



# Q1 2023 EDITION PBJ quarterly webinar

Get the latest answers on PBJ, turnover data, and more before the **Feb 14 deadline**

# Your Speakers



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*Senior PBJ Specialist*  
Simple



**Josh Miller**

*Client Alignment Executive*  
Simple

# Agenda

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- Common PBJ Questions
- Five-Star Calculation Review
- Turnover, Calculation Timeline, and EmployeeID Linking
- Maximizing HRD Scores
- PBJ Submission Success and Best Practices
- SimplePBJ Enhancements
- Live Q&A

# Common PBJ Questions

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How can I include weekend hours that were worked by Exempt staff?

**Answer:**

In order to include hours more than the weekly amount set for Exempt staff (usually 40), exempt staff should be paid a competitive rate for the additional hours worked. Otherwise, weekly hour totals should not exceed the set amount.



# Common PBJ Questions

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What is the best way to report off-site nursing hours?

**Answer:**

Nursing hours should only be included in PBJ files when they were worked in-person and at the facility.



# Common PBJ Questions

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When is the next PBJ submission deadline?

When are Five-Star Reports updated with PBJ Data?



<b>Submission Deadline</b>	<b>PBJ Reporting Period</b>	<b>Posted on Care Compare and used for Staffing Ratings</b>
November 14, 2022	July 1, 2022 - September 30, 2022	January 2023 - March 2023
February 14, 2023	October 1, 2022 - December 31, 2022	April 2023 - June 2023
May 15, 2023	January 1, 2023 - March 31, 2023	July 2023 - September 2023
August 14, 2023	April 1, 2023 - June 30, 2023	October 2023 - December 2023

# Five-Star Calculation Review

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

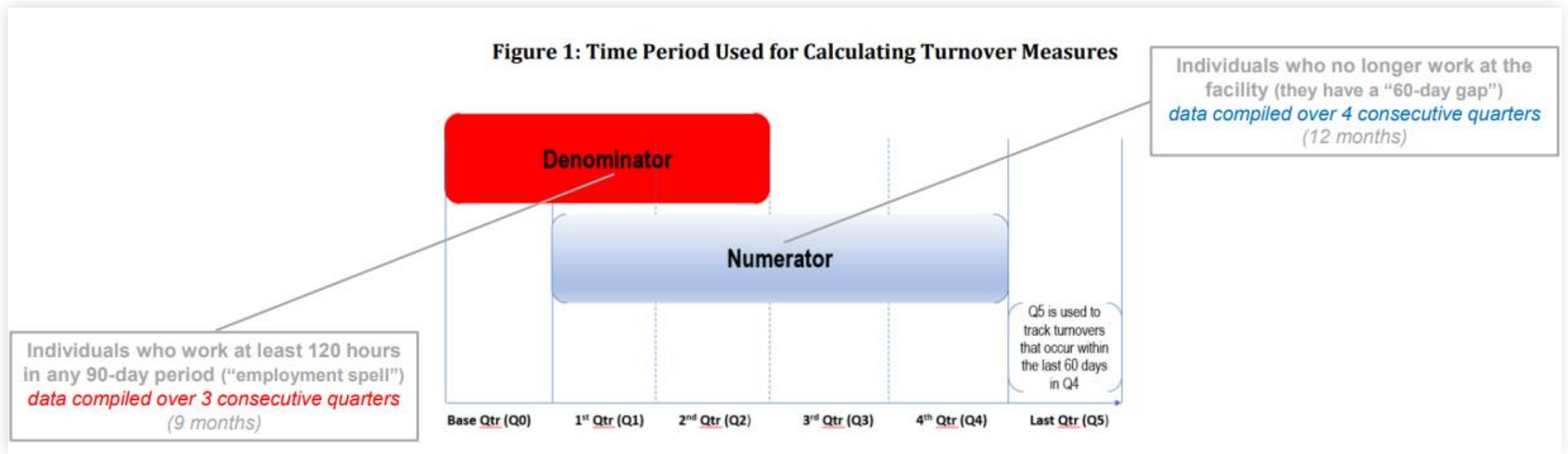
# Turnover Fun Facts

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- CMS calculates turnover entirely from PBJ EmployeeID and shift data
- Eligible staff (Denominator): At least 120 hours worked over any 90-day period
- Turnover triggered (Numerator): No hours worked for 60 consecutive days
- Turnover calculation applies to all Pay Types: Exempt, Non-Exempt, and Contract
- If EmployeeIDs change, CMS will calculate the old EmployeeIDs as turnover



# Turnover – Standard Calculation Timeline



# Turnover – Current Calculation Timeline

## Turnover Lookback Timeline

(January 2023 – March 2023 Five-Star Reports)

Q0	Q1	Q2	Q3	Q4	Q5
Apr – Jun 2021	Jul – Sep 2021	Oct – Dec 2021	Jan – Mar 2022	Apr – Jun 2022	Jul – Sep 2022
Denominator					
	Numerator				

# EmployeeID Linking

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An EmployeeID Linking file can be submitted to CMS to connect multiple EmployeeIDs for the same individual.

- Often caused by changes in payroll software
- Critical tool to eliminate false turnover calculations
- Only needs to be used if EmployeeID values have changed within the past 2 years
- Must be submitted to CMS by the PBJ deadline in order to be included in the next cycle of turnover calculation

# EmployeeID Linking

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EmployeeID Linking files are submitted to CMS and must follow some specific validation requirements in order to be accepted:

- Must be submitted for the current quarter, but the linking process applies historically to previous quarters
- Both “old” and “new” EmployeeIDs must already exist in CMS’ database (if submitting new IDs for the first time this quarter, submit the PBJ file first, then submit the linking file)
- If needing to link 3 or more EmployeeIDs for the same individual, submit multiple linking files, following this pattern:

File #1: [ID1 = ID3]

File#2: [ID2 = ID3]

# Maximizing HRD Scores

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HRD Measures account for at least 66% of the overall staffing score. Some keys to making the most of your HRD measures are:

- Make sure all nursing hours (worked + paid) are accounted for
- Work with MDS team to verify that CMS' census is accurate
- Capitalize on the weekend Total Nursing measure by increasing weekend staffing as needed (not just RN coverage)

# PBJ Submission Success

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- Timely, accurate submission of PBJ files is more important than ever. At stake if missed: automatic 1-Star rating for 3 months and excluded turnover data for the next 18 months.
- CMS audits are becoming even more commonplace. Be audit-ready by validating your data, following guidelines, and accurately reflecting your facility's payroll.
- Be careful to submit your file as "Replace" or "Merge" as needed, especially if only submitting partial data for a quarter.

# Turnover Data



Actual CMS data



Historical look-back



Live pre-submission predictions

SimplePBJ

Predict Five-Star | Previous Five-Star Results | Predict Five-Star (All Facilities) | Previous Five-Star Results (All Facilities)

Latest Five Star Provider Rating Report

### SimplePBJ's Five-Star Staffing Prediction

Print

Date Range: 07/01/2022 - 09/30/2022 (92 days)  
(First and Last Dates within Quarter with Work Shifts/Hours)

Average Census: 158.9239 | Weekend Census: 158.2308  
(from MDS/CMS CASPER via SimplePBJ Sender, updated daily)

Overall Staffing Rating Prediction: 240 / 380 ★★★★☆

Overall Staffing Rating Cut Points:

320 - 380	★★★★★
255 - 319	★★★★☆
205 - 254	★★★★☆
155 - 204	★★★★☆
0 - 154	★★★★☆

Looking for your turnover data? Check out the Employee Turnover section below or click on any of the Turnover Measure cards to see more information.

Total Nurse HRD

40 / 100

Case-Mix Adjusted Total Nurse HRD

3.328  
3 hours 20 minutes

Registered Nurse HRD

90 / 100

Case-Mix Adjusted Registered Nurse HRD

0.999  
60 minutes

Weekend Nurse HRD

20 / 50

Case-Mix Adjusted Weekend Nurse HRD

2.951  
2 hours 57 minutes

Total Nurse Turnover

35 / 50 Exclude

Total Nurse Turnover

48.1% Turnover 51 / 106 Turned Over

Registered Nurse Turnover

25 / 50 Exclude

Registered Nurse Turnover

53.1% Turnover 17 / 32 Turned Over

Administrator Turnover

30 / 30 Exclude

Administrator Turnover

0 Admin(s) Turned Over 0 / 2 Admins Turned Over

Total Nurse Hours Per Resident Day

Weekend Nurse Hours Per Resident Day

**Employee turnover**

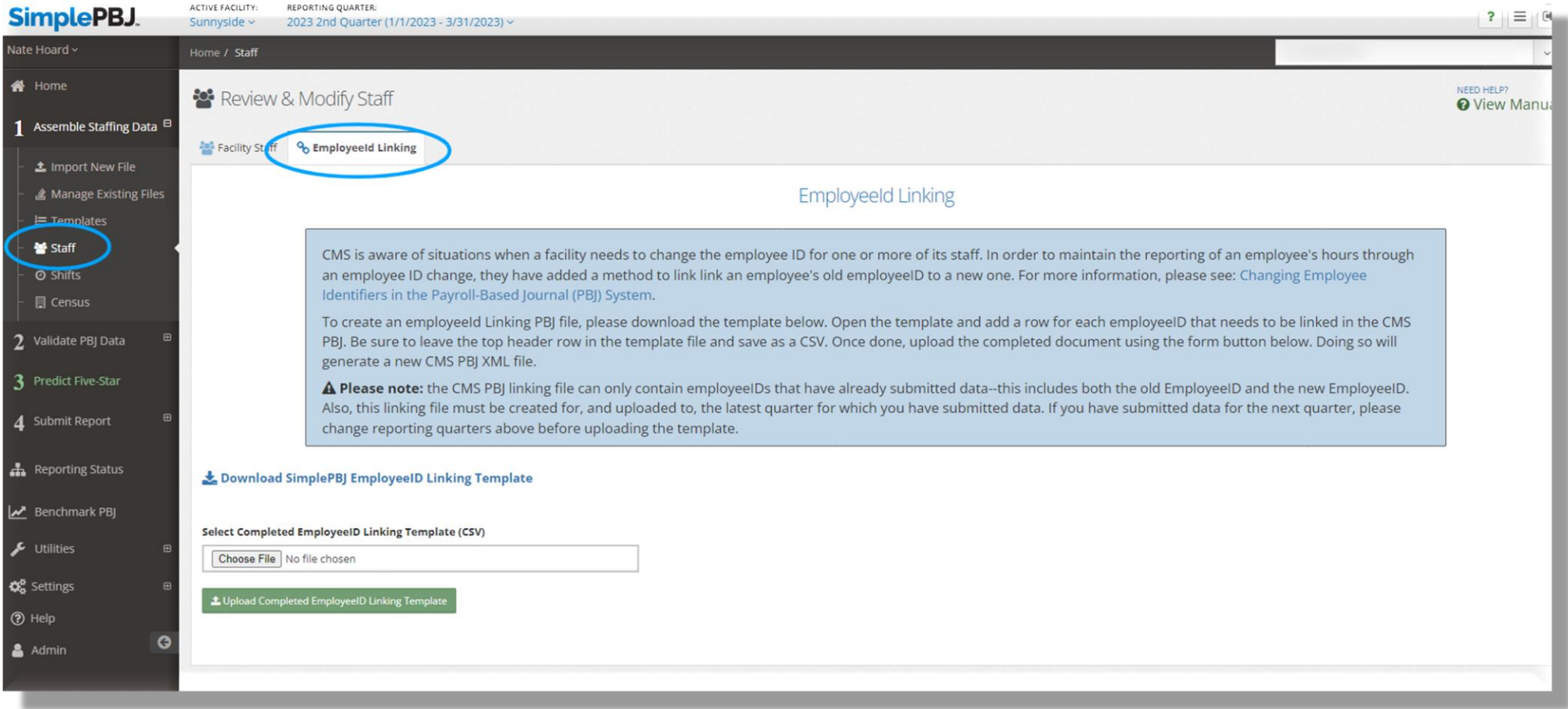
#### Employee Turnover

	Numerator	Denominator	Turnover
Total Nursing Turnover	51	106	48.1%
Registered Nurse Turnover	17	32	53.1%
Administrator Turnover	0 Turned Over	2 In Measure	

25 | ■ - Turnover Before Current Quarter | ■ - Turnover During Current Quarter

Measure	Employeeid	Pay Code	Job Code	Eligibility Date	Turnover Date
Administrator Turnover	2970128804	3 - Contract	1 - Administrator	07/01/2021	-
Administrator Turnover	2970128873	3 - Contract	1 - Administrator	07/01/2021	-
Total Nursing Turnover	2970118790	3 - Contract	10 - Certified Nurse Aide	07/04/2021	-
Total Nursing Turnover	2970119278	3 - Contract	10 - Certified Nurse Aide	07/01/2021	-

# SimplePBJ: Creating an EmployeeID Linking File





# SimplePBJ: Enhancements

SimplePBJ

[★ Predict Five-Star](#)
[★ Previous Five-Star Results](#)
[★ Predict Five-Star \(All Facilities\)](#)
[★ Previous Five-Star Results \(All Facilities\)](#)

[Latest Five Star Provider Rating Report](#)
Print

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★ ★ ★ ★ ★

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35 / 50

48.1 % Turnover

51 / 106 Turned Over

**Registered Nurse Turnover**

25 / 50

53.1 % Turnover

17 / 32 Turned Over

**Administrator Turnover**

30 / 30

0 Admin(s) Turned Over

0 / 2 Admins Turned Over

**Total Nurse HRD**

50 / 100

Case-Mix Adjusted Total Nurse HRD

3.582  
3 hours 35 minutes



# 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](#)





# Questions



**Thank you for attending!**

[Recording and slides are available here](#)