

Quarterly PBJ Webinar

The latest answers on PBJ,
staffing, and more before
the **Aug 14 deadline**

Q3 2024 Edition
THU, AUG 1 | 11 AM CT

SimplePBJ™



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PBJ SUBMISSION GIVEAWAY

Submit your PBJ early & you could win!

The PBJ deadline is Wednesday, Aug 14



Submit your PBJ data through SimplePBJ by midnight on Aug 8 for a chance to win

1st prize: \$100 Visa gift card (*use anywhere*)

2nd prize: 40 oz. Stanley tumbler (*choose your color*)

Winners announced Aug 13



Your Speaker



Nate Hoard

Senior PBJ Specialist – Simple



Josh Miller

Client Success Director – Simple

Agenda

- New PDPM Case-Mix Calculation – Why, What, When, and Impact
- Turnover – Current Calculation Timeline
- CMS Lengthens Time Period to Qualify for Staff Turnover
- CMS Abruptly Changes Cut Points for Five-Star Staffing Measures
- SimplePBJ Live Case-Mix and HRD Predictions
- Latest SimplePBJ Updates
- Live Q&A

Live Poll



How are you feeling about your latest staffing scores in the July Five-Star Report?

New PDPM Case-Mix Calculation – Why?

Changes to the MDS assessment required CMS to design a brand-new way to calculate Case-Mix HRD.

1. MDS format changed on Oct. 1, 2023
2. MDS fields that had been used to calculate Case-Mix no longer exist on the MDS
3. CMS changed how the Case-Mix HRD is calculated, while keeping the overall Adjusted HRD formula

New PDPM Case-Mix Calculation – What?

The **bold portion** of the Adjusted Hours per Resident Day (HRD) formula below has been modified:

Hours Adjusted = (Hours Reported/**Hours Case-Mix**) * Hours National Average Case-Mix

New PDPM Case-Mix Calculation – What?

The Case-Mix portion of the Adjusted formula is now calculated like as:

$$\begin{aligned} &\text{Case-Mix HRD (Total Nursing, RN, or Weekend)} \\ &= \\ &\text{Facility Nursing CMI Ratio * National Mean of Reported HRD} \end{aligned}$$

New PDPM Case-Mix Calculation – What?

Staffing Hours per Resident Day

PBJ data for **January 1 - March 31, 2024** (submitted and accepted by the May 15, 2024 deadline) are being used to calculate the staffing levels for three months starting with the **July 2024** Care Compare website update. The table below includes the reported, case-mix and adjusted staffing levels for your facility, using the PBJ data for **January 1 - March 31, 2024**. The case-mix staffing values are based on resident acuity levels using the nursing Case-mix Groups and corresponding nursing Case-mix Indexes from the Patient-Driven Payment Model (PDPM). The Five-Star Rating Technical Users' Guide contains a detailed explanation of the staffing rating and the case-mix adjustment methodology. The table also shows the weekend staffing levels (total nurse and RN) for your facility. Below the table is the average resident census for your facility, as well as details for calculating case-mix and adjusted staffing values.

Staffing Levels for January 1 - March 31, 2024 for Provider Number						
	Reported Hours per Resident per Day (HRD)	Reported HRD (Decimal)	National Average: Reported HRD (Decimal)	Case-Mix HRD	National Average: Case-Mix HRD	Case-Mix Adjusted HRD
All days						
Total nurse (RN, LPN, LVN, and Nurse Aide) hours	2 hours and 3 minutes	2.048	3.798	4.259	3.785	1.821
RN hours	23 minutes	0.387	0.663	0.743	0.660	0.344
LPN/LVN hours	21 minutes	0.353	0.877	0.983	0.874	0.314
Nurse aide hours	1 hour and 18 minutes	1.308	2.258	2.532	2.251	1.163
Physical therapist ¹ hours	0 minutes					
Weekend (Saturday and Sunday)						
Total nurse (RN, LPN, LVN, and Nurse Aide) hours	1 hour and 36 minutes	1.600	3.335	3.740	3.324	1.422
RN hours	17 minutes	0.286				

¹Physical therapist hours are not included in the staffing rating calculation.

The average number of residents for your facility (based on MDS census) for January 1 - March 31, 2024 is [125.4](#).

The Nursing CMI ratio for your facility is [1.121](#). This is calculated as your facility's weighted average nursing case-mix index [1.534](#) divided by the national average nursing case-mix index [1.368](#).

The Case-Mix HRD values are calculated as: Nursing CMI Ratio * the national average of reported HRD.

The Case-Mix Adjusted HRD values are calculated as: (Reported HRD/Case-Mix HRD) * the national average of case-mix HRD.

More info on p. 9 of the Five Star Report

New PDPM Case-Mix Calculation – When?

- July Five-Star Reports are the first reports to have the fully updated new Case-Mix calculation
- April and May Five-Star Reports had frozen HRD measures from the January refresh
- June Five-Star Reports had a preliminary release of the new method, but did not have complete data (July Five-Stars = source of truth)
- No expected changes on the horizon, the calculation method should continue for the foreseeable future

GOOD NEWS!

New PDPM Case-Mix Calculation – Impact

- The new methodology puts every SNF in a **brand-new era** of Case-Mix calculations for staffing metrics
- The old and new methods are incompatible to each other, due to the different source data of their calculation
- Moving forward, we now have a new baseline to reference for Case-Mix
- Many facilities are seeing a significant difference in their HRD scores when compared to their last scores
- Facilities that did not have a live case-mix prediction may especially notice a big change in their HRD scores

GOOD NEWS!

Turnover – Current Calculation Timeline

Lookback Timeline: Total Nursing and RN Turnover (July 2024 – September 2024 Five-Star Reports)					
Q0	Q1	Q2	Q3	Q4	Q5
Oct – Dec 2022	Jan – Mar 2023	Apr – Jun 2023	Jul – Sep 2023	Oct – Dec 2023	Jan – Mar 2024
Denominator					
	Numerator				

12-Month Reporting Period: Administrator Turnover
 Jan 2023 – Dec 2023

CMS Lengthens Time Period to Qualify for Staff Turnover

GOOD NEWS!

- CMS has extended the amount of time for a staff member to be marked as turned over from 60 days of no shifts to **90 days of no shifts**

GOOD NEWS!

- Staff members who qualify for the denominator will now not trigger as a turnover calculation until they reach 90 consecutive days of no hours worked

GOOD NEWS!

- This benefits providers with staff members who may go on extended leave (maternity, paternity, FMLA, etc.) or who have contract staff who do not work a shift for 60 days or more (but less than 90)

CMS Lengthens Time Period to Qualify for Staff Turnover

Staffing Turnover

PBJ data from October 1, 2022 to March 31, 2024 are used to calculate annual nursing staff and RN turnover measures and to report the number of administrator turnovers among eligible administrators in the 12-month reporting period between January 1, 2023 to December 31, 2023. PBJ does not collect information on employee termination dates; instead a turnover is identified based on gaps in days worked. The turnover measures include employees and agency staff that have worked at least 120 hours at your facility in the 90-day period starting from the first observed workday between October 1, 2022 to June 30, 2023. Individuals no longer associated with a nursing home are defined as eligible employees who have a period of 90 or more days during which they do not work at all. The data listed below report the nursing, RN, and administrator turnover measures for your facility January 1, 2023 to December 31, 2023. (Note that data from 2022Q4 - 2023Q2 are used to identify individuals who are eligible for the turnover measure, while data from 2024Q1 are used to identify individuals who had a 90-day or more gap in days worked that started within the last 90 days of 2023Q4.)

These turnover measures will be posted on Nursing Home Care Compare starting with the **July 2024** update. The turnover measures are updated quarterly using a rolling 12-month period. Detailed information on how turnover is calculated is available in the Technical Users' Guide. Find the link on the References Page of this report.

PBJ Nurse Staffing Turnover for January 1, 2023 to December 31, 2023 for Provider Number [REDACTED]				
	Turnover Rate	Number of Eligible Staff ¹	Number of Eligible Staff Identified as Turned over	Displayed on Care Compare ²
Nursing staff turnover	38.2%	68	26	Yes
RN turnover	33.3%	9	3	Yes
Administrator turnover		1	0	Yes

More info on p. 11 of the Five Star Report

CMS Abruptly Changes Cut Points for Five-Star Staffing Measures

Previous				New				Previous				New			
HRD								Turnover							
Measure	Points	Min	Max	Measure	Points	Min	Max	Admin	30	0	0	Admin	30	0	0
RN	100	1.298	-	RN	100	1.202	-	Admin	25	1	1	Admin	25	1	1
RN	90	0.992	1.297	RN	90	0.934	1.201	Admin	10	2	-	Admin	10	2	-
RN	80	0.819	0.991	RN	80	0.786	0.933	RN	50	0	24.528	RN	50	0	20.000
RN	70	0.692	0.818	RN	70	0.678	0.785	RN	45	24.529	33.108	RN	45	20.001	28.571
RN	60	0.591	0.691	RN	60	0.591	0.677	RN	40	33.109	39.623	RN	40	28.572	35.714
RN	50	0.505	0.590	RN	50	0.513	0.590	RN	35	39.624	45.161	RN	35	35.715	41.667
RN	40	0.426	0.504	RN	40	0.440	0.512	RN	30	45.162	49.123	RN	30	41.668	44.444
RN	30	0.352	0.425	RN	30	0.368	0.439	RN	25	49.124	56.977	RN	25	44.445	52.941
RN	20	0.261	0.351	RN	20	0.275	0.367	RN	20	56.978	62.963	RN	20	52.942	60.000
RN	10	0.000	0.260	RN	10	0.000	0.274	RN	15	62.964	71.053	RN	15	60.001	66.667
Total	100	4.954	-	Total	100	5.070	-	RN	10	71.054	81.081	RN	10	66.668	80.000
Total	90	4.429	4.953	Total	90	4.499	5.069	RN	5	81.082	100	RN	5	80.001	100
Total	80	4.105	4.428	Total	80	4.151	4.498	Total	50	0	34.416	Total	50	0	31.126
Total	70	3.869	4.104	Total	70	3.910	4.150	Total	45	34.417	40.594	Total	45	31.127	37.500
Total	60	3.653	3.868	Total	60	3.692	3.909	Total	40	40.595	44.848	Total	40	37.501	41.739
Total	50	3.445	3.652	Total	50	3.493	3.691	Total	35	44.849	48.696	Total	35	41.740	45.679
Total	40	3.248	3.444	Total	40	3.293	3.492	Total	30	48.697	52.353	Total	30	45.680	49.254
Total	30	3.030	3.247	Total	30	3.051	3.292	Total	25	52.354	56.391	Total	25	49.255	53.425
Total	20	2.747	3.029	Total	20	2.722	3.050	Total	20	56.392	60.699	Total	20	53.426	57.692
Total	10	0.000	2.746	Total	10	0.000	2.721	Total	15	60.700	65.741	Total	15	57.693	62.791
Weekend	50	4.328	-	Weekend	50	4.464	-	Total	10	65.742	72.678	Total	10	62.792	69.792
Weekend	45	3.896	4.327	Weekend	45	3.958	4.463	Total	5	72.679	100	Total	5	69.793	100
Weekend	40	3.623	3.895	Weekend	40	3.668	3.957								
Weekend	35	3.382	3.622	Weekend	35	3.429	3.667								
Weekend	30	3.174	3.381	Weekend	30	3.233	3.428								
Weekend	25	2.985	3.173	Weekend	25	3.044	3.232								
Weekend	20	2.810	2.984	Weekend	20	2.862	3.043								
Weekend	15	2.613	2.809	Weekend	15	2.637	2.861								
Weekend	10	2.350	2.612	Weekend	10	2.354	2.636								
Weekend	5	0.000	2.349	Weekend	5	0.000	2.353								

Along with the release of the July Five-Star Reports, CMS updated the cut-points for all six of the staffing measures.

SimplePBJ Live Case-Mix and HRD Predictions

Now Simple customers who subscribe to SimplePBJ *and* SimpleAnalyzer can see an enhanced HRD prediction of the new calculations:

☖ Total Nurse Hours Per Resident Day

Total nursing hours per resident day

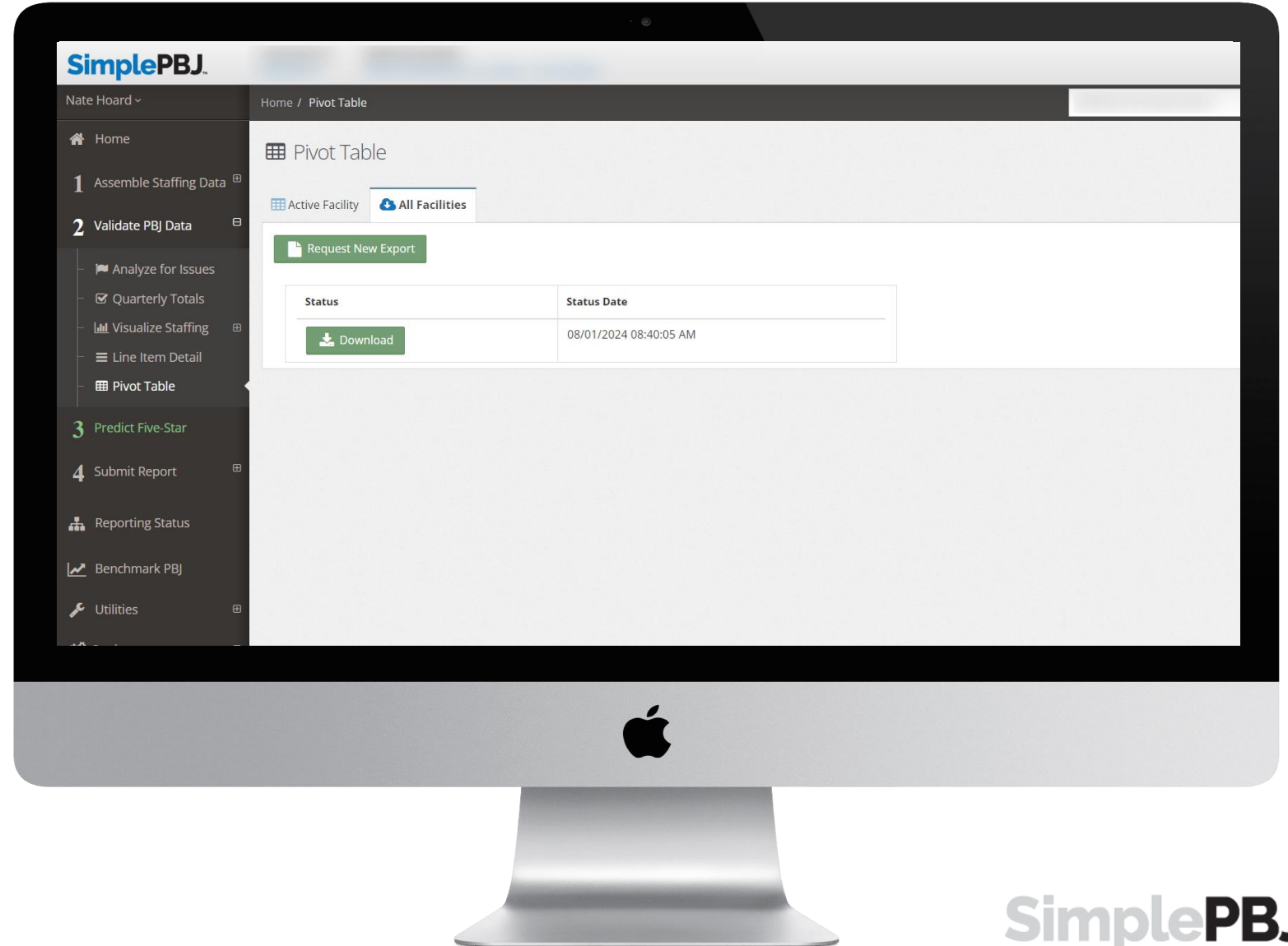
Average Resident Census
95.0000 ↻ +
(Manually Entered in SimplePBJ)

		Aides	LPNs	RNs	Total Nursing
Reported Hours	Actual	29,436.00 ↻ +	9,367.25 ↻ +	1,857.50 ↻ +	40,660.75
Staffing Cost	Current Cost <small>Average Wage</small>	\$412,104.00 <small>\$14.00</small>	\$206,079.50 <small>\$22.00</small>	\$78,015.00 <small>\$42.00</small>	\$696,198.50
<input type="checkbox"/> Update Staff Salary					
Staffing Percent	Current Percent	72%	23%	5%	100%
Reported HRD <small>(Reported Hours / Census / Days)</small>		3.368 3 hrs 22 mins	1.072 1 hr 4 mins	0.213 13 mins	4.652 4 hrs 39 mins
Case-Mix HRD <small>(Based on MDS & PDPM)</small>	simple. Live Case-Mix <small>(Last Updated 04/09/2024)</small>	1.9698235535481978 1 hr 58 mins	0.7515707025662323 45 mins	0.41535599660 ↻ +	3.136750252723 ↻ + 3 hrs 8 mins
<input type="button" value="Test Previous Actual"/>	Reported to Case-Mix HRD Ratio <small>(HRD Reported / HRD Case-Mix)</small>	1.710	1.426	0.513	1.483
<input type="button" value="Test Live Simple Case-Mix"/>	National Average Case-Mix HRD <small>(Mean of national average from 2024 1st Quarter, 2023 4th Quarter, and 2023 3rd Quarter)</small>	2.0915 2 hrs 5 mins	0.798 48 mins	0.44101 26 mins	3.33051 3 hrs 20 mins
Adjusted HRD 📘				0.226 14 mins	4.939 4 hrs 56 mins

Hours Adjusted HRD = (Hours Reported HRD / Hours Case-Mix HRD) * Hours National Average HRD

Latest SimplePBJ Updates

All Facilities Pivot Table Tool!
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Questions



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Thanks for attending!

Recording & slides available here:
www.simpleltp.com/pbj-q3-2024

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Resources

<https://www.cms.gov/medicare/provider-enrollment-and-certification/certificationandcompliance/downloads/usersguide.pdf>