The Private Duty Source

Issue: July 23, 2021

FEATURE ARTICLE

Private Duty Learning Byte 1: Employee Benefits and Turnover

Private Duty Home Care at NAHC is pleased to share the release of our first Learning Byte!

The first in our series features a concentration on Employee Benefits and Turnover with insights provided by our partner Home Care Pulse. Tune in for a conversation with CEO Erik Madsen, Partner and Marketing Manager Miriam Allred, and our very own Executive Director of Private Duty Home Care Emilie Bartolucci, as they discuss data from the recent Home Care Pulse Benchmarking Study and what we learned when we started digging into which employer offered benefits seemed to make the most difference when it comes to employee retention and engagement.
Click through to watch the Learning Byte!

TOP STORIES

Private Duty Home Care Leaders Will Be at The Retreat

Join us at The Retreat!

Register for the 2021 Home Care and Hospice Conference and Expo

The 2021 Home Care and Hospice Conference and Expo from October 3-5 in the great city of New Orleans will be three days of the best learning, teaching, and networking in the industry, but it will also be a time to reflect on the events and exertions of the past year-and-a-half and to look forward to a brighter future.

Join your fellow home care leaders in the private duty community at The Retreat, a one-day interactive meeting connecting industry executives together for learning, support, and the sharing of ideas.

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WISH Act Would Provide Long-Term Care Insurance

Rep. Tom Suozzi (D-NY-3) has introduced the Well-Being Insurance for Seniors to be at Home (WISH) Act, H.R. 4289, in the House of Representatives to create a catastrophic long-term care insurance program.

The WISH Act calls for the creation of a public-private relationship to provide long-term care coverage for older adults. On the public side, the federal government would collect a new payroll tax of 0.3 percent of wages from both employer and employee, or a combined 0.6 percent from the self-employed. On the private side, it is expected that private insurance companies would be unburdened of providing catastrophic levels of coverage and would create more affordable long-term care coverage options.

Eligible beneficiaries would need to either suffer from dementia or require assistance with at least two activities of daily living. Beneficiaries would also be required to have worked and contributed for 40 quarters to a new Long-Term Care Insurance Trust Fund. Upon meeting these requirements, and subject to the applicable waiting period, beneficiaries would be eligible to receive up to approximately $3,600 per month, enough to cover approximately six hours of daily care. The waiting period ranges between one and five years; those with a lower income qualify after one year. The waiting period increases at higher income levels.

Upon announcing introduction of the WISH Act, Congressman Suozzi cited several reasons his legislation is needed, including:

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U.S. Renews Public Health Emergency

On July 19, Secretary of Health & Human Services (HHS) Xavier Becerra **renewed the Public Health Emergency** (PHE) that has been in effect since January 27, 2020 due to the outbreak of the novel coronavirus COVID-19.

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 20, 2021, 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, that a public health emergency exists and has existed since January 27, 2020, nationwide.

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HHS Announces Millions of $ to Fight Burnout in Health Care Workforce
On Friday, July 16, the U.S. Department of Health and Human Services (HHS), through the Health Resources and Services Administration (HRSA), announced the availability of an estimated $103 million in American Rescue Plan funding over a three-year period to reduce burnout and promote mental health among the health workforce. These investments, which take into particular consideration the needs of rural and medically underserved communities, will help health care organizations establish a culture of wellness among the health and public safety workforce and will support training efforts that build resiliency for those at the beginning of their health careers.

“It is essential that we provide behavioral health resources for our health care providers – from paraprofessionals to public safety officers – so that they can continue to deliver quality care to our most vulnerable communities,” said HHS Secretary Xavier Becerra, who stressed the administration’s commitment to ensuring frontline health care workers have access to the services they need to prevent burnout, fatigue, and stress during the COVID-19 pandemic and beyond.

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Last Chance to Get Our Best Registration Prices to FMC 2021

- Get our lowest registration rates before they disappear!
- **2021 Financial Management Conference**
- Live: August 1-3 | Digital (on-demand): August 9 - September 9
The Financial Management Conference (FMC) is the only conference designed for executives and financial professionals in home care and we’re excited to offer even more content this year for our private duty home care community.

Click on the links below to learn more about private duty-focused programming at FMC 2021.

204. Private Duty and Medicare Advantage
404. Diversifying Lines of Business Into Private Duty
503. Build Connected Teams During A Crisis: Leading with Excellence
603. Develop an Engaged Workforce: Resources for Recruitment, Retention and Leadership
704. Staffing a Private Duty Home Care Agency

Since you’re a smart financial pro, you want to avoid paying higher registration rates on-site, so registering today is the way to go.

For more information, visit http://www.nahc.org/fmc2021.

As home care worker shortage worsens, calls for change grow

As the U.S. continues to deal with a labor shortage, it’s a problem that has grown even more severe for the home care industry since the pandemic.

Every day 10,000 baby boomers in the U.S. turn 65 years old. The growing demand for home care far outweighs supply, causing some seniors to wait months for care.
“For almost 20 years as a care worker, I’ve taken on care in a very personal way,” said June Barrett, a home care worker based in Miami, Fla.

When Barrett began working as a caregiver, she describes feeling an instant connection with her client.

“In this woman, there was a reflection of my own grandmother who did not get the care she deserved,” Barrett, an immigrant from Jamaica, said.

Caregivers like Barrett have been difficult to find, as the industry is facing a major shortage. Barrett said there’s a reason for that.

READ THE REST @ Spectrum News, NE Washington

RESOURCES

The Human Experience 2020: Vision for the Future of Health Care - The Beryl Institute

PDHCA Education - PDHCA Website

Littler Operational Guidelines for the Home Care Industry Amid COVID 19 - Littler Mendelson, P.C.
Private Duty Home Care at NAHC is a fully integrated service line of the National Association for Home Care & Hospice focused on Leadership, Education, Advocacy, and Innovation exclusively for the private duty home care community.

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