



Spring Into Action — Hot Topics *for* Home Care 2021

Date and Times

Tuesday, May 11, 2021

Conference: 9:00 am—4:30 pm

Lunch Break: 12:15—1:15 pm

Location

Your Office via Zoom

Registration Fees

KHCHA Member

— \$180 / agency

Non-Members

— \$360 / agency

Target Audience

- * Home Health Leaders
- * Financial Managers
- * Quality Assurance Managers
- * Clinical Managers

Materials

Handouts will be sent by email
prior to the conference.

Program Overview

9:00 —10:30 am CDT

Coding & OASIS Review: Explore the Impact on Cost, Quality & Revenue Capture

Presenters: J'non Griffin, RN, MHA, President, Home Health Solutions, a Simione Coding Company, and William Simione, Managing Principal, Simione Healthcare Consultants

From care delivery to billing and referral management to coding and OASIS review, every aspect of operations impacts the financial health of your home care and hospice organization. Improved coding and OASIS review services can help agencies achieve the right balance to support timing, accuracy, and clinical effectiveness, boosting the revenue cycle and providing a strong return on investment. Learn how to optimize coding and OASIS review to avoid leaving hard-earned money on the table.

Objectives: At the end of this session the attendee will be able to:

- Describe PDGM components
- Identify why focus of care makes a difference in payment
- Demonstrate how clinical documentation drives selection of clinical categories in PDGM
- List steps to set up an internal and external diagnosis/condition query process
- Describe the importance of the “bottom line” for the home health agency

10:45 am — 12:15 pm CDT

2021 Medicare Home Health Regulatory Updates

Presenter: Jennifer G. Osburn, RN, HCS-D, COS-C, Director of Education for Home Health Solutions, a Simione Coding Company

For this session, we will begin with a review of immediate past regulatory changes that impact the home health industry, including but not limited to COVID-19 waivers, sequestration, payment changes, emergency preparedness survey changes. Next, the presenter will teach on pending regulation that may impact the home health industry in the coming months, including but not limited to OASIS E, expansion of HHVBP, NOA for home health, and new ICD-

CNE Credit

Kansas Home Care & Hospice Association is approved as a provider of CNE by the Kansas State Board of Nursing. This course offering is approved for 7.2 contact hours applicable for APRN, RN, or LPN relicensure. Kansas State Board of Nursing provider number: LT0287-0314.

Recording

Registered agencies will be sent a recording link following the live presentation. Recordings will be available for two weeks for review or follow-up on missed portions of the offering.

Questions?

Contact Kristen Ada,
KHCHA Director of Programs &
Member Services
(913) 669-5076 or
kada@kshomecare.org

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10-CM codes. Finally, the presenter will demonstrate how new and pending regulations can impact the way the agency conducts the business of caring for vulnerable home health populations.

Objectives: At the end of this session the attendee will be able to:

- Describe Medicare regulatory updates related to COVID waivers, expired and extended
- List pending regulation that may impact the home health industry
- Define how recent regulatory changes can impact their agency and/or policies

1:15 –2:45 pm CDT

Minimizing the Impact of the No-Pay RAP

Presenter: Jennifer G. Osburn, RN, HCS-D, COS-C, Director of Education for Home Health Solutions, a Simione Coding Company

Objectives: At the end of this session the attendee will be able to:

- Define basics of the PDGM billing cycle for home health in 2021
- List changes to the billing cycle from 2020 to 2021
- Define the purpose of the RAP in 2021 versus prior years
- Describe the impact of non-compliance with deadlines for submission of the RAP
- List processes and best practices to avoid negative impacts of the no-pay RAP

3:00 –4:30 pm CDT

The Financial Impact of Staff Retention and Turnover

Presenter: Eric Scharber, Principal, Simione Healthcare Consultants, Exact Recruiting

No matter the challenges your organization faces, no issue is as important as that of Talent Acquisition and Retention. In the coming years, winners and losers in the healthcare industry will be determined by which organizations can become the employer of choice and who can hold on to top talent. This session will provide a detailed overview of the healthcare workforce and what the industry is up against in the next 10 years.

According to Gallup, 50% of all turnover is avoidable. If your organization were able to reduce turnover by 50%, you would not have a recruiting problem. This session will educate leaders on what they need to do to outperform the competition when it comes to retaining staff.

In addition, you will learn the top traits that staff are looking for in an employer, as learned by interviewing over 100,000 candidates. Finally, according to the Bureau of Labor Statistics, roughly 75% of the workforce will be Millennials by the year 2025. This session will educate attendees on the differences in generational perceptions and outline strategies to improve retention for each generation.

The theme of how this all impacts an organizations financial performance will be felt throughout the presentation. There will be many “takeaways” that can be immediately implemented to improve your organization’s ability to attract and retain the finest staff in the market!

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Registration Deadline:

Friday, May 7, 2021



Registration Information

Registrations should be made on-line... [click here](#) to register.

**Registration fees are based on ONE live phone/Zoom connection; multiple site participation for the live offerings for your agency will require a separate registration fee for each live connection. Registrations should not be shared between agency offices—if an agency plans to participate from two office locations, two registrations are required.

Confirmation: A confirmation will be emailed to you by May 7, This confirmation will include the presentation handouts, CE documents, and information on accessing the virtual conference.

Cancellations: Written requests for refunds received on or before May 4, 2021, will receive a refund less a \$25 processing fee. Fees are non-refundable after this date; there are no refunds for no-shows.

Speakers

J'non Griffin, RN, MHA, President, Home Health Solutions, a Simone Coding Company

J'non Griffin is a 34 year veteran of home care as an RN. She received her master's degree in Health Care Administration in 2005. She has experience as a field nurse, director and executive with home health and hospice agencies, both large and small. She has served as Director of Staff Development and Appeals for home health and hospice agencies. She has taken part in mock surveys for agencies, and prepared agencies for accreditation. She has been directly involved in accreditation surveys, acquisitions and many regulatory crises with state survey agencies and the intermediary.

As Regional Director of Operations for a home care company, J'non was ultimately responsible for the operations of several branch agencies. She completed billing audits, supervised personnel, handled employment issues and trained managers. Part of her responsibilities have included risk management, acting as Compliance Officer, development of policies and forms, survey compliance, appeals of Medicare denials, writing Corrective Action Plans, start-ups of parent and branch agencies, consulting with agencies on a variety of subjects and education of staff.

J'non is certified as a Homecare Coding Specialist-Diagnosis (HCS-D), Certified in OASIS competency (COS-C), Certified in Homecare Coding Specialist-Hospice (HCS-H), Home Care Specialist-Compliance (HCS-C) and is an AHIMA approved ICD-10-CM trainer/ambassador. J'non is an accredited ACHC and CHAP consultant. J'non is also on the board of Home Care Directions, and is a frequent contributor, along with an expert on HcPro's Ask an Expert Panel. She has also been a frequent contributor to Decision Health's Publication, The Diagnosis Coding Pro, published several manuals, and assisted with composition of multiple online modules for coding and OASIS instruction. She has presented numerous webinars and has been a nationally recognized speaker on a variety of subjects.

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William Simione, Managing Principal, Simone Healthcare Consultants

Bill serves as Managing Principal at Simone Healthcare Consultants, leading all consulting, as well as product and service delivery to support home care and hospice business improvement. He previously managed Simone's Financial Consulting division, and has been actively involved in the home care and hospice industry for more than 25 years.

Bill has held many interim management positions over the years, including Chief Executive Officer, Chief Financial Officer and Director of Patient Accounting for numerous home care/hospice organizations ranging from single agencies to multi-state organizations and hospital-owned postacute entities. During his interim management positions, he has been responsible for many agency turnarounds, including positioning an agency for acquisition. His key areas of expertise in Finance and Operations include Financial and Operational Reviews, Budgeting, Accounts Receivable Management, Acquisitions, Medicare/Medicaid Reimbursement.

Bill is a highly experienced speaker addressing many national home care and hospice organizations, as well as state and local associations. He is a member of the National Association for Home Care & Hospice, Home Care and Hospice Financial Management Association (current chair of education committee), Connecticut Association for Healthcare at Home (former treasurer and current board member), and Home Care Alliance of Massachusetts.

Bill is an active member in his community serving on numerous boards of directors for many organizations, and is the former Board Chairman of Easter Seals Goodwill Industries of Greater New Haven.

He is a graduate of Villanova University with a B.S. in Accounting.

Jennifer G. Osburn, RN, HCS-D, COS-C, Director of Education for Home Health Solutions, a Simone Coding Company

Jennifer is a Registered Nurse with over 27 years of combined home health staff nurse, clinical management, administration, and technology experience. This diverse background combined with certifications for OASIS and ICD-10 coding knowledge creates a depth of connection to home health staff across the nation.

As a seasoned Medicare regulatory thought leader, Jennifer regularly trains on PDGM, Conditions of Participation, Emergency Preparedness, Infection Control, QAPI, Documentation, Coding, OASIS, agency operations and management. Her heart for teaching and supporting home health professionals has created opportunities to present for The Joint Commission, CHAP, NAHC, and numerous state home health associations.





Eric Scharber, Principal, Simione Healthcare Consultants, Exact Recruiting

Eric Scharber is a Principal at Simione Healthcare Consultants, leading all talent acquisition and employee retention efforts for the home care and hospice industry through Exact Recruiting Solutions, a Simione talent solution. He oversees executive search and non-executive recruiting services, as well as recruitment process outsourcing, compensation analysis and employee satisfaction survey services.

After founding Exact Recruiting in 2005, Eric led the firm to become the top recruiting and executive search entity for the home care and hospice industry, serving clients across the U.S. and placing more than 1,500 professionals in 12 years of operation.

Eric has spent his entire professional career in the healthcare recruiting, staffing and executive search industry -- with the bulk of that time spent solely on home care and hospice. Earlier in his career, he honed his recruiting skills as an executive search consultant and recruiting manager for other healthcare recruiting companies that also specialized in home care and hospice. During this time frame, he began to develop a network of contacts that has enabled him to be successful in countless searches for his current clients. Eric is passionate in his goal of surpassing his client's expectations and assisting them with talent acquisition and employee retention strategies.

He is an active member the Home Care Association of Florida and supports many other industry associations, meeting with members of Congress to discuss home health and hospice legislation and regulations, health care reform, co-pays and other issues that are directly impacting the home care and hospice industry.

Eric earned a B.S. in business administration with specialization in marketing and public relations from the University of Florida.

KHCHA greatly appreciates the time and effort on the part of our speakers/vendors in providing information for our attendees. The Kansas Home Care & Hospice Association feels an obligation to present the widest possible viewpoints represented in the home care and hospice arena. However, the participation of any speaker/vendor/product in our presentations does not constitute an endorsement by this association. As always, you are strongly advised to seek further counsel and exercise diligence in making any decisions that affect your business or the quality of services you provide.