



The Administrator's **Advocate**

February 2015

Volume XVI, Issue 2

“Hot Topics That Can Burn You”

INHAA Conference in East Peoria on March 18-19



INHAA's *“Hot Topics That Can Burn You”* Conference will take place on March 18-19 at the Par-A-Dice Hotel and Conference Center in East Peoria. Ten continuing education units for administrators and nurses will be offered covering today's must-know relevant topics, including:

- The New Surveyor Guidance on F309 and F329 on Dementia Care
 - Practical Steps in Reducing Psychotropic Medications
 - Navigating the Changing Managed Care Landscape
 - Understanding Life Safety Code through Penetration Firestop
 - Clinical Management and Justification for RUGs Rehabilitation
- Being Prepared for the Medicaid RUGs 48 Audits – Don't Be Surprised and Don't Be Caught Short

A brochure is [linked here](#).

INHAA Employment Opportunity

The Illinois Nursing Home Administrator's Association (INHAA) is looking for a management individual or team to coordinate the operations of the association. Please see full ad later in [Employment Alley](#).

2014 National Salary Report

The annual “Nursing Home Salary and Benefits Report” from Healthcare Compensation Services, supported by Leading Age and American Health Care Association, reported modest increases in salaries from 2013 to 2014 for nursing directors (\$82,500 to \$85,000 – a three percent increase) and no significant change for administrators (from \$95,200 in 2013 to \$95,178 in 2014). This is based on a national salary survey of 12,500 facilities. In Illinois, the average annual salary for administrator of a facility with fewer than 100 beds was \$86,850 and of a facility with more than 100 beds was \$96,387, or a combined average for Illinois of \$91,800.

New IDPH Food Handler Training Requirements

The Illinois Department of Public Health recently published new rules for Food Handler Training (Sections 750.3400 to 3430), requiring all food handling employees (other than a certified food service manager) complete an approved food handling training course by July 1, 2016 and all new employees after that date within 30 days of employment. This training must be renewed every three years. The training covers essential areas of food handling:

- The relation of time and temperature to foodborne illness
- Personal hygiene and food safety
- Avoiding food contamination
- Cleaning and sanitizing

Programs accredited by the American National Standards Institute (ANSI) are automatically approved by IDPH, or a food service site can submit its own program to IDPH for approval. Proof that a food handler has taken the course must be maintained and available upon request of IDPH.

New POLST Form Now Available

Last week the new Practitioner Orders for Life-Sustaining Treatment (POLST) form became available on www.POLSTIL.org. The title of the new form, combining DNR Orders with other life sustaining treatment orders, is called "Do-Not-Resuscitate (DNR)/Practitioner Orders for Life-Sustaining Treatment," with a revision date of January 2015. The new form combines previous CPR/DNR provisions, a simpler explanation of medical interventions, and nutrition alternatives. The new form can be signed by a physician, licensed medical resident, advanced practice nurse or physician assistant. Older versions of the DNR form will continued to be honored and do not have to be redone, but IDPH is encouraging providers to begin using the newer, user-friendly form. The changes to the POLST form bring Illinois another step closer to being in compliance with national POLST standards.

From FR&R: Improper Medicare Billing Consequences

As of February 3, 2015, the Centers for Medicare and Medicaid Services (CMS) has the authority to terminate Medicare billing privileges to any provider who has a pattern of submitting claims that do not meet Medicare requirements. In addition, the Final Rules "Requirements for the Medicare Incentive Reward Program and Provider Enrollment," published in the Federal Register on December 5, 2014, authorize denial of enrollment or termination from the Medicare Program. With this new rule, intent of fraudulent behavior does not matter: what is important is that the UB-04s submitted to the Medicare Program are clean claims, in compliance with all the Medicare rules.

There are six factors that CMS will use to determine whether to deny billing privileges to a provider:

- *Percentage of claims denied*
- *Reasons for the denials*
- *Whether there is a history of final adverse actions*
- *Length of time over which the pattern continued*
- *How long the provider has been enrolled in the program*
- *Anything else about the provider's circumstances that are deemed relevant*

The factors that may lead to denial of enrollment or termination from the program included the following crimes/convictions of managing employees, not just owners:

- *Violent crimes*
- *Financial crimes*
- *Abuse or neglect of a patient*
- *Felony related to unlawful management of a controlled substance*

For further information or if you have any questions regarding this Final Rule, please feel free to contact a member of our Health Care Management Group at 847-236-1111 or healthcareconsulting@frcpas.com.

Contacting the INHAA Office

Illinois Nursing Home Administrator Association Office
 P.O. Box 4407, Oak Park, Illinois 60304
 Phone: 708-800-6161 Fax: 708-848-4219 Email: tsullivan@inhaa.org
 Association Coordinator: Terry Sullivan

Contacting INHAA Board Members

Contact Information for any of INHAA's board members can be found on the Board of Directors page at our website at www.inhaa.org.

Upcoming 2015 INHAA Events Calendar

March 18-19, 2015 Conference at the Par-A-Dice Hotel in East Peoria
 June 17-18, 2015 Conference at the Chateau in Bloomington
 August 5-6, 2015 Conference at the Par-A-Dice Hotel in East Peoria
 November 17-18, 2015 Convention and Trade Show at the Crowne Plaza in Springfield

Administrator Licensing Information

Information about 2015 Administrator Licensure Examination dates and locations, Administrator Test Review Courses for 2015, Requirements for obtaining NHA Continuing Education Credits, and how to contact the Illinois Department of Financial and Professional Regulation (IDFPR) can be found on the IDFPR page at our website at www.inhaa.org.

Employment Alley

POSITIONS AVAILABLE:

Association Coordinator: Unique opportunity – The Illinois Nursing Home Administrator's Association (INHAA) is looking for a management individual or team to coordinate the operations of the association. The sole purpose of our association is to offer educational seminars four times a year aimed at long term care administrators, nurses and interested individuals.

This is a 12-month per year, part-time position and requires a strong sense of organization, professional and personal interactions and a working knowledge of planning and coordinating education seminars. There are 500+ members in the association who rely on this method of obtaining continuing education units (CEUs) necessary for obtaining and maintaining their State license. For detailed information on the organization, please visit our website at www.inhaa.org.

Submit curriculum vitae, letter of interest and questions to Lester Robertson, Search Committee Chair at 118 Edgewood Court, Auburn, IL 62615 or lesterrobertson1@yahoo.com by March 1, 2015. You will receive a detailed Job Description and salary parameters.

Full Time Administrator in Sterling: Our long term Administrator has decided to retire. Therefore, we are looking for a licensed Administrator in the Sterling, IL area. Applicants must be energetic, willing to get their hands dirty, and experienced with residents with a psychiatric diagnosis. If you have strength in operations, a desire to succeed, and love working to make the lives of others better, we want to talk to you about this opportunity. Interested parties, please send your resume to healthcare@hicaremanagement.com.

Long Term Care Administrator: Heritage Health in Springfield is seeking an energetic person to fill our leadership position of Administrator. This person would be responsible for overseeing the entire operation of our 178-bed, Medicare/Medicaid licensed facility. We are looking for someone who has great communication skills, a strong background in long term care rules and regulations, is active in the local community, and can create a memorable living environment for our residents and families. The ideal candidate must hold an active Illinois LTC Administrator's license in good standing, and have 5 – 7 years of experience as a nursing home administrator. Competitive Salary and Benefit package. Please apply online or send resumes to: Heritage Enterprises, Inc., Attn: Kiel Peregrin, 900 N. Rutledge, Springfield, IL. 62702 or online at www.HeritageOfCare.com.

DON opening in Carlinville: Requirements: RN licensed in the state of IL, 2 to 3 years experience as a DON working in a long term care facility, 2 years supervisory experience working as a DON or ADON in a skilled nursing facility, demonstrated knowledge of federal and state survey process, stable work history, and good communication and leadership skills. Benefits include a comprehensive medical, dental and vision program; vacation, holidays and sick pay; 401K; life insurance; competitive salary and annual performance bonus. Send resume to Paul Kaufman at paul@healthcarestaffingdirect.com or call 866-466-4909.

Administrator for Effingham: Requirements: NHA licensed in the state of IL; 2 to 3 years experience working as an Administrator in a long term care facility; 2 years healthcare management experience; strong working knowledge of the public health survey process and its regulations; good leadership skills, communication and organizational skills. Benefits include a comprehensive medical, dental and vision program; vacation, holidays and sick pay; 401K; life insurance; competitive salary and annual performance bonus. Send resume to Paul Kaufman at paul@healthcarestaffingdirect.com or call 866-466-4909.

Administrator position near Carbondale: Requirements: NHA licensed in the state of IL; 2 to 3 years experience working as an Administrator in a long term care facility; 2 years healthcare management experience; strong working knowledge of the public health survey process and its regulations; good leadership skills, communication and organizational skills. Benefits include a comprehensive medical, dental and vision program; vacation, holidays and sick pay; 401K; life insurance; competitive salary and annual performance bonus. Send resume to Paul Kaufman at paul@healthcarestaffingdirect.com or call 866-466-4909.

SEEKING POSITION

Interim Administrator. Experienced administrator seeking short-term interim administrator position. Capable leader, knowledgeable of state and federal regulations, and proficient in the management of a short-term rehab unit or a long term care facility while you search for a permanent administrator or fill in for your current administrator during an extended leave of absence. Willing to accept assignment in any part of the state. Contact Harry C. Poole (618-806-2125 or hcpoole@gmail.com).

Employment Alley is published monthly for members and business members. The cost for nonmembers is \$30 a month - \$50 for two months - \$70 for three months. A business member listing is \$25 for one month - \$40 for two months - \$55 for three months. Send your approximate 55-word ad and payment to INHAA, PO Box 4407, Oak Park, IL 60304 or fax it to 708-848-4219. For further information call Terry Sullivan at 708-800-6161.



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