The Private Duty Source
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FEATURE ARTICLE

Please Take Part in the 2022 Home Care Pulse Benchmarking Study

The 2022 Home Care Pulse Benchmarking Report survey is here! Through January and February, we are inviting home care agency owners throughout the United States to participate. Agencies can submit their data online to be included in the Study and receive over 60% off their preorder of the 2022 Report.

Key Dates

1. January 31 – Early Participation Ends
2. February 28 – Survey Closes
3. April – Study Released

How You Can Participate

If you’d like to get involved, here are the best ways you can support the 2022 HCP Benchmarking Report:

1. Send emails to your audience about the survey. There are two examples included in this kit.
2. Share the opportunity on your social media accounts. We’ve included a few suggested posts to get you started.
3. Promote the survey on your website.
4. Submit an article to be included in the 2022 Report. Send your suggested topic and a 2-3 sentence description to

TOP STORIES

New Webinar: Taking Quality Seriously in Private Duty: No Customer Left Behind

- Tuesday, February 8, 2022
- 2:00 – 3:00 PM Eastern
- REGISTER

Quality Assurance and Performance Improvement (QAPI) is often treated as a chore we must “check off the list” to remain in compliance with regulations, but it’s much more than that. Every successful organization in the world uses some version of QAPI as a measuring tool to continue to adapt in an ever-changing environment.

Just because you don’t bill medical insurance doesn’t mean that QAPI is less important than it is for home health and hospice. Private Duty agencies have a different, and in some ways deeper, obligation to their clientele than medical providers. You’re in their homes for extended periods of time, and become involved in many areas of their lives, including their general well-being.

In this session you will learn how analyzing QA information and applying improved performance measures to the whole spectrum of service will not only enhance the quality of care you provide, but foster loyalty amongst your clients and employees.

READ THE REST @ PD Home Care at NAHC
CMS Issues Guidance on the Vaccine Mandate for all States

The Centers for Medicare & Medicaid Services CMS, Quality, Safety & Oversight (QSO) Group has issued three separate guidance memorandums (QSO-22-07, QSO-22-09, and QSO-22-11) to address compliance with the CMS Omnibus COVID-19 Health Care Staff Vaccination, Interim Final Rule.

Three memos have been issued to accommodate the varying Appeals Court and United States Supreme Court decisions reading whether CMS could go forward with a vaccine mandate for Medicare and Medicaid certified providers in certain states. Presently, all 50 states and territories are subject to the CMS vaccine mandate rule for staff.

CMS has created a table with state-by-state implementation deadlines for the health care staff vaccination rule. The table is HERE and NAHC strongly recommends you consult this table to see when deadlines apply to your agency.

READ THE REST @ PD Home Care at NAHC

OSHA Withdraws Temporary COVID-19 Vaccine-or-Testing Rule

- Agency leaves door open to future permanent standard on COVID vaccination-or-testing

The Occupational Safety and Health Administration (OSHA) is withdrawing its emergency temporary standard (ETS) to require all large businesses in the United States to implement a COVID-19 vaccine-or-weekly-testing policy for employees by February 9, 2022.

However, OSHA has decided to propose that the make the temporary standard into a permanent standard.
“Notwithstanding the withdrawal of the [ETS], OSHA continues to strongly encourage the vaccination of workers against the continuing dangers posed by COVID-19 in the workplace,” the agency said.

Webinar: How to Build Professional Respect in Home Care Through Operations

Thursday, February 24, 2022
2:00 pm Eastern
Register
Free to NAHC members!

Providing personal care services can seem like a roller coaster of emotional decisions, constant reacting, and the fight for consideration and respect in the care industry. It doesn’t have to be that way.

In this session we will break down the five keys for creating simple, repeatable systems built on the professional solutions your agency provides. You will learn how to become known as a home care authority based on the consistency of service, reliable communication, and the standard of quality and professionalism that your leadership and team delivers.

Survey: More than 40 percent of private employers polled will require COVID-19 shots

If a recent poll is any indication, more home care organizations will be instituting mandatory vaccinations against the coronavirus. More than 1 in 4 private employers surveyed are going forward with COVID-19 vaccine mandates, according to a recent poll by business consulting firm Gartner.
In the Jan. 19 poll of leaders across a wide variety of industries, 35% said they will give their employees the choice of being vaccinated or tested, 8% said they plan to mandate vaccines and another 8% said they would not require the shots. Meanwhile, 40% of those surveyed said they had already implemented vaccine mandates.

Gartner conducted the survey of 400 North American executives last week, after the Supreme Court blocked the Occupational Safety and Health Administration’s vaccination-or-testing requirement for workers at large employers.

A warning to home care agencies: Brush up on marketing compliance

An attorney advised home care and home health agencies to beef up compliance training for their marketing teams during a webinar Tuesday sponsored by the National Association for Home Care & Hospice.

Rachel Hold-Weiss from the law firm Arent Fox said marketing representatives require different training than most home care staff because they come into direct contact with numerous referral providers and could be at risk of violating federal kickback regulations.

“If you have a doctor who all of a sudden is referring 30% of your patients in a two-week time period, what happened?” Hold-Weiss asked during the webinar, suggesting this change could raise a red flag. “It could be legitimate. It doesn’t necessarily have to be nefarious, but what changed? What is going on?”
What the vaccine mandate means to you

The Supreme Court issued two major decisions earlier this month affecting home care providers. It stayed the Large Employer mandate from the Occupational Health and Safety Administration (OSHA) that would have applied to employers with more than 100 employees, and it upheld the mandate from the Centers for Medicare & Medicaid Services (CMS).

So what does the CMS vaccine mandate mean to you?

Now that the mandate is in full effect, below are frequently asked questions and answers to help home-based care providers decide what steps they need to take to protect their businesses, clients and employees.

Lawmakers press OSHA for permanent COVID-19 standard and to reinstall protections

A coalition of 115 House members is pressing the Biden administration to issue permanent protections for healthcare workers from contracting COVID-19.

The House lawmakers wrote to the Occupational Safety and Health Administration (OSHA) last week calling for the agency (PDF) to make a permanent standard for health worker COVID-19 protections. The move comes as a temporary standard has expired and unions are taking the agency to court to reinstall protections.

“The removal of this OSHA standard as hospital resources and workers are strained from grappling with record-breaking numbers of cases of COVID-19 and increasing hospitalizations underscores the dire need for a permanent standard.”
standard—and the retention of the emergency temporary standard until the permanent standard takes effect—for the duration of the pandemic,” according to the letter led by Rep. Debbie Dingell, D-Michigan.

Home care sets deal-making record in 2021 with 166 transactions

Non-medical home care helped lead the home care sector to a record year of deal-making in 2021, experts in the field say.

There were at least 166 home health, hospice and home care transactions last year, an 8% increase compared to 153 in 2020, M&A advisory firm Mertz Taggart said in its fourth-quarter mergers and acquisitions report released Thursday. The 2021 fourth quarter saw 49 transactions, a figure that was slightly higher than the average of the past five quarters, the company said.

Home care helped to fuel the M&A growth, the firm said. There were 19 home care-related transactions that year. That capped a year in which home care transactions nearly equaled hospice and exceeded home health. In the two previous years, home care lagged behind both, according to the report.

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.

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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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Private Duty Home Care at NAHC
228 Seventh Street, SE
Washington, DC 20003
phone: (202) 547-7424