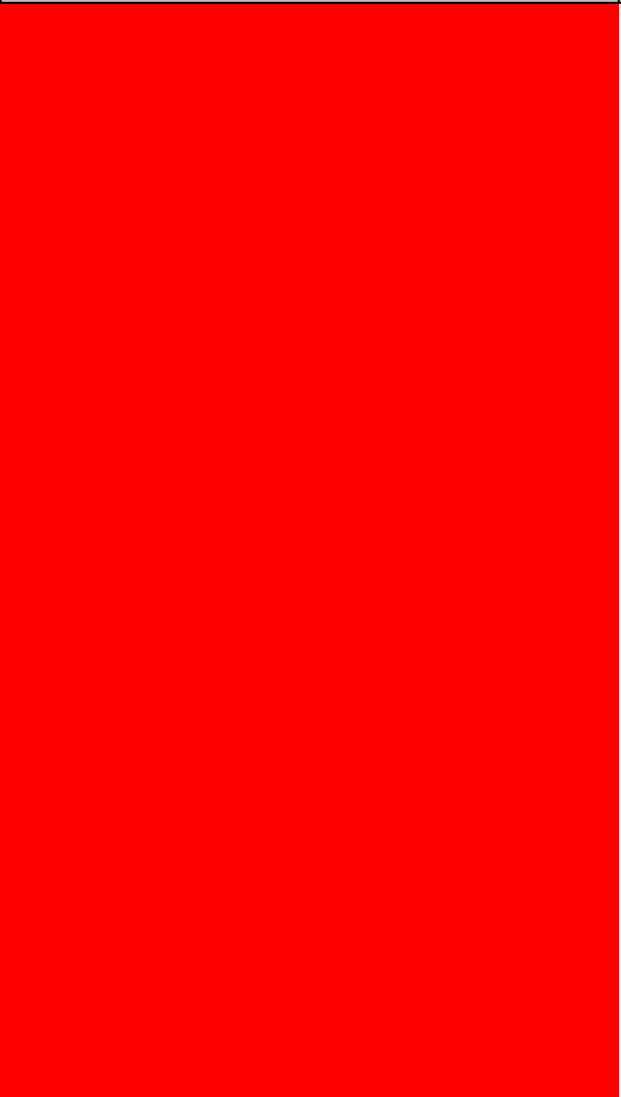


Hospitals must use this form only for submitting data for the 2025 Occupational Mix survey. For complete instructions on how to fill out the survey please see the tab titled Form CMS-10079 Instructions. **Completed occupational mix surveys must be submitted to hospital's Medicare Administrative Contractor (MAC), not directly to CMS, on the Excel hospital reporting form, by June 30, 2026, via email attachment.**

Provider CCN: (Must be Six Digits- NO DASHES)	Edit Check for Provider CCN	Provider Contact Name:
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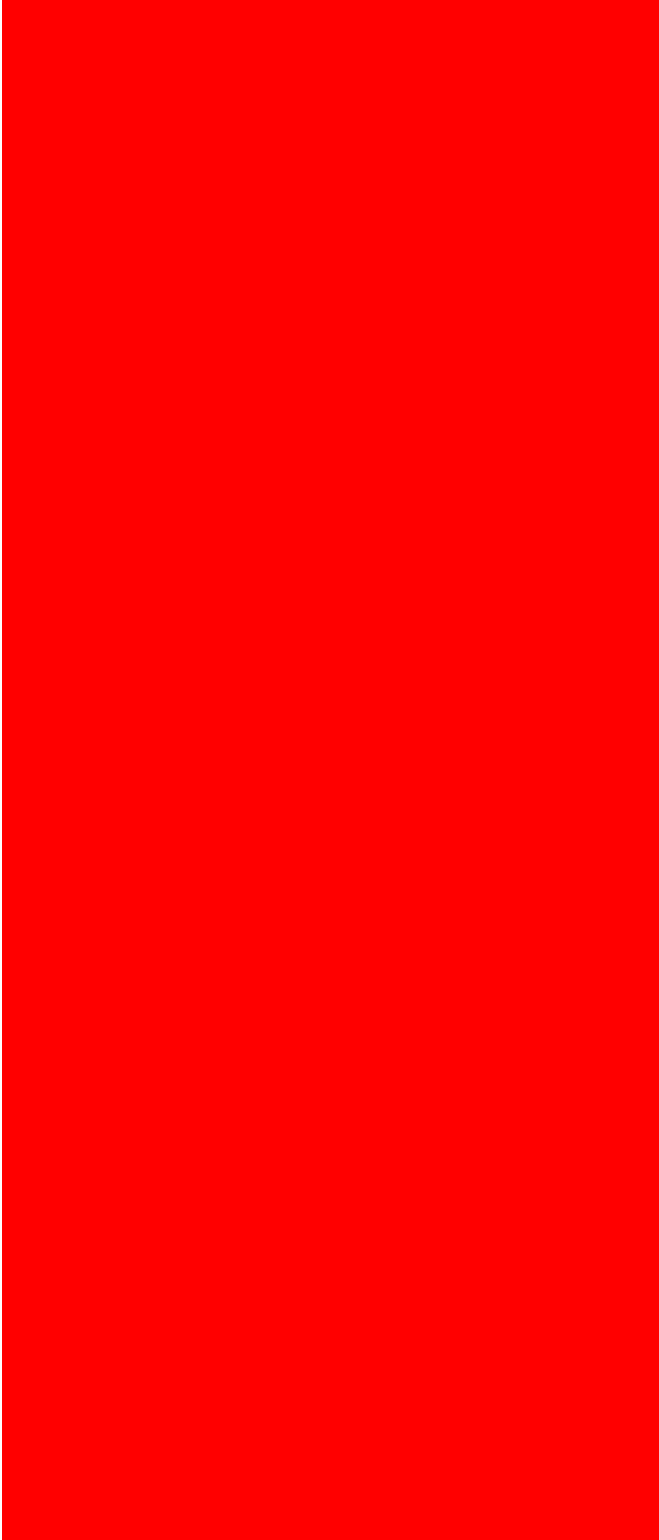


Report Paid Salaries and Paid Hours in whole numbers. Round Average Hourly Wage to 2 decimal places.

Provider Contact Phone Number:	Reporting Period (From Date): (Must Be Filled Out In The Following Format: MM/DD/YYYY)	Reporting Period (To Date): (Must Be Filled Out In The Following Format: MM/DD/YYYY)

Registered Nurses (RNs)

Edit Check for Date Range	Paid Salaries Total RNs	Paid Hours Total RNs
	0	0
	0	0
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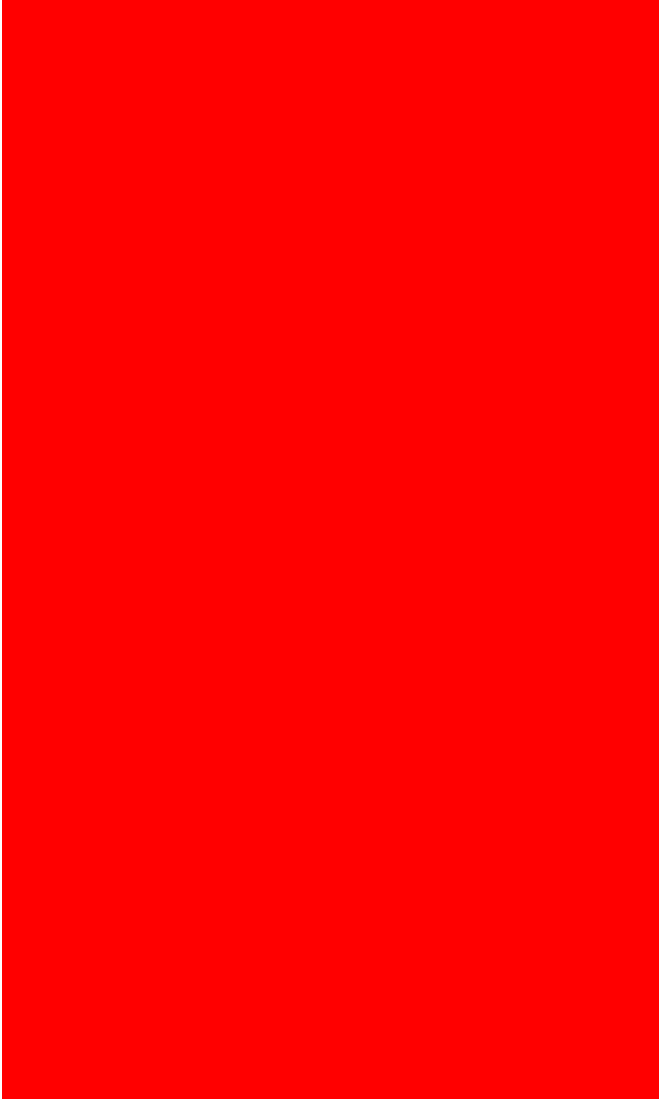
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**Licensed Practical and
Licensed Vocational Nurses
(LPNs, LVNs) and Surgical
Technologists (ST)**

Average Hourly Wage (Salaries/Hours) Total RNs	Paid Salaries Total LPNs, LVNs, and STs	Paid Hours Total LPNs, LVNs, and STs	Average Hourly Wage (Salaries/Hours) Total LPNs, LVNs and STs
YOU MUST FILL OUT RN SALARIES AND RN HOURS IN ORDER TO COMPLETE THIS SURVEY	0	0	0.00
YOU MUST FILL OUT RN SALARIES AND RN HOURS IN ORDER TO COMPLETE THIS SURVEY	0	0	0.00
YOU MUST FILL OUT RN SALARIES AND RN HOURS IN ORDER TO COMPLETE THIS SURVEY	0	0	0.00
YOU MUST FILL OUT RN SALARIES AND RN HOURS IN ORDER TO COMPLETE THIS SURVEY	0	0	0.00

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Nursing Assistants and Orderlies

Medical Assistants

Paid Salaries Nursing Assistants and Orderlies	Paid Hours Nursing Assistants and Orderlies	Average Hourly Wage (Salaries/Hours) Nursing Assistants and Orderlies	Paid Salaries Medical Assistants	Paid Hours Medical Assistants
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Total Nursing

Average Hourly Wage (Salaries/Hours) Medical Assistants	Paid Salaries Total Nursing	Paid Hours Total Nursing	Average Hourly Wage (Salaries/Hours) Total Nursing
0.00	0	0	<p>YOU MUST FILL OUT RN SALARIES AND RN HOURS (COLUMNS H AND I) IN ORDER TO COMPLETE THIS SURVEY</p>
0.00	0	0	<p>YOU MUST FILL OUT RN SALARIES AND RN HOURS (COLUMNS H AND I) IN ORDER TO COMPLETE THIS SURVEY</p>
0.00	0	0	<p>YOU MUST FILL OUT RN SALARIES AND RN HOURS (COLUMNS H AND I) IN ORDER TO COMPLETE THIS SURVEY</p>
0.00	0	0	<p>YOU MUST FILL OUT RN SALARIES AND RN HOURS (COLUMNS H AND I) IN ORDER TO COMPLETE THIS SURVEY</p>
0.00	0	0	<p>YOU MUST FILL OUT RN SALARIES AND RN HOURS (COLUMNS H AND I) IN ORDER TO COMPLETE THIS SURVEY</p>

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IN ORDER TO COMPLETE THIS
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AND RN HOURS (COLUMNS H AND I)
IN ORDER TO COMPLETE THIS
SURVEY**



All Other Occupations			
Paid Salaries All Other Occupations	Paid Hours All Other Occupations	Average Hourly Wage (Salaries/Hours) All Other Occupations	Paid Salaries Total (Nursing and All Other)
0	0	YOU MUST FILL OUT ALL OTHER SALARIES AND ALL OTHER HOURS IN ORDER TO COMPLETE THIS SURVEY	0
0	0	YOU MUST FILL OUT ALL OTHER SALARIES AND ALL OTHER HOURS IN ORDER TO COMPLETE THIS SURVEY	0
0	0	YOU MUST FILL OUT ALL OTHER SALARIES AND ALL OTHER HOURS IN ORDER TO COMPLETE THIS SURVEY	0
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YOU MUST FILL OUT ALL OTHER SALARIES AND ALL OTHER HOURS IN ORDER TO COMPLETE THIS SURVEY

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Total (Nursing and All Other)

Paid Hours Total (Nursing and All Other)

**Paid Hours
Total (Nursing
and All Other)**

**Average Hourly Wage
(Salaries/Hours) Total (Nursing and
All Other)**

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SALARIES OR HOURS FOR
NURSING AND ALL OTHER
OCCUPATIONS ARE MISSING**

**MEDICARE WAGE INDEX
OCCUPATIONAL MIX SURVEY**

Introduction

Section 304(c) of Public Law 106-554 amended section 1886(d)(3)(E) of the Act to require CMS to collect data from each short-term, acute care hospital participating in the Medicare program, in order to construct an occupational mix application of the occupational mix adjustment to the wage index beginning October 1, 2004.

This survey provides for the collection of occupational mix data for a 12- month period, that is, from January 1, 2025 to be applied to the FY 2028 wage index. Specifically, the survey's begin date cannot be earlier than January 1, 2025 and later than December 31, 2025. Complete the survey for any hospital that is subject to the inpatient prospective payment system (IPPS) if not granted a waiver. [Note: Do not complete this survey if you are a no/low Medicare Administrative Contractors (MAC) to confirm your status.] It is important for hospitals to ensure the accuracy of the data through supporting documentation.

Completed occupational mix surveys must be submitted to the hospital's MAC (not directly to CMS), on the survey form as an attachment.

The Excel version of the occupational mix survey may be obtained from MACs or downloaded from CMS's website at <https://www.cms.gov/medicare/payment/prospective-payment-systems/acute-inpatient-pps/wage-index-files>

Instructions and definitions for the data elements and the occupational categories are below.

[1] According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number for this information collection is 0938-0907. The time required to complete this information response, including the time to review instructions, search existing data resources, gather the data needed, and complete the response, is estimated to average 15 minutes per response. If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to the PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland 21244-1850. Please do not send applications, comments, or sensitive information to the PRA Reports Clearance Office. Please note that any correspondence not pertaining to this collection of information associated OMB control number listed on this form will not be reviewed, forwarded, or retained. If you have any comments or documents, please contact Tehila Lipschutz/ Noel Manlove, (410) 786-1344 / (410) 786-5161, tehila.lipschutz@cms.gov

[2] **Note: Critical Access Hospitals (CAHs) and Rural Emergency Hospitals (REHs) are not paid under the IPPS survey. Also, hospitals that terminated participation in the Medicare program before January 1, 2025, or that have not reported data for less than 11 months of data from CY 2025, are not required to complete the survey.**

**Instructions and definitions for the data elements and the occupational categories
MEDICARE WAGE INDEX
OCCUPATIONAL MIX SURVEY**

Instructions

Complete this survey for employees who are full-time and part-time, directly hired, and acquired under contract. Do not include employees who are included on Worksheet S-3, Part II, Lines 9 and 10, such as skilled-nursing facilities, psychiatric, or rehabilitation units or employees who provide either direct or indirect patient care services in IPPS excluded areas. Also, do not include employees such as physician Part B, and interns and residents. Include employees who are allocated from the home office and outpatient departments of the hospital that are included in the wage index (i.e., outpatient clinic, emergency department, etc.).

Employees in the home office, related organizations, or general services costs centers (Worksheet S-3, Part II, Lines 9 and 10) provide services throughout the hospital, including the IPPS-excluded areas (Lines 9 and 10). In completing Worksheet S-3, Part II, for allocating home office and related organization costs on Worksheet S-3, Part II, and exclude from the survey those related organization personnel provide only administrative services, report their wages and hours in the "All Other Occupations" category. Home office or related organization personnel that are engaged in nursing activities, they must be reported in the appropriate cost center.

Additionally, hospitals should apply the methodology that is used in the wage index calculation for allocating general service salaries and hours to excluded areas. (See Step 4 of the wage index methodology at <https://www.cms.gov/medicare/medicare-fee-service-payment/acuteinpatientpps/wage-index-calculator>) although wage-related costs are included in the general service allocation methodology for Worksheet S-3, Part II, allocation methodology for the occupational mix survey because the occupational mix survey excludes wages and salaries.

Nursing personnel working in the following cost centers as used for Medicare cost reporting purposes must be reported in the appropriate cost center. Cost centers reflect where the majority of nursing employees are assigned in hospitals and are selected to ensure that nursing personnel working in other areas of the hospital that are reimbursable under the IPPS or OPPS, or other Medicare benefit, are included in the "All Other Occupations" category.

COST CENTER DESCRIPTIONS
Nursing Administration
Adults and Pediatrics (General Routine Care)
Intensive Care Unit
Coronary Care Unit
Burn Intensive Care Unit
Surgical Intensive Care Unit
Other Special Care (specify)
Nursery
Operating Room
Recovery Room
Labor Room and Delivery Room
Electrocardiology
Renal Dialysis
Ambulatory Surgical Center (Non-Distinct Part)
Other Ancillary
Clinics

Emergency
Observation Beds

Note: Subscribed cost centers that would normally fall into one of these cost centers should be included on the survey.

Definitions

Paid Salaries and Paid Hours:

Paid Salaries: Include the total of paid wages and salaries for the specified category of hospital employees time-off, severance, and bonuses. Do not include fringe benefits or wage-related costs as defined in Provid

Paid Hours: Include the total paid hours for the specified category of hospital employees. Paid hours include other paid-time-off hours, and hours associated with severance pay. Do not include non-paid lunch periods; the occupational mix survey must be treated the same as on-call hours for Worksheet S-3 wage data; see P instructions). Overtime hours must be calculated as one hour when an employee is paid time and a half. No salaried employees who are paid a fixed rate must be recorded based on 40 hours per week or the number

Occupational Categories:

[The occupational categories and definitions included in this survey derive directly from the U.S. Bureau of Labor S survey at <https://data.bls.gov/oesprofile/>. The numbers in parentheses are the BLS standard occupational category occupation that requires their highest level of skill. If no measurable difference in skills, workers are to be included

Registered Nurses (RNs, SOC 29-1141): Assess patient health problems and needs, develop and implement nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance ; registration required. *RNs who have specialized formal, post-basic education and who function in highly au such as staff nurse, advanced practice nurse, case manager, nursing educator, infection control nurse, perf note that the May 2023 BLS definition for Registered Nurses includes clinical nurse specialists. However, ad nurse specialists, certified nurse midwives, and certified registered nurse anesthetists) are usually paid by N be excluded from the survey if they are excluded from Worksheet S-3, Part II but should be included on the : and are included on Worksheet S-3, Part II.*

Licensed Practical and Licensed Vocational Nurses (LPNs, SOC 29-2061) and Surgical Technologists (SOC persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar instit Licensing required.**

Surgical Technologists: Assist in operations, under the supervision of surgeons, registered nurses, or other transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeon count sponges, needles, and instruments.

Nursing Assistants (SOC 31-1131) and Orderlies (31-1132) – Nursing Assistants: Provide or assist with basic staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, **Orderlies:** Transport patients to areas such as operating rooms or x-ray rooms using wheelchairs, stretcher transport equipment.

Medical Assistants (SOC 31-9092):** Performs administrative and certain clinical duties under the direction of physicians, including scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties include taking vital signs, preparing patients for examination, drawing blood, and administering medications as directed by physicians. *Include only those employees who perform administrative and certain clinical functions under the direction of physicians in a hospital that are listed above. Do not include phlebotomists, information technology personnel, health information management, and general business office personnel.*

****Note: Medical Assistants and Surgical Technologists are “nursing” employees for purposes of the occupational mix survey. The terms “nursing occupations”, “nursing employees”, or “nursing categories” are used with regards to the occupational mix survey. Surgical Technologists are not included in the “nursing” categories.**

Note: Only nurses, surgical technologists, nursing aides/orderlies/attendants, and medical assistants, as defined on the survey, can be included in the “nursing” categories. Do not include other occupations that may provide similar services as nursing personnel. Instead, those occupations (if assigned to the “All Other Occupations” category) should be reported in the “All Other Occupations” category. For example, hospital-based paramedics may provide services that are similar to those provided by nursing personnel; however, on the occupational mix survey, they should be reported in the “All Other Occupations” category. This is to ensure consistent reporting among hospitals.

All Other Occupations: Non-nursing employees (directly hired and under contract) in IPPS reimbursable cost centers (i.e., outpatient clinic, emergency room) must be included in the “All Other Occupations” category. This category includes all other employees who provide direct patient care themselves. This category must not include occupations that are excluded from the wage index because their services are billable under a Part B fee schedule). Also, the “All Other Occupations” category must not include occupations that are excluded from the wage index via Worksheet S-3, Part II, Lines 9 and 10, such as skilled nursing, physical therapy assistants, equipment technologists and technicians, medical and clinical laboratory staff, pharmacists, computer specialists, dietary, and housekeeping staff are examples of employees who should be included in the wage index. Do not include wages and hours of personnel from the home office or related organizations if they perform solely administrative functions in departments that are included in the wage index.

Note: Do not include salaries and hours for APNs (nurse practitioners, clinical nurse specialists, nurse midwives, or nurse anesthetists) or Other Occupations categories if their services are billable under Medicare Part B. The services of these nurses are excluded from the wage index because they are not paid under the hospital inpatient prospective payment system (IPPS).

[REDACTED]

ct data every 3 years on the occupational mix of employees for
onal mix adjustment to the wage index. The law also requires the

**pay periods ending between January 1, 2025 and December 31,
han December 17, 2024, and the survey's end date cannot end
rospective payment system (IPPS), or any hospital that would be
re utilization provider. Check with your Medicare
it the data reported on the survey are accurate and verifiable**

the Excel hospital reporting form, by June 30, 2026, via email

s website at:

[i](#)

*f information unless it displays a valid OMB control number. The
nformation collection is estimated to average 480 hours per
and complete and review the information collection. If you have
rite to: CMS, 7500 Security Boulevard, Attn: PRA Reports
laims, payments, medical records or any documents containing
ing to the information collection burden approved under the
e questions or concerns regarding where to submit your
tz@cms.hhs.gov / noel.manlove@cms.hhs.gov.*

***PPS, therefore, CAHs and REHs are not required to complete the
terminated after January 1, 2025, but before December 2025,***

cupational categories.

[REDACTED]

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	#

including overtime, vacation, holiday, sick, lunch, and other paid-
 er Reimbursement Manual, Part II, Section 4005.2.

le regular hours, overtime hours, paid holiday, vacation, sick, and
 s and on-call hours in the total paid hours. (Note: On-call hours for
 'provider Reimbursement Manual, Part II, section 4005.2, column 5
 o hours are required for bonus pay. The hours reported for
 ' of hours in the hospital's standard workweek.

**tatistics (BLS), May 2024 Occupational Employment and Wage Statistics
 ies (SOCs). As with the BLS survey, workers should be classified in the
 l in the occupation that they spend the most time.]**

t nursing care plans, and maintain medical records. Administer
 and disease prevention or provide case management. Licensing or
*tonomous and specialized roles, may be assigned a variety of roles
 orrmance improvement nurse, and community health nurse. We
 vanced practice nurses (APNs) (that is, nurse practitioners, clinical
 Medicare under a Part B fee schedule and not the IPPS. APNs must
 survey if they are included in one of the cost centers for the survey*

29-2055)- LPNs: Care for ill, injured, or convalescing patients or
 tions. May work under the supervision of a registered nurse.

surgical personnel. May help set up operating room, prepare and
 ns and surgeons' assistants, hold retractors, cut sutures, and help

care or support under the direction of onsite licensed nursing staff in the ambulation of patients in a health or nursing facility. May include medical assistants and nursing attendants. May maintain stocks of supplies or clean and disinfect mobile, or moveable beds.

Under the direction of a physician. Administrative duties may include scheduling and clerical duties. Medical duties may include taking and recording vital signs and medical orders. Exclude "Physician Assistants" (29-1071).
of a physician in the IPPS cost centers and outpatient areas of the hospital. Exclude information management personnel, medical secretaries, ward clerks,

For the national mix survey. Whenever the terms "nursing staff", "nursing personnel", "nursing personnel", or "nursing personnel" survey, they are deemed to include medical assistants and surgical

in the respective RNs, LPNs, Surgical Technologists, Aides/Orderlies/Attendants, and MAs (including those in IPPS/OPPS areas of the hospital) must be included in the All Other Occupations category. For the national mix survey, these non-nursing occupations must be included in All Other

in ambulatory care centers and outpatient departments that are included in the category. In addition, this category would include the wages and hours for ambulatory care staff nurses who provide patient care, and do not provide ambulatory care services (such as physician Part B services, interns, residents, and fellows). Registered nurse anesthetists – that are excluded from the "Nursing" category must not include employees in areas of the hospital including ambulatory care, psychiatric, and rehabilitation units and facilities. Therapists and technicians, including physical therapists, occupational therapists, and pharmacy technicians, administrators (other than those reported in the "All Other Occupations" category). Also include the wages and hours for administrative functions and work in IPPS cost centers and outpatient

certified registered nurse anesthetists) in any of the Nursing or All Other Occupations categories, generally billable under a Part B fee schedule and excluded from the