22	24,993

Table 3: Total Placements

County Name	Hospitals	Nursing Home	Assisted Living Facility	Enhanced Services Facility	Adult Family Home	Total placements by county
Adams	95	104				199
Asotin	45	43				88
Benton	302	135	3		1	441
Chelan	304	41				345
Clallam	117	5	6		1	129
Clark	219	538	24	4,485		5,266
Columbia	29		11			40
Cowlitz	27	1,023	37			1,087
Douglas						0
Ferry	16	1				17
Franklin	26	33	2			61
Garfield	53					53
Grant	334	74	6		1	415
Grays Harbor	120	32	5	2	2	161
Island	73	455	1			529
Jefferson	15	318	22			355
King	6,785	7,588	786	49	2	15,210
Kitsap	495	35	6	1		537
Kittitas	60	64				124
Klickitat	20					20
Lewis	131	343	2			476
Lincoln	76					76
Mason	98	357	27			482
Okanogan	86	35			4	125
Pacific	31	2				33
Pend Oreille	11					11
Pierce	2,788	13,821	64	42	10	16,725
San Juan	10					10
Skagit	224	615	24	1		864
Skamania						0
Snohomish	1,557	663	60	4		2,284
Spokane	1,263	1,644	955	9	2	3,873
Stevens	44	51	5			100
Thurston	1,349	5,923	42	1		7,315
Wahkiakum						0
Walla Walla	19	94	11	1		125
Whatcom	79	286	34	1	105	505
Whitman	91	16	3			110
Yakima	260	50	10	2		322
Total placements by facility type	17,252	34,389	2,146	4,598	128	58,513

Next Steps

The department is transitioning to a modernized data collection tool that will be compatible with the new HELMS licensing system. The new data collection tool will be available for data collection in October 2025, prior to the HELMS final release which is expected to incorporate the nursing pool survey.

Additionally, the data time frame will shift to align with the rolling renewal process embedded in the HELMS system rather than aligning with the first quarter of the calendar year. In future reports, the data time frame will reflect the Washington state fiscal year prior to renewal, rather than the previous calendar year of the initial reporting period.

Data collection will be supported by providing data definitions that define each required data point. A Frequently Asked Questions document will also be developed, maintained, and posted online for improved clarity. The department will share these documents and will publish them on the department's nursing pool website. Providing nursing pools with consistent guidance for reporting the required data will lead to more accurate information in future reports.

Washington State Department of HEALTH