PBJ quarterly check-in

Falling star ratings are coming…
Are you ready for the latest changes?

Q3 2022 EDITION | JULY 27, 2022

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Agenda

- Current Updates
  - PHE & Waivers Updates
  - Five Star Calculation Changes
  - Turnover Calculation
  - Turnover Exclusions
  - Key Take-Aways
  - SimplePBJ – Upcoming Enhancements
  - EmployeeID Linking Tips
- Submitted Questions and Best Practices
- Live Q&A

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Live Poll #1

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PHE & Waivers

RENEWAL OF DETERMINATION THAT A PUBLIC HEALTH EMERGENCY EXISTS

As a result of the continued consequences of the Coronavirus Disease 2019 (COVID-19) pandemic, on this date and after consultation with public health officials as necessary, I, Xavier Becerra, Secretary of Health and Human Services, pursuant to the authority vested in me under section 319 of the Public Health Service Act, do hereby renew, effective July 15, 2022, the January 31, 2020, determination by former Secretary Alex M. Azar II, that he previously renewed on April 21, 2020, July 23, 2020, October 2, 2020, and January 7, 2021, and that I renewed on April 15, 2021, July 19, 2021, October 15, 2021, January 14, 2022, and April 12, 2022, that a public health emergency exists and has existed since January 27, 2020, nationwide.

July 15, 2022
_____
Date

/s/
_____
Xavier Becerra

https://aspr.hhs.gov/legal/PHE/Pages/covid19-15jul2022.aspx

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Mandatory Again:
Nurse Aid Training and Certification Requirements

- ~~**Training and Certification of Nurse Aides.** CMS is waiving the requirements at 42 CFR 483.35(d) (with the exception of 42 CFR 483.35(d)(1)(i)), which require that a SNF and NF may not employ anyone for longer than four months unless they met the training and certification requirements under § 483.35(d). CMS is waiving these requirements to assist in potential staffing shortages seen with the COVID-19 pandemic. To ensure the health and safety of nursing home residents, CMS is not waiving 42 CFR § 483.35(d)(1)(i), which requires facilities to not use any individual working as a nurse aide for more than four months, on a full-time basis, unless that individual is competent to provide nursing and nursing related services. We further note that we are not waiving § 483.35(c), which requires facilities to ensure that nurse aides are able to demonstrate competency in skills and techniques necessary to care for residents' needs, as identified through resident assessments, and described in the plan of care.~~
  (Terminated on 06-06-2022 per QSO-22-15-NH&NLTC&LSC; Nurse aides hired under the current waiver (on or before June 6, 2022) have until October 6, 2022 to complete a NATCEP).

- ~~**In-Service Training:** CMS is modifying the nurse aide training requirements at §483.95(g)(1) for SNFs and NFs, which requires the nursing assistant to receive at least 12 hours of in-service training annually. In accordance with section 1135(b)(5) of the Act, we are postponing the deadline for completing this requirement throughout the COVID-19 PHE until the end of the first full quarter after the declaration of the PHE concludes.~~
  (Terminated on 06-06-2022 per QSO-22-15-NH&NLTC&LSC; Nurse aides hired prior to and under the current waiver (on or before June 6, 2022) will have 12 months from this date to complete the required annual training.)

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

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Six Staffing Measures are Now Used to Calculate Staffing Stars

Staffing Measure	Maximum Score
RN Case-Mix Adjusted HRD	100
Total Nursing Case-Mix Adjusted HRD	100
Total Nursing Case-Mix Adjusted for weekend days	50
% of total nursing staff that left the SNF over a 12-month period	50
% of RNs that left the SNF over a 12-month period	50
Number of administrators that left the SNF over a 12-month period	30

Total Score Cut Points: Staffing Star Rating				
★	★★	★★★	★★★★	★★★★★
< 155	155 – 204	205 – 254	255 – 319	320 - 380

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Five-Star Ratings Report: What's on it?

Your facility's submission of valid PBJ nursing data and administrator hours for quarters used by turnover measures						
	2020Q4	2021Q1	2021Q2	2021Q3	2021Q4	2022Q1
Valid PBJ data submitted	Yes	Yes	Yes	Yes	Yes	Yes
Administrator hours submitted	Yes	Yes	Yes	Yes	Yes	Yes

Staffing Measure	Data for Provider		Maximum
	Measure Value	Points	Possible Points
Adjusted Total nurse staffing (7 day)	3.343	40	100
Adjusted RN staffing (7 day)	0.587	50	100
Adjusted Total nurse staffing (weekends)	2.241	5	50
Total nursing turnover (%)	38.889	45	50
RN turnover (%)	20.000	50	50
Number of administrator departures	0	30	30
Raw point total		220	
Total points after rescaling (if any)		220	380
Staffing rating	★★★		

PBJ Nurse Staffing Turnover for January 1, 2021 to December 31, 2021 for Provider Number				
	Turnover Rate	Number of Eligible Staff[1]	Number of Eligible Staff Identified as Turned over	Displayed on Care Compare[2]
Nursing staff turnover	38.9%	36	14	Yes
RN turnover	20.0%	5	1	Yes
Administrator turnover		1	0	Yes

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Calculation – *Turnover*

Turnover is identified based on gaps in days worked.
It is published quarterly as an **annual calculation**.

$$\text{Turnover rate (Total Nurse and RN)} = \frac{\text{total number of employment spells that ended in turnover}}{\text{total number of eligible employment spells}}$$

Using this specification, the maximum turnover rate is 100%

$$\text{Turnover number (Administrator)} = \text{total number of administrators who left the nursing home}$$

*NOTE: Both **regular employees and agency staff** are included in the turnover if they work sufficient hours to be eligible for the denominator.*

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Fundamentals – *Turnover*

Key definitions:

Employment spell = a period of work at the facility by an individual *(a minimum of 120 hours must be worked in a 3-month period to qualify as an employment spell)*

turnover signal →

60-day gap = 60 consecutive days in which an individual does not work at all at the facility

Turnover date = The last workday prior to the start of a 60-day gap

NOTE: Individuals who return to the nursing home after a gap of more than 60 days can have multiple "employment spells" used in the turnover calculation if they meet the eligibility requirement for subsequent employment spell(s). Essentially, they are treated as new employees.

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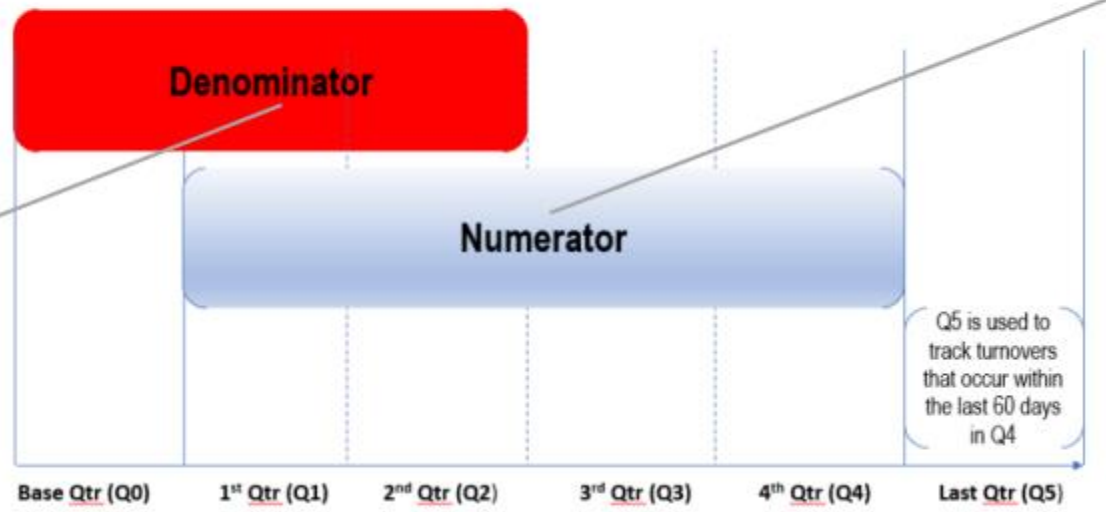
Staff Included — *Turnover*

Figure 1: Time Period Used for Calculating Turnover Measures



Individuals who work at least 120 hours in any 90-day period ("employment spell")
data compiled over 3 consecutive quarters
(9 months)

Individuals who no longer work at the facility (they have a "60-day gap")
data compiled over 4 consecutive quarters
(12 months)

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Turnover Measures – Reasons for Exclusion (Data "Not Available")

Nursing Staff and RN Turnover Exclusions

- No PBJ data submission for one or more quarters during the measuring period
- A SNF has less than 5 RNs
- 100% nurse or RN turnover on a single day
  (usually caused by a sudden change of all EmployeeIDs)

Note: "Other reason" can also be applied.

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Turnover Measures – Reasons for Exclusion (Data "Not Available")

Administrator Turnover Exclusion

- No PBJ data submission for one or more quarters during the measuring period
- No administrator hours submitted for one or more quarters during the measuring period
- No eligible administrator staff
- Too many administrator staff reported (12 or more days during the measuring period with five or more different staff reported under job code 1 on the same day)

Note: "Other reason" can also be applied.

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Exclusion Scenario

Staffing Measure	Data for Provider		Maximum Possible Points
	Measure Value	Points	
Adjusted Total nurse staffing (7 day)	2.716	10	100
Adjusted RN staffing (7 day)	0.326	20	100
Adjusted Total nurse staffing (weekends)	2.301	5	50
Total nursing turnover (%)	N.A.	N.A.	50
RN turnover (%)	N.A.	N.A.	50
Number of administrator departures	3	10	30
Raw point total		45	
Total points after rescaling (if any)		61	380
Staffing rating	★		

In this scenario, data is not available for both total nursing and RN turnover measures.
100 points are removed from the maximum possible points and the point total is then rescaled.

45 points / 280 = 61 points / 380

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Five-Star Updates

Key Take-Aways

- Five staffing stars are now required to possibly increase the Overall Star Rating (if health inspection rating is not five stars)
- One staffing star will decrease the Overall Star Rating (if health inspection rating is not one star)
- To achieve a rating of five stars, no more than 60 points can be missed (380 points maximum, the minimum score for five stars is 320)
- HRD measures remain critical to the calculation, they account for over half of the 380 possible points

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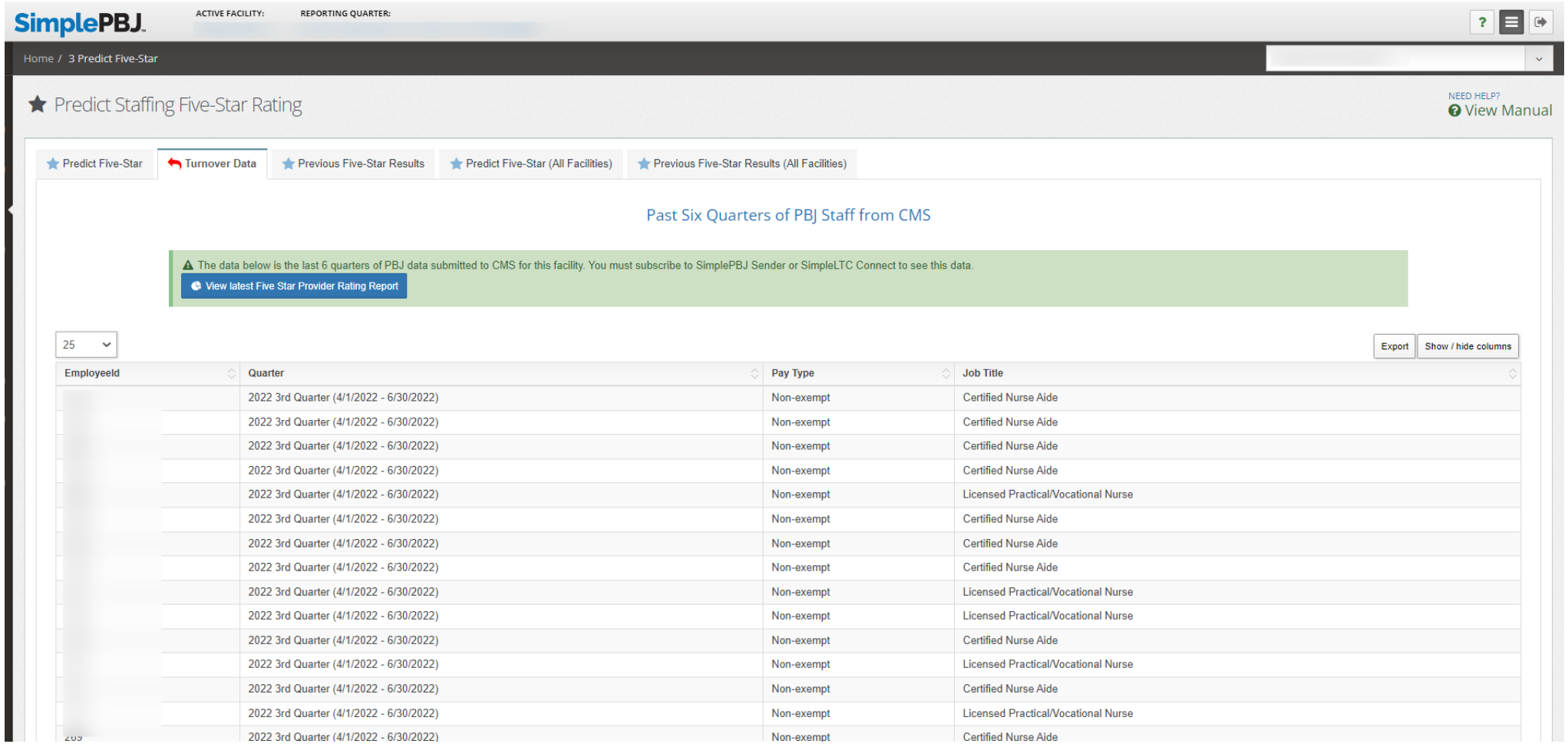
Upcoming Enhancements - SimplePBJ



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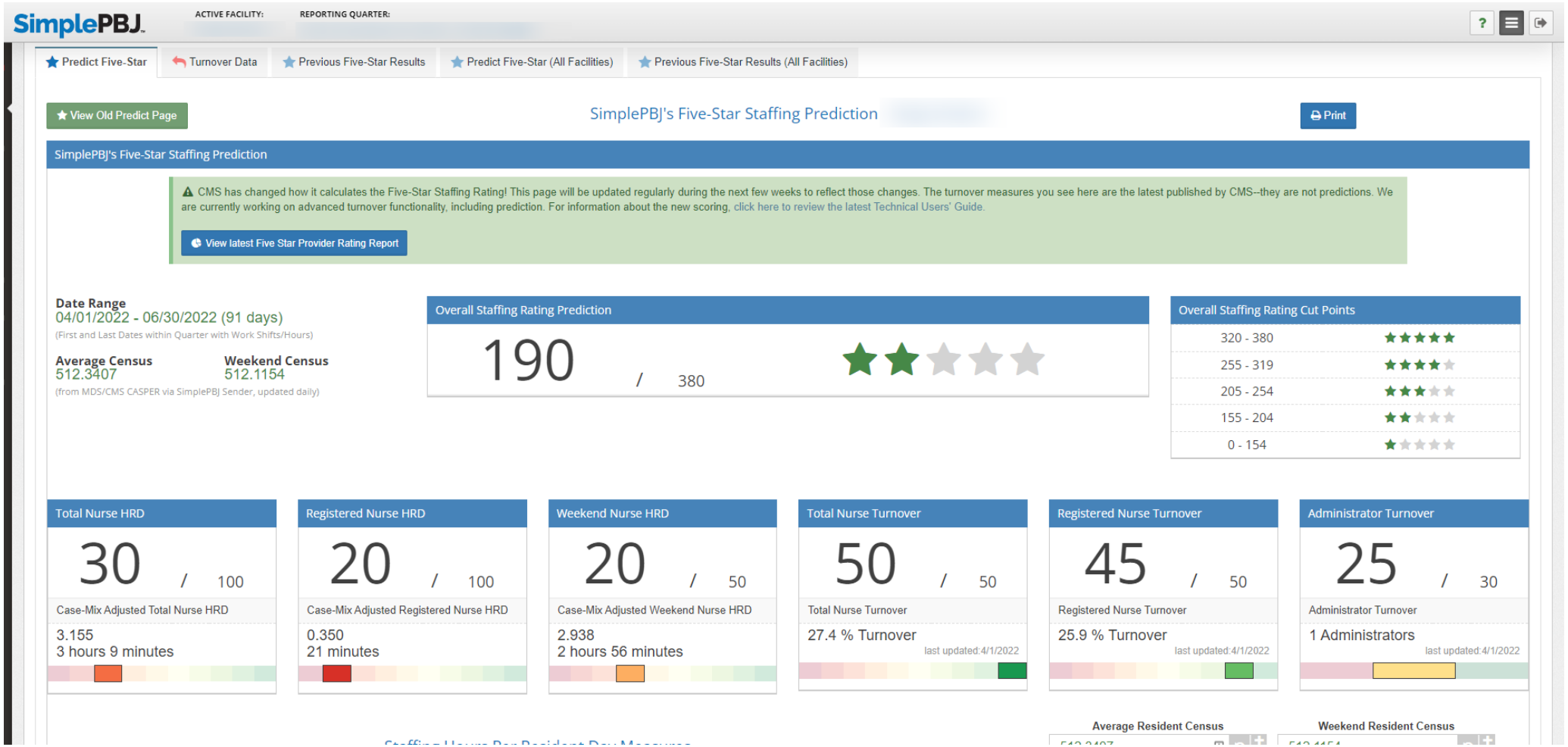
Upcoming Enhancements - SimplePBJ



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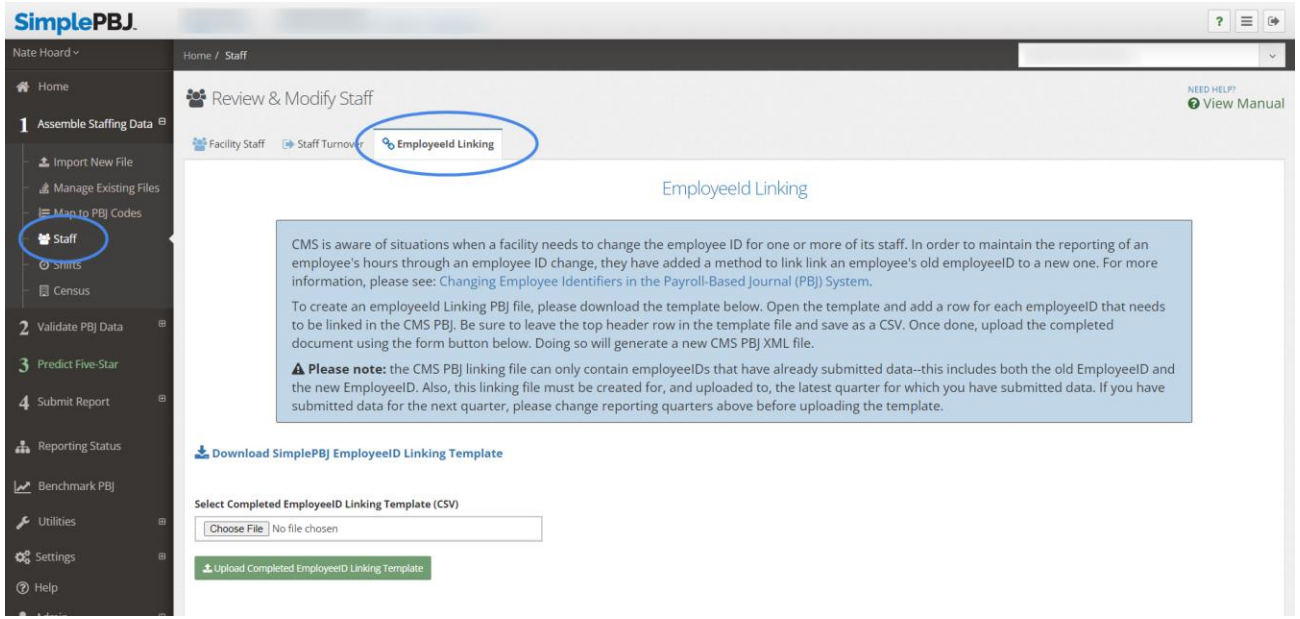
EmployeeID Linking



- EmployeeID Linking Files need to be created and submitted in the **current quarter**
- Submit a linking file **after** CMS has received new EmployeeIDs

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Live Poll #2

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Live Q&A

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Thank you for attending!

Recording and handouts available at:

simpleltc.com/webinar-registration-pbj-quarterly-check-in-q3-2022/

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