

PBJ best practices for Five-Star success

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Staffing Five-Star fundamentals



Data drivers in the Five-Star formula

$$\text{Hours}_{\text{Adjusted}} = (\text{Hours}_{\text{Reported}} / \text{Hours}_{\text{Case-Mix}}) * \text{Hours}_{\text{National Average}}$$

Payroll + Vendor Hours
/ MDS Census

MDS RUGS / MDS Census

X

CMS HPRD
(Natl Avg)

=

CMS HPRD
(Adjusted)

Appendix

Table A1
Case-Mix Nursing Minutes by RUG-IV Group and Nursing Staff Type

Major RUG Group	RUG-IV Code	STRIVE Study Average Times (Minutes)				
		RN	LPN	Total Licensed	Nurse Aide	Total Nurse (RN+LPN+Aide)
Rehab Plus Extensive	RUX	68.37	111.44	179.81	131.11	310.92
	RUL	109.06	63.87	172.93	199.94	372.87
	RVX	29.24	95.88	125.12	145.94	271.06
	RVL	67.74	97.39	165.13	139.99	305.12
	RHX	128.79	51.92	180.71	155.24	335.95
	RHL	67.28	48.41	115.69	135.32	251.01
	RMX	97.54	74.61	172.15	148.44	320.59
	RML	133.82	84.01	217.83	153.24	371.07
	RLX	133.82	84.01	217.83	153.24	371.07
	Rehab	RUC	27.80	66.41	94.21	148.95
RUB		45.01	71.09	116.10	141.03	257.13
RUA		35.18	54.55	89.73	101.01	190.74
RVC		34.22	68.45	102.67	156.53	259.20
RVB		28.86	56.56	85.42	119.90	205.32
RVA		31.30	59.35	90.65	113.73	204.38
RHC		36.62	54.88	91.50	156.14	247.64
RHB		36.42	47.88	84.30	119.48	203.78
RHA		27.09	51.76	78.85	99.82	178.67

Table 3
National Average Hours per Resident Day Used To Calculate Adjusted Staffing (as of July 2018)¹

Type of staff	National average expected hours per resident per day
Total nursing staff (Aides + LPNs + RNs)	3.2146
Registered nurses	0.3763

¹These values will be updated each quarter and will be available in the State Averages table at <https://data.medicare.gov/data/nursing-home-compare>

TBD when PDPM impacts Strive table

National average updating quarterly

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Five-star example

CMS Five Star Staffing Rating				
Overall Staffing Rating: ★★☆☆☆			Resident Census (from MDS): 108.9239	
	Aides	LPNs	RNs	Total Nursing
Reported HPRD (by you)	2.42853 2 hours 26 minutes	1.42316 1 hour 25 minutes	0.52012 31 minutes	4.37181 4 hours 22 minutes
Case-Mix HPRD (from Strive & RUGS)	2.1478 2 hours 9 minutes	0.76598 46 minutes	0.36338 22 minutes	3.27714 3 hours 17 minutes
National Avg (CMS reported)	Not Provided	Not Provided	0.37638 23 minutes	3.20666 3 hours 12 minutes
Adjusted HPRD (calculated)	2.34999 2 hours 21 minutes	1.39711 1 hour 24 minutes	0.53874 32 minutes	4.27779 4 hours 17 minutes
Rating	N/A	N/A	★★★☆☆	★★★★☆
Share of Total Nursing Reported Hours	56%	33%	12%	100%
Hourly Wage	\$ 13.00	\$ 19.00	\$ 28.00	

Overall Staffing Hours and Rating						
RN Rating		Total Nurse Staffing Rating (RN, LPN and Nurse Aide)				
		1	2	3	4	5
		< 3.108	3.108 - 3.579	3.580 - 4.037	4.038 - 4.407	≥ 4.408
1	< 0.317	★	★	★★	★★	★★★
2	0.317 - 0.507	★★	★★	★★	★★★	★★★★
3	0.508 - 0.730	★★	★★★	★★★	★★★★	★★★★★
4	0.731 - 1.048	★★★	★★★	★★★★	★★★★★	★★★★★
5	≥ 1.049	★★★	★★★★	★★★★	★★★★★	★★★★★

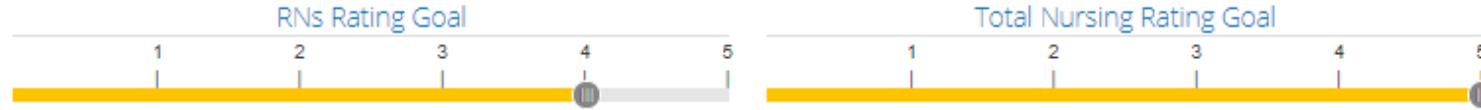
Note: Adjusted staffing values are rounded to the three decimal places before the cut points are applied.

 Add One Star to Overall Rating (if greater than health inspection rating)	 Subtract One Star from Overall Rating
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Five-Star “what-ifs”

What If Testing

What would it have taken to move up or down a star level? Try moving the sliders.



	RNs Rating	Total Nursing Rating	Overall Staffing Rating (based on RNs and Total Nursing Ratings)
This Quarter's Rating	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★
Selected Goal Rating	★ ★ ★ ★ ★	★ ★ ★ ★ ★	★ ★ ★ ★ ★

	RNs	Total Nursing
Reported Total Hours (for Quarter)	5,212.12	43,809.90
Reported HPRD (by you)	0.52012 31 minutes	4.37181 4 hours 22 minutes
Goal HPRD (Adjusted, provided by CMS)	0.731 - 1.048 44 minutes - 1 hour 3 minutes	≥ 4.408 ≥ 4 hours 24 minutes
Adjusted HPRD Required to Achieve Goal (Existing Census and Case-Mix)	42 minutes (0.706)	4 hours 30 minutes (4.505)
Selected Goal Rating	★ ★ ★ ★ ★	★ ★ ★ ★ ★
Change in Reported HPRD Required to Achieve Goal	11 minutes (0.188)	8 minutes (0.133)
Additional Daily Hours to Achieve Goal	20 hours 13 minutes	14 hours 30 minutes
Additional Quarterly Hours to Achieve Goal	1,860 hours 13 minutes (1,860.214)	1,333 hours 32 minutes (1,333.540)
Percent Change in Hours	26%	3%
Reported Total Quarterly Nursing Staff Cost	\$145,939.41	\$733,279.47
Additional Quarterly Cost to Meet Goal (adding Aides/removing LPNs first)	\$52,085.99	\$17,336.02
Overall Staffing Rating Achieved	★ ★ ★ ★ ★	

PBJ best practices



Two objectives

1. Regulatory compliance
2. Five-Star strategy



Regulatory compliance



- Data format / collection of data from all sources (xml)
- Completion:
 - Choose best staff
 - Review and edit data / verify that it is audit-proof
 - Manually
 - Software tools
 - 3rd party resources
 - Centralized vs. decentralized approach for multi-facility organizations

Regulatory compliance



- Submit timely / don't wait until the last minute
- Submit more frequently for ongoing management of PBJ compliance

Five-Star strategy



- Know your data
- Know the PBJ rules
 - Hours
 - Meal breaks
 - Midnight split
- Know how your star rating is calculated
- Know your competition
- Know your goals



Your one-stop shop for PBJ success

Assemble, validate and submit your PBJ

Predict Staffing Five-Star ratings

Submit PBJ reports with one click

Benchmark results against other facilities

[Request demo](#)



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