

# Prepping for PBJ quarterly success

Critical answers to your top questions

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# Agenda

- Submission Requirements
- Five-Star Staffing Ratings
- Telehealth/Remote Hours
- Temporary Positions
- Trends to Consider
- Live Q&A

# Submit early, enter to win!

Submit your PBJ report to CMS by **Aug 5** and get automatically entered to win one of five \$100 Target gift cards.

*\*Must submit through ezPBJ™ to qualify*



# Submission Requirements

- What is the current status of the emergency blanket waiver?

March 13

- President Declares National Emergency
- Emergency Blanket Waiver Issued (retroactive to March 1)

March 28

- Staffing Data Submission Waiver Added

June 25

- Staffing Data Submission Waiver Ends

<https://www.cms.gov/files/document/summary-covid-19-emergency-declaration-waivers.pdf>

# Submission Requirements

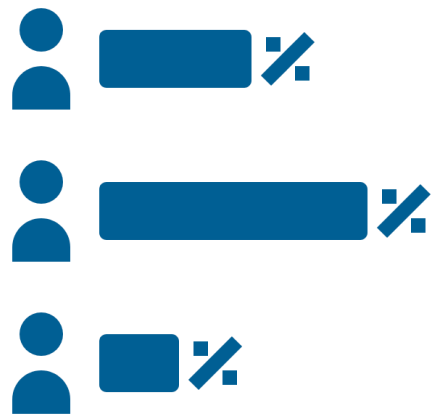
- What do I need to report?

Staffing data for April 1 – June 30

- When is this quarter due?

August 14 by 11:59 pm EST

# Live Poll



# Best Practices for PBJ Submission



- Know your data
- Know the PBJ rules
- Review your final data
- Submit timely – don't wait until the last minute
- Review/submit more frequently for ongoing management of PBJ compliance

# Five-Star Staffing Ratings

- What is currently posted in CMS?

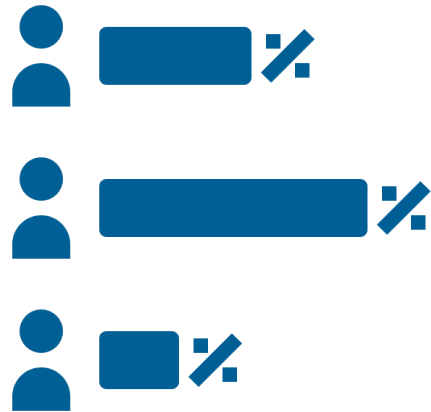
Rating based on October – December 2019 data

- When will ratings from this quarter be posted?

≈ October 28



# Live Poll



# 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)<sup>1</sup>

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

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

National average updating quarterly

TBD when PDPM impacts Strive table

# 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	0.76596 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	<b>0.53874</b> 32 minutes	<b>4.27779</b> 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.

<span style="border: 1px solid green; padding: 2px;"> </span> Add One Star to Overall Rating (if greater than health inspection rating)	<span style="border: 1px solid red; padding: 2px;"> </span> 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 (0.186)	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	★ ★ ★ ★ ★	

# Best Practices for Five-Star Success

- Know how your star rating is calculated
- Know your competition
- Know your goals



# Telehealth / Remote Hours

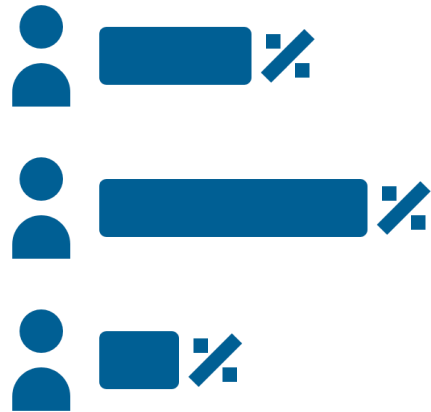
- Can we include the hours for our pharmacists, dietitians, etc. who are working remotely or via telehealth?

**Yes.** If the hours meet PBJ requirements (*i.e., hours were paid [by the facility] and worked*) you may include them for **NON-NURSING** staff.

- Can we include the hours for our MDS nurse who worked remotely?

**No.** ALL nursing hours included in PBJ must be worked at the facility.

# Live Poll



# Temporary Positions

- CMS has issued waivers affecting skilled nursing facilities who may experience staffing issues due to the public health emergency posed by COVID-19. Due to a shortage of staff, we hired Temporary CNAs. Can we include these hours?

If you want to include these hours, you need to classify them as Nurse Aide in Training (PBJ Job Title 11). You cannot include their hours as Certified Nurse Aide (PBJ Job Title 10).

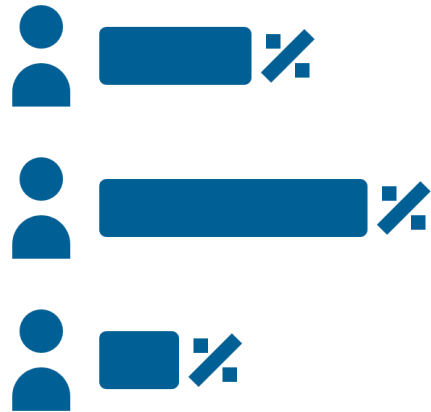


# Temporary Positions

- We used a volunteer RN and a RN that was paid for by someone else. Can we include these hours?

**No.** You can only include hours for staff that were paid for by your facility/organization.

# Live Poll



# Trends to Consider

- Average Daily Staffing Counts

CMS is publishing a list of the average number of nursing and total staff that work onsite in each nursing home, each day. This information can be used to help direct adequate personal protective equipment (PPE) and testing to nursing homes.

<https://www.cms.gov/files/document/qso-20-28-nh.pdf>

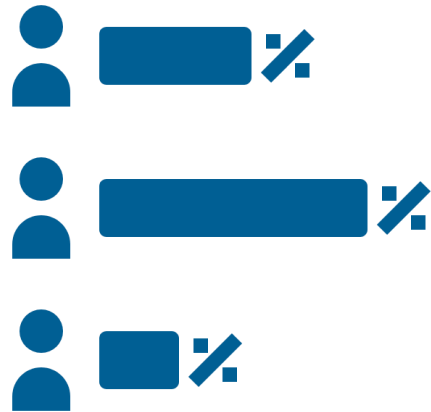
How many COVID-19 test kits will nursing homes receive? Allotments of instruments and test kits are determined by the estimated volume of tests needed for the facility to test all staff and residents at least once and enable a pathway to conduct ongoing testing according to public health guidelines. This estimated volume is based on the average number of weekly staff, and the average resident census for each facility reported by CMS.

<http://data.cms.gov/download/tv7a-xetf/application%2Fpdf>

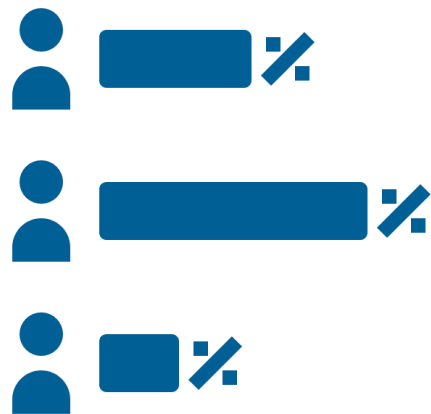


Should you consider reporting all optional staff?

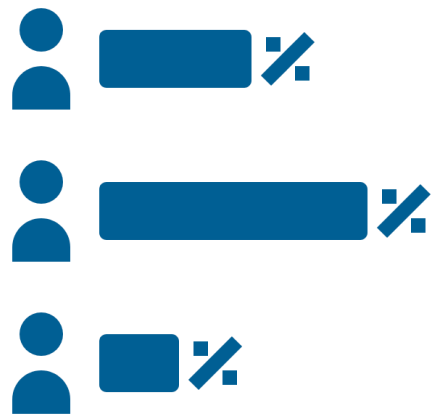
# Live Poll



# Live Poll

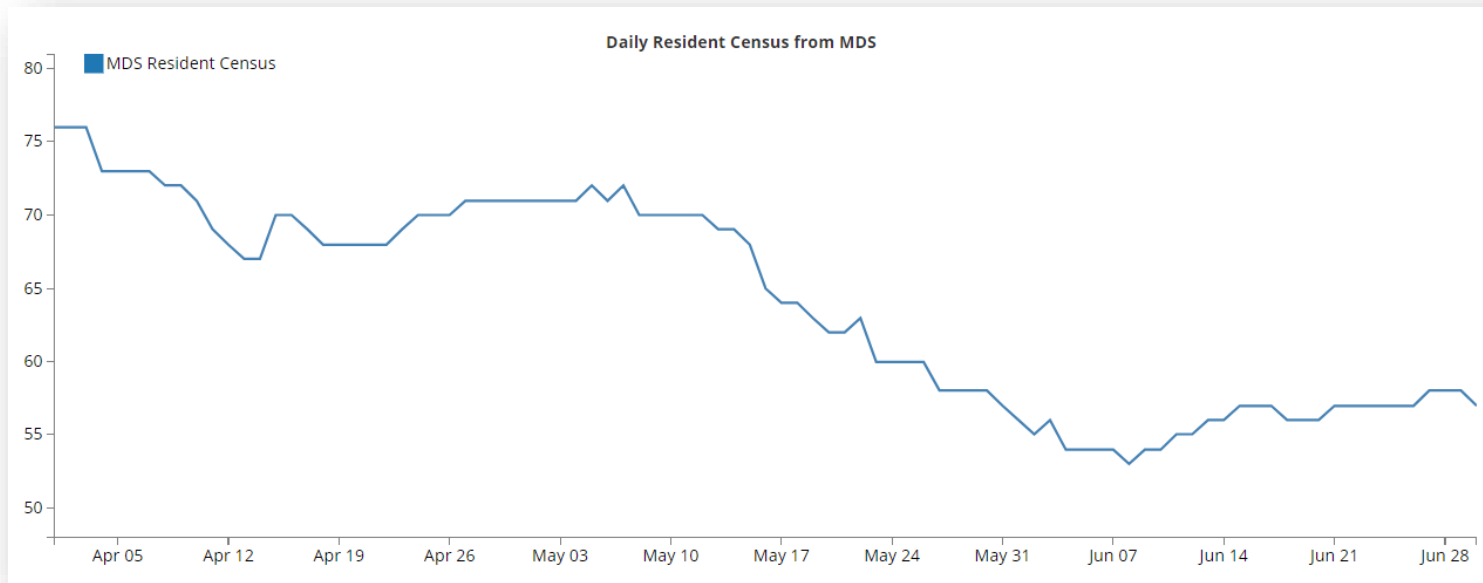


# Live Poll



# Trends to Consider

- Change in Hours Per Resident Day



Staffing Rating	★★★★★
Staffing RN Rating	★★★★★



Should you be worried about an audit?

# PBJ Audits

- Conducted by CMS contractors **Granite Dolphin** and **Myers & Stauffer**
- **7 days** to respond (certified letter)
- **2% to 5% of submissions** get audited every quarter. May be **targeted** or **full** audits
- **30+ questions** and specific requests for details on:
  - Corporate employees
  - Non-nursing hours & secondary positions
  - Exempt time details
  - Training hours details
  - Meal break policies
  - Employee handbook
  - People and process used for PBJ



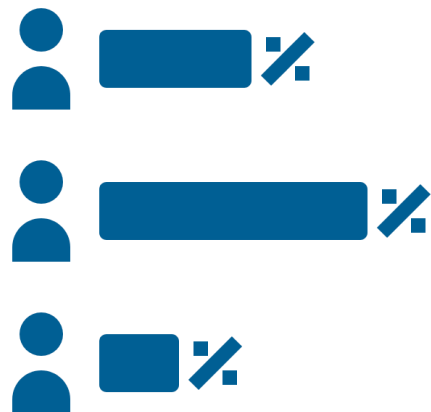
# Live Q&A



# Live Demo



# Live Poll



# Thank you for attending!

Recording and handouts are available at [simpleltc.com/pbj-quarterly-success](https://simpleltc.com/pbj-quarterly-success)