



***A Tribute to our Veterans:  
Serving Those  
Who Served Us***

**The INHAA Annual  
Convention and Trade Show  
November 17-18, 2015**

**At the Springfield Crowne Plaza**

\* 11 Continuing Education Credits for Administrators and Nurses \*  
15 Choices for Presentations \* 80 Trade Show Exhibitors \* Separate Programs for SNF & NF,  
DD, SLF & AL

***Hear the Latest Topics and Trends from Front-line Experts to Help Us Serve Those  
Who Served Us***

- Serving the Special Needs of Veterans
- Achieving Person Centered Care
- The Latest on Managed Care in Illinois
- The Healthy Humorist: An MD's Perspective
- Financial Data: Are You Getting the Most from It
- Sweeping CMS Proposed Rule
- Risk Management and the MDS
- Medication Reconciliation
- Spicing Up Your Food Service
- Nursing Facility IDPH/HFS Update
- DD Facility IDPH/DHS Update
- Hot Topics and Trends in ALF/SLF
- Undisturbed Sleep At Night – a Key to Good Health
- The Healing Power of Laughter – From a Nurse Who's Been There

**Brochure and Registration are [Linked Here](#)**

## Nominations for INHAA Board of Directors

Are you or someone you know committed to the professional advancement of nursing home administration? Board members of the Illinois Nursing Home Administrators Association have accepted the challenge of representing and advancing the administrator and nursing profession. Each year five of the fifteen board positions are open for nomination for a three-year term. If you or someone you know is willing to help set the direction of our profession, please submit your name to the nominating committee chairs: Rena Smith, [sugarcookie007@yahoo.com](mailto:sugarcookie007@yahoo.com) or Lester Robertson, [lesterrobertson1@yahoo.com](mailto:lesterrobertson1@yahoo.com).

## New Sections Added to the Proposed Nursing Home Rules

On July 16, 2015 the Centers for Medicare and Medicaid Services (CMS) published, in the Federal Register, the 403 page proposed *Reforms for Medicare/Medicaid LTC Requirements*. Last month the INHAA **Advocate** gave a brief outline of some of the changes that are in the proposed rule.

This month the **Advocate** will cover three **new sections** and one additional revision in the proposed rule. Training Requirements (483.95); Laboratory, Radiology, and Other Diagnostic Services (483.50); Comprehensive Person-Centered Care (483.21) and Infection Control (584.80).

### **Training Requirements (483.95)**

- The regulations will set requirements for an effective training program. Facilities will have to develop, implement and maintain this program for all staff, all contracted staff, and volunteers.
- The following will have to be included in the training:
  - Mandatory training in effective communication
  - Resident Rights and Facility Responsibility
  - Activities that constitute abuse, neglect, exploitation, and misappropriation of resident property. Staff must also be trained on the procedure for reporting these incidents.
  - Mandatory training on QAPI and Infection control standards, policies and procedures.
  - Compliance and Ethics training by the operating organization must take place. If the operating organization operates five or more facilities it is required to have this training annually.
  - Dementia training for nurse aides will be part of the 12 hour per year in-service requirement.
  - Behavioral Health Training for all staff based on facility assessment (the facility assessment requirements are under (483.70e)

### **Comprehensive Person-Centered Care Plans (Section 483.21)**

The proposed rule calls for the requirement for a “**baseline care plan**” within 48 hours.

This baseline care plan should include:

- Initial goals based on admission orders
- Physician orders
- Dietary orders
- Therapy services
- Social services
- PASARR recommendations, if applicable

Note: This care plan is in addition to the comprehensive care plan. The facility should be prepared to meet all the needs of the residents from admission. The comprehensive care plan looks at the resident during observation days to determine the needs of the resident going

forward. The Baseline care plan gives caregivers the immediate needs of the resident until completion of the MDS and placement of the comprehensive care plan.

### **Laboratory, Radiology, and Other Diagnostic Services (483.50)**

- There is clarification that a physician assistant, nurse practitioner or clinical nurse specialist may write orders for lab, radiology, and other diagnostic services if it is in accordance with state law, including scope of practice.
- The regulation also clarifies that the above practitioners also be called if the results fall outside the clinical reference ranges.

### **Infection Control (483.80)**

Another large area of the proposed regulations looks at infection control and facility programs. Programs must have emphasis on the following four core actions:

1. Preventing infections and the spread of those infections and communicable diseases,
2. Tracking or monitoring infections and diseases,
3. Improving antibiotic prescribing and stewardship
  - a. includes both antibiotic use protocols and a system to monitor antibiotic use
  - b. ensures that the residents who require antibiotics are prescribed the appropriate antibiotics for the medically necessary time
4. Developing new medications and tests.

To view the proposed rule in the Federal Register [click here](#).

**The proposed rule is open for public comment until September 14 at 5:00 pm. Electronic comments can be submitted to <http://www.regulations.gov>.**

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## **Schedule of Town Hall Meetings**

A reminder of the remaining schedule for the IDPH Town Hall Meetings. These meetings are very informative and are a way to directly communicate with the Department staff. Several of the meetings have already taken place but the rest of the schedule is in the future. Try to attend if at all possible. Administrators should also have received notice of these dates.

- October 15<sup>th</sup>—Norridge Healthcare and Rehab—10 a.m.-12 noon
- October 23<sup>rd</sup>—Pekin Manor—1 p.m.-3 p.m.
- November 4<sup>th</sup>—DuPage Convalescent Center, Wheaton—1 p.m.-3 p.m.
- November 16<sup>th</sup>—Marion Regional Office Building—1 p.m.-3 p.m.

## **Contacting the INHAA Office (*Note New Information*)**

Illinois Nursing Home Administrator Association Office

P.O. Box 483, North Aurora, Illinois 60542

Phone: 708-800-6161 Fax: 708-248-8078 Email: [sgardiner@inhaa.org](mailto:sgardiner@inhaa.org)

Association Coordinator: Susan Gardiner

## **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](http://www.inhaa.org).

## Upcoming 2015-2016 INHAA Events Calendar

2015:

November 17-18, 2015 Convention and Trade Show at the Crowne Plaza in Springfield

2016:

March 9-10, 2016 at the Par-A-Dice Hotel in East Peoria

June 8-9, 2016 at the Chateau in Bloomington

August 3-4 at the Par-A-Dice Hotel in East Peoria

November 2-3, 2016 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](http://www.inhaa.org).

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## Employment Alley

### POSITIONS AVAILABLE:

**Administrator:** Beautiful, privately-owned, skilled nursing facility seeks an administrator to:

- Manage all business activity to achieve the vision of the company
- Foster teamwork and team building
- Take true ownership of every aspect of the facility
- Ensure that the ethical image and service quality standards of the organization are maintained

The individual must have:

- At least 3+ years of experience as an Administrator for a SNF
- For-profit experience
- Bachelor's degree in Nursing Home Administration or related field
- Current LNHA in Illinois

EXCELLENT SALARY AND BENEFITS! For more information or to submit your resume, please email Joanna Lavarino at [Joanna@hvncareers.com](mailto:Joanna@hvncareers.com)

### Licensed Nursing Home Administrator for Heddington Oaks, West Peoria

Peoria County has been proudly providing skilled nursing home care for over 150 years. In 2013, Heddington Oaks opened its doors as the County's brand new non-profit, skilled care nursing home facility. Located on 13 acres in a quiet, residential neighborhood in the City of West Peoria, our home has 214 beds: 42 private rooms, and secure accommodations for 80 Alzheimer's patients.. Private and semi-private rooms are situated in a neighborhood setting, with dining, activities, and chapel services. In addition to accepting private insurance and private pay, Heddington Oaks is licensed to care for individuals on Medicare and Medicaid.

We are looking for an experienced, energetic, and dynamic individual with a successful track record of census growth and networking in the long term care industry to oversee the day-to-day operations of a skilled nursing facility. Reporting to the Assistant County Administrator of Health and Human Services, this Department Head level position will be responsible for maintaining compliance with all applicable laws and regulations, ensuring continuity and consistency in delivery and quality of resident services. The Administrator will work closely with the County's Finance Department regarding the budgetary and financial planning for Heddington Oaks. The Administrator should have a strong background in financial budgetary compliance and reporting both verbally and in writing (preferably in the public sector). The Administrator will also be involved in sales and marketing activities, training and development of a diverse staff, and

implementation of programs and policies that optimize quality care and resident satisfaction.

- Possess IL NHA license or qualifications necessary to obtain an IL NHA License.
- Bachelor's Degree in business or public administration or a closely related field.
- Minimum of 3 years' experience as a Licensed Administrator and at least 5 years' experience in long term skilled care is required.
- The successful candidate will be required to establish residency in Peoria County.

Please submit cover letter and résumé to the attention of:

Julie Strahl, HR Consultant, Sikich LLP at [jstrahl@sikich.com](mailto:jstrahl@sikich.com).

Résumés accepted until 5pm, May 28, 2015

Please refer to the following link for further information about this position and Peoria County:

<http://www.peoriacounty.org/download/?path=%2Fcountyadmin%2FHOAdministrator.pdf>.

### **Nursing Home Administrator in DeKalb**

**DeKalb County Nursing and Rehab** is looking for a talented and dedicated Nursing Home Administrator to provide overall management and direction for the 190-bed County-owned skilled facility. DeKalb County Rehabilitation & Nursing Center is one of 23 County Departments governed by the County Board and an Operating Board with oversight by a management company. As Administrator, you will be responsible for the overall operations, leadership, management and success of the facility. Operationally, Administrator is responsible for financial management, business development goals, compliance and quality improvement, family relations and resident care. In addition, Administrator is responsible for attracting and retaining top performing talented team members as well as the supervision and career coaching of existing team members on staff and improving collective bargaining position. Competitive salary with full benefits including major medical, dental, vacation and pension.

Job responsibilities include:

- Strong leadership and mentoring abilities
- Experience in developing, implementing and maintaining facility wide management system
- Manage, supervise and coordinate all departments to ensure high quality care
- Strong skilled nursing or long term care financial management and budgeting skills
- Assess and maintain facility wide compliance with state and federal regulations that pertain to the facility, resident care, and reimbursement
- Develop, implement and supervise an ongoing quality assurance process
- Assess, develop and maintain Hospital, community and provider professional relationships including representation of the facility in professional and community activities
- Assess the professional development needs of staff and implement and/or coordinate effective internal and external education and clinical skill development in all departments
- Experience with union workforce and a willingness to administer the collective bargaining agreement fairly and equitably, and to communicate frequently with union representatives

Job Requirements:

- A minimum of 5 years of experience as an Administrator or Director of Nursing
- Bachelor's degree in a related field preferred
- Current/active Illinois Administrators licensure
- Computer skills including Microsoft Word, Excel, Outlook and PowerPoint

Apply directly to Management Performance Associates, Manager, by submitted qualifications and salary details to [csc@healthcareperformance.com](mailto:csc@healthcareperformance.com)

### **SEEKING POSITION**

**Interim Administrator.** Experienced Interim Administrator/Consultant available to support the transition of Post Acute, CCRC, and/or Nursing Homes as a Licensed Administrator. Skilled in

survey preparation execution and recovery, metrics and data-driven systems, ACO, Joint Commission, Managed Care and Medicaid audits, as well as other challenges that may arise for your organization. Please text or email: [RueAnneMills@aol.com](mailto:RueAnneMills@aol.com) or 630-935-2556.

**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 [hpoole1947@gmail.com](mailto:hpoole1947@gmail.com)).

*Employment Alley is published monthly for members and business members. The cost for non-members 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 483, North Aurora, IL 60542 or fax it to 708-248-8078. For further information, call Susan Gardiner at 708-800-6161.*



**MPIC & HEALTHCAP HAVE TEAMED UP**  
to bring you a stronger liability insurance program  
to save you money. We want to work with you to  
create the best program for your needs.

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[mpic-healthcap.com](http://mpic-healthcap.com)