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Long-term care is no longer synonymous with ‘geriatric care.’ Younger adults (ages 31 to 64) are the fastest growing population in Post-Acute/Long-Term Care (PA/LTC) today, doubling in population size over the past 20 years. These younger residents typically present psychological, social, psychiatric, and sexual needs and issues very differently from other PA/LTC patients, presenting unique challenges to providers of how to properly care for these patients while integrating them into a community or facility.

The Centers for Medicare and Medicaid Services (CMS) and CMS Region IV have recognized the need for a customized training curriculum for skilled nursing facility (SNF) interprofessional teams that effectively addresses the unique requirements of this growing LTC population. AMDA—The Society for Post-Acute and Long-Term Care Medicine was granted funding to develop and deliver a customized training curriculum and program for clinical practitioners and staff to enhance knowledge in caring for younger adults in the PA/LTC setting. Specialized training is necessary for the interprofessional team to manage the unique care needs and/or goals of younger adults. This emerging practice training is currently available to CMS certified nursing homes in Alabama, Florida, Georgia, Kentucky, Mississippi, and South Carolina.

The Lead Consultant and Instructor of the AMDA training program, Rebecca L. Ferrini, MD, MPH, CMD, states that a historic level of younger, physically disabled patients are in need of long-term care, “and they are living longer than ever. We are also seeing a growing patient population with brain injuries and mental illness. Facilities have to be ready, because these patients are coming and this setting isn’t designed with them in mind.” Training is organized around real cases of younger adults, the challenges they face, and strategies to successfully integrate younger adults into the life of the facility.

Whether you have one or 100 younger residents, this training will provide important information, tips and emerging practices that will maximize safety, comfort, and quality of life for residents at your facility.

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Chair’s Message

Don’t Miss Opportunities to Bond With Your Colleagues

*Long-term care providers are a unique fraternity of people.*

By Debra Finneran

KAHCF Board Chair

No one else understands the special calling we have embraced. The long hours. The working weekends and holidays. The frustrations we share in facing the everyday challenges of providing quality care.

Because of that common bond we share, it is even more important for us to gather together to grow as individuals and as professionals. And thanks to the outstanding educational sessions the Association provides year-round, we have ample opportunities to do just that – bond together and grow in knowledge of new trends and upcoming changes to our profession.

One of the best opportunities we have is coming in November with our Annual Meeting and Trade Show, November 1-3 at the Galt House in Louisville. It is earlier in the month than usual so be sure you have marked your calendars.

Facilities can bring up to 10 people for $775 if you register by October 10. What a bargain to attend this event, the highlight of each year. And we have lined up some great speakers focusing on topics near and dear to our profession, like workforce retention and hiring, regulatory and life safety code changes and leadership.

You will notice a theme running through many of our speakers, especially our general sessions. One of the biggest challenges I believe our profession, like many others, faces is finding and keeping quality workers. The Association recently surveyed its membership about workforce issues, and the results showed that it is becoming more challenging to find LPNs, retain quality employees and connect with a younger generation that has different goals and expectations about their careers. Part of finding success is developing leadership qualities that communicate with the different generations in our workplace.

With that in mind, the Association has scheduled three general session speakers that focus on these issues:

- **Tuesday, November 1 – Zap the Gap:** Meagan Johnson, known as the “Generational Humorist,” has an outspoken, take-no-prisoners Gen X attitude and challenges her audiences to think differently and act decisively when dealing with multiple generations. Meagan’s “Zap the Gap” presentation helps participants to think more about the methods they use to reach out to the New Millennium, Gen X and Baby Boomer generations.

- **Wednesday, November 2 – #Notarule:** The Art of Winning at Business and Life by Breaking Rules That Don’t Exist: Jason Kotecki works with participants to uncover and annihilate the old rules that are holding us back.

- **Thursday, November 3 – Sizzle or Fizzle, Recipe for Leadership Country Style:** Dr. Dale Henry helps leaders energize themselves and others around them to lead by listening and communicating.

Our breakout sessions will have something for everyone. Life Safety code changes, transforming activity and dining programs to meet the needs of a changing resident population highlight the agenda.

While we need the education, it is also important to take these opportunities to recharge and reinvigorate. It is during these times we can freely exchange ideas and learn from each other’s experiences.

And of course we have the fitting end to our Annual Meeting, the Quality Awards Banquet. We have so much to celebrate in our profession, and there is no better setting than the Awards Banquet. Our Public Relations Committee has done a wonderful job of changing the dynamics of the banquet and making it an exciting night to honor the best caregivers, nurses and facilities in Kentucky. We deserve to be proud of the outstanding work we perform every day in caring for our elders and this is the perfect setting. Be sure to attend.
Summer Means Rest, Relaxation … and Workforce

Many employers stress about workforce issues during the summer when employees want to take family vacations. Balancing requests for time off and maintaining proper staffing are not unique to any industry, profession or business. However, with the long-term care profession, maintaining an adequate workforce is always on the mind – and the failure to do so can have serious consequences.

The Association recently surveyed its membership on workforce issues and found that workforce is definitely on the collective mind of Kentucky’s long-term care profession. Of the 67 facilities responding to the survey, 52 said that hiring direct care staff such as RNs, LPNs and CNAs is the most difficult. The top reason given for the difficulty in hiring new employees is lack of applicants. Quality of applicants and competition among other employers in the community were also top barriers to hiring new employees. The top three reasons for turnover cited by facilities responding to the survey included: (1) employee finds other work; (2) the work is too exhausting mentally and/or physically, and (3) lack of competitive pay.

The Association launched several efforts to help members address workforce issues. In June, the Association hosted a workforce summit. The summit focused on how to address generational differences within the workplace as well as how to recruit and retain qualified applicants. At the Summit, the Kentucky Career Center demonstrated online services that they provide to employers looking to hire. In August, I volunteered to sit on a panel with Association state executives from Kansas, West Virginia, and Kansas at the annual Affiliated State Health Care Association Executives meeting to discuss workforce issues. The good news is that Kentucky is not alone – the bad news is the workforce shortage in long-term care is not going to be easily solved.

To close the summer, Association staff met with Hal Heiner, the Secretary of the Education and Workforce Cabinet to discuss job opportunities in long-term care. The Association also reached out to stakeholders to develop lasting partnerships so that we can join efforts in addressing the long-term care workforce shortage.

With fall fast approaching, many employees are settling back into a more predictable routine. However, in long-term care, our workforce issues and concerns remain with us. The newly reconfigured KAHCF Human Resources Committee chaired by Conjuna Collier, Masonic Home of Shelbyville, will convene soon to start the hard task of finding creative solutions to the long-term care workforce shortage in Kentucky.

Our Association is committed to tackling the workforce issue head-on – and we never back down from a challenge!
The Front Line of Defense Against Infection Control

Don’t overlook laundry and housekeeping departments in preventing infection

By Brian Henriott, Regional Director, Healthcare Services Group

In the skilled nursing facility world, infection control is vital in keeping our residents healthy and safe. As everyone knows, infection control needs to be a team effort from all departments in the facility as well as educating those who visit their friends and loved ones. Sometimes overlooked, but by no means unimportant in keeping residents healthy and safe, housekeeping and laundry is often the front line in infection prevention and control.

Educate Staff

When looking at resident interaction throughout a day, the people in our centers who spend the most time with residents may very well be the housekeepers. Throughout a typical day, housekeeping staff have a number of tasks that include: taking trash out, wiping down bedframes, sweeping, mopping, answering calls. A housekeeper could be in a resident’s room from as little as six times to as many as 15 times or more.

With all that time in a resident’s room, it just makes sense to educate housekeeping staff on infection control. Facilities and department heads must make certain staff are trained and educated on everything from the basics to how to properly handle a clostridium difficile (C. difficile or C. diff) room. Basic training of a frontline housekeeper would include, but are not limited to: glove wearing and how often to change them, properly disposing of trash, how often to change mop water, proper chemical usage, proper utilization of PPE (personal protective equipment) and resident interaction.

And it just isn’t educating staff, but also documentation of that education. Supervisors should take the initiative of quizzing their staff weekly to make sure they are aware of how to handle an isolation room.

Use Chemicals Wisely

Proper chemical usage is vital in preventing an outbreak in a facility. Most commonly, facilities will use a bleach solution of 1-to-10, but utilizing pre-packaged, OIG-approved, chemical wipes can take away any question as to whether it has been diluted properly. Pre-packaged chemical wipes can also provide a safer environment for staff who would have had to mix the bleach solution as well. On a day-to-day basis, housekeeping needs to be using an approved disinfectant and not simply a chemical that “smells nice.”

Chemicals used in the laundry department will typically destroy any virus that may be present, especially in terms of sheets, fitted sheets, pillow cases and blankets. Where facilities need to educate and follow up are personal clothing and slings. As most providers know, these two items do not use bleach and facilities need to make sure the temperature cycles in both washing and drying reach degrees that will eliminate any potential viruses.

Maximize the Laundry Facilities

An ideal laundry room should have a designated area for soiled linen, clean linen and folding area. Should a facility have a “shared” laundry room, the laundry staff need to be educated on how to properly organize the items that need to be washed. Bags of linen cannot be on the ground at any time, personal protective equipment needs to be utilized every wash, proper amounts of chemicals need to be in each wash, and linen needs to be dried at a temperature of 140 degrees for no less than 20 minutes.

Work as a Team

Questions are often raised as to which areas in a facility tend to be the dirtiest and which would be the cleanest. Honestly, this varies from facility to facility. The “dirtiest” areas, or those areas that have the most likelihood of
containing items that promote germs, would be: soiled utility closets, shower rooms and laundry rooms.

What is important is that the facility works as a team to keep infection issues at a minimum. The nursing department needs to properly handle and dispose used briefs. Tying the briefs in a disposable bag must be a priority, both in terms of infection control as well as preventing odors throughout the facility. Shower rooms are notorious for the growth of unknown black/brown substances. Housekeeping and nursing need to work together and make certain the shower rooms are cleaned throughout the day and a terminal clean takes place after the last shower of the day. As mentioned earlier, laundry rooms contain soiled linen and need constant oversight to make sure linen and clothing can be placed in the washers as soon as possible. While waiting for the washers to be available, soiled linen should be placed in a container with a closed lid.

No facility will ever be free and clear of infections and outbreaks. Education and training in all departments are key in preventing an outbreak. Infection control is an uphill battle that can only be fought with the facility working as a team. The more the frontline staff is trained on infection control, the less chance of there being a problem.
Health care jobs are among Kentucky’s fastest growing careers. As the population ages, the number of openings at health care facilities will continue to grow. According to the U.S. Department of Labor, health care employment in Kentucky has risen by nearly 10 percent in the last 10 years.

Finding the right employees can be one of the most challenging aspects of running any business, but in the health care industry hiring the best people is vital to the well-being of patients. The Kentucky Career Center (KCC) can help make the daunting tasks of recruiting, screening and hiring the best qualified employees for your health care facility easier and quicker without costs associated with a private employment company.

KCC is a state employment agency offering employers the tools, services and resources needed to recruit and hire professionals in this competitive field. Free services include online, self-help employer services and onsite resources across Kentucky.

Services for businesses include talent recruitment assistance; candidate pre-screening and assessment; free use of onsite conference space to conduct interviews; coordination of job fairs and hiring events; tax credit incentive programs; free access to Focus Talent, Kentucky’s online job posting portal; and business services representatives who provide personalized support.

Employers can start with KCC’s easy-to-use website at www.kcc.ky.gov for access to a large repository of qualified job seekers through the Focus Talent job-match system. They also can upload an existing job description or use the Focus Talent job post wizard to build the description with a skills questionnaire. Resumes are then automatically matched to the employer’s job opening and ranked by skill level.

Through Focus Talent, employers can post job openings and search resumes for the best candidates. They can save the search and be notified of new resumes matching their postings through email.

They also can find valuable labor market information such as data on economic conditions in an area, population, education levels and wages for the same job in another part of the state.

In addition, employers can go to a local center where staff can assist them with job order writing, screening and the referral of qualified applicants. Local center contact information is available at http://kcc.ky.gov/Pages/Locations.aspx.

KCC also offers skill enhancing assessments for job candidates that measure their abilities and can help employers make more informed hiring decisions. This gives employers a comprehensive data set of skills in the candidate and/or the employee. Some of the assessments and resources include a Comprehensive Ability Battery; Test of Adult Basic Education; typing and clerical tests; the Worldwide Interactive Network (WIN) and the National Career Readiness Certificate (NCRC).

WIN is a credentialing tool that tests job applicants’ abilities and work habits before they are hired. It can also serve as a customized training resource to assist employers looking to address soft skill needs within their organization. The WIN Career Readiness Courseware is a skills-based, online instructional tool created to help learners build the skills necessary to get the jobs they want.

The WIN courseware measures real world skills employers believe are critical to job success. WIN is used nationally along with Career Readiness Certification programs helping individuals build and certify skills. Free through KCC courseware, it includes foundation skills instruction in 10 career-oriented skill and proficiency areas. Many employers request important soft skills certification that WIN offers.

Work Habits modules covering professionalism, communication, collaboration and problem solving additional contextualized learning modules in 19 fast-growing occupational areas. Successful completion of this module can lead to the Kentucky Essential Skills Certificate.

NCRC is a pre-employment industry-recognized, portable, evidence-based credential certifying essential skills necessary for workplace success. This credential is used across all sectors of the economy and verifies the following cognitive skills:

• reading and using work-related text;
• using information from workplace documents to solve problems;
• applying mathematical reasoning to work-related problems;
• setting up and performing work-related mathematics calculations;
• locating, synthesizing and applying graphic information; and
• comparing, summarizing and analyzing information presented in multiple related graphics.
In addition, employers can take advantage of work-based training programs through the federal Workforce Innovation and Opportunities Act (WIOA) including internships, customized training, on-the-job training and registered apprenticeships.

KCC also administers several employer tax credit programs. The Work Opportunity Tax Credit is a federal program for employers to receive a tax credit for hiring employees in certain target groups. Employers may receive this tax credit – ranging from $1,200 to $9,600 – by hiring and retaining qualified employees from these specified target groups that have consistently faced significant barriers to employment.

The state-funded Kentucky Unemployment Tax Credit program provides a state tax credit against the income tax liability of Kentucky employers that hire qualified, unemployed individuals. Employers may claim a $100 credit for each eligible employee.

For more details on these and other tax credits available to Kentucky employers, visit www.kentuckycareercenter.com under the “employer section,” and click on “tax credits.”

“KCC employer services strive to deliver the difference in helping employers find, train and keep the best talent and assist Kentuckians finding, obtaining and keeping the very best jobs,” said Michelle DeJohn, KCC Employer Customer Services branch manager.

For more information on how KCC can help health care facilities attract and hire the best job candidates, contact Michelle DeJohn at 502-564-7456.
How Business Owners Can Prepare for the New Overtime Pay Rules

By Chad Halvorson, When I Work

The U.S. Department of Labor recently announced new regulations that will double the salary threshold for overtime pay from $23,660 to $47,476. The new rule, which takes effect on December 1, 2016, will create overtime pay eligibility for 4.2 million more workers across the United States (55,000 in Kentucky).

For business owners, the regulations create new challenges that require immediate attention. In order to comply by December, businesses employing both hourly and full-time workers will need to make significant changes in terms of how they manage workers, track time and pay wages.

This article appeared as a blog post on www.wheniwork.com/blog/ and has been reprinted by permission.

QUICK FACTS

About New Overtime Rules

Before making any changes to your business, it’s important that you take some time to understand the facts surrounding the new overtime rules. Here’s a quick summary of the most relevant information:

- Historically, the percentage of the U.S. workforce who qualify for overtime has fallen from 62% in 1975 to 7% today. The new regulations presented by the Department of Labor will now bring that number up to 35%, according to a report from USA Today.
- No changes will be made to the “duties test” that determines whether white collar salaried workers earning more than the salary threshold are ineligible for overtime pay.
- The salary threshold will be updated every three years based on wage growth over time, with the first update coming on January 1, 2020, when the threshold will be raised to $51,000.
- The final rule will, as stated in a report from the Department of Labor, “allow up to 10 percent of the salary threshold for non-HCE (Highly Compensated Employee) employees to be met by non-discretionary bonuses, incentive pay, or commissions, provided these payments are made on at least a quarterly basis.”
- For a more detailed summary of the final ruling, visit the DOL website: www.dol.gov/featured/overtime/.
How to Comply: 4 Recommended Options

When it comes to developing a plan for your business that meets the expectation of the new rules set by the Department of Labor, you have a few options:

You could pay overtime in addition to the employee’s current salary when necessary. If your employees are being paid a salary and they only work overtime on rare, sporadic or predictable occasions, you could continue to pay your newly-eligible employees the same salary and pay them overtime wages as needed. This option would work best for a business that can predict or plan for occasional spikes throughout the year in which employees tend to work more than usual and in turn can budget accordingly.

Example #1:
Alexa, a manager at a long-term care facility, earns a fixed salary of $41,600 per year ($800 per week) for a 40-hour work week. Because her salary is for 40 hours per week, Alexa’s regular rate is $20 per hour. If Alexa works 45 hours one particular week, the employer would pay time and one-half (overtime premium) for five hours at a rate of $30 per hour. Thus, for that week, Alexa should be paid $950, consisting of her $800 per week salary and $150 overtime compensation.

You could raise salaries to the new threshold and keep your employees exempt from overtime. If your employees are being paid a salary close to the new threshold, they regularly work overtime, and they meet the duties tests, you could simply raise their salaries to above the new threshold. This would make them exempt from overtime and allow you to better predict and manage your budget for paying wages.

Example #2:
An operations manager at an international corporation is paid a salary of $45,000 a year. Her job duties qualify her for the administrative exemption. The manager’s job requires regularly working overtime to direct business operations in multiple time zones. The employer may choose to raise the manager’s salary to at or above $47,476 a year to maintain the manager’s administrative exemption salary and $150 overtime compensation.

You could evaluate and realign hours and staff workload. If you want to prevent your employees from working too many overtime shifts, you can use employee scheduling software and time tracking software to monitor schedules and attendance more diligently. This will allow you to realign employee hours when needed, or encourage you to hire more employees to redistribute the workload each week.

Example #3:
John, a manager for a health care facility who satisfies the duties test for the executive exemption, currently begins work at 9 a.m. Monday through Friday. Under the Final Rule’s new salary level, he would be newly entitled to overtime compensation. John usually works until 7 p.m. The facility may wish to adjust John’s schedule such that he doesn’t need to begin work until 10 a.m., thus limiting the number of overtime hours he works.

You could adjust wages to account for overtime. For example, you could adjust earnings to reallocate it between regular wages and overtime so that the total amount paid to the employee remains largely the same.

Example #4:
Assume a supervisor who satisfies the duties test for the executive exemption earns $37,000 per year ($711.54 per week). The supervisor regularly works 45 hours per week. The employer may choose to instead pay the employee an hourly rate of $15 and pay time and one-half for the 5 overtime hours worked each week.

In the example above, the new adjustments would work out like this:

\[
\text{Regular hours} \times \frac{1}{2} (5 \text{ OT hours} \times \frac{1}{2}) + (5 \text{ OT hours} \times 1.5) = \$712.50 \text{ per week}
\]

The option you ultimately choose will depend largely on the work habits of your employees, your budget and the flexibility of your team.

Resources for Overtime Rule

- General Info: www.dol.gov/featured/overtime/

Chad Halvorson is founder and CEO of When I Work, an employee scheduling app that more than 50,000 businesses and over half a million people rely on for employee scheduling, time clock and communication. It utilizes the web, mobile apps, text messaging, social media, and email to make teams more efficient, more accountable, and better prepared. www.wheniwork.com.
Five Kentucky Long-Term and Post-Acute Care Providers Recognized for Quality of Care

Five Kentucky long-term and post-acute care members were recognized with a 2016 Bronze - Commitment to Quality Award by the American Health Care Association and National Center for Assisted Living (AHCA/NCAL) for their dedication to quality care. The National Quality Award Program by AHCA/NCAL spotlights providers across the country that have demonstrated their commitment to delivering quality care for seniors and persons with disabilities.

The Kentucky facilities honored are Crestview Center, Shelbyville; Hillcrest Health and Rehabilitation, Corbin; Hyden Health and Rehabilitation, Hyden; Williamsburg Health and Rehabilitation, Williamsburg; and Kindred Hospital Louisville-Subacute Unit, Louisville.

“We are pleased five of our members have earned the Bronze Quality Award from AHCA. Our members are dedicated to improving the lives of the residents they care for every day,” said Betsy Johnson, KAHCF President. “Being recognized for their hard work and commitment is well deserved.”

Implemented by AHCA/NCAL in 1996, the National Quality Award Program is centered on the core values and criteria of the Baldrige Performance Excellence Program, which is the foundation of the metric-based AHCA/NCAL Quality Initiative. The program assists providers of long-term and post-acute care services in achieving their performance excellence goals.

The program has three levels: Bronze, Silver and Gold. Providers begin the quality improvement process at the Bronze level, where they develop an organizational profile with essential performance elements such as vision and mission statements and an assessment of customers’ expectations. Bronze applicants must also demonstrate their ability to implement a performance improvement system. Trained Examiners review each Bronze application to determine if the center has met the demands of the criteria. Recipients of the Bronze - Commitment to Quality Award may now move forward in developing approaches and achieving performance levels that meet the criteria required for the Silver - Achievement in Quality Award.

The awards will be presented during AHCA/NCAL’s 67th Annual Convention and Exposition in Nashville, Tennessee, October 16-19, 2016.

Green Acres Administrator Crystal Janes Chosen as a Future Leader

Crystal Janes, administrator at Green Acres Health Care, has been chosen by the American Health Care Association and the National Center for Assisted Living (AHCA/NCAL) as a future leader in long-term and post-acute care. Janes will join AHCA’s Future Leaders program, a year-long program that offers training and guidance for long-term and post-acute care professionals.

“I am looking forward to the next year serving as a Future Leader in Long Term Care,” Janes said. “This is an excellent opportunity to learn about new ideas and ways to provide quality care, and I look forward to sharing my experience with my Kentucky colleagues.”

“We are pleased that Crystal was chosen to participate in this professional development program that will help her become a state leader in long-term care issues,” said KAHCF President Betsy Johnson. “She will share ideas and learn from other national leader that will benefit current and future residents in our facilities. These ideas are all vital to promoting a high standard quality of care as our profession faces a growing number of challenges.”

Crystal began her long-term care career in 2006 as a Director of Admissions and Marketing, and joined Green Acres in September of 2014 as Social Services Director and became Administrator in October of 2015.

“AHCA/NCAL is dedicated to offering skilled nursing professionals who are providing high quality care the opportunity to enhance their leadership skills,” said Mark Parkinson, President & CEO of AHCA/NCAL. “We look forward to seeing Crystal and the entire Future Leaders class apply these newly-acquired skills to improve the well-being of individuals within long-term and post-acute care.”

Since 2004, AHCA/NCAL has hosted long-term and post-acute care professionals in the Future Leaders program. The program covers the latest theories and practical applications in quality management, customer satisfaction, and leadership. The year-long program kicks off with a two-day symposium, “Future Leaders of Long Term Care in America,” held each year in Washington, D.C. This year’s symposium will take place September 21-23, 2016.

KAHCF New Members

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www.naylor-network.com/kah-nxt

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Pertinent Educational Seminars

Fulfilling the continuing education needs of Kentucky’s long-term care professionals is an essential service provided to KAHCF’s membership. In today’s dynamic professional environment, KAHCF has endeavored to identify, develop and offer a wide variety of innovative and relevant educational opportunities that truly satisfy the educational needs of our members and their staffs. The programs are planned by the Education/Convention Committee, which identifies timely needs of the profession.

In addition to the offerings at our Annual Meeting and Spring Training, KAHCF offers a number of educational programs throughout the year including: LTC Management Training (course for New Department Heads in LTC including Administrators and DON), RAI/MDS Basic and Advanced Training Programs, State Training Course for Activity Coordinators, Nurse Aide Training “Method of Instruction” Course, plus a number of freestanding seminars on the current “hot” topics in long-term care.

Annual Convention and Trade Show

KAHCF holds the largest convention and trade show in Kentucky for the long-term care professional. The event includes over 30 educational sessions covering the spectrum of long-term care topics. Continuing education credits are offered for administrators, social workers, registered nurses, activity directors, certified dietary managers, registered dietitians, and other staff members.

Social and entertainment events are scheduled for fun and networking. We also recognize the state’s top volunteers, administrators and other staff members, and facilities through our Annual Awards Competition. Our trade show features over 100 exhibitors showcasing the latest technology and services available to long-term care professionals.

Request for Presentation

Are you interested in presenting a program for the Kentucky Association of Health Care Facilities? In addition to our fall Annual Meeting and Spring Training conference seminars, KAHCF offers over 20 freestanding educational programs each year on a variety of topics and for a wide range of audiences.

We invite you to become a part of our educational programs by submitting your presentation for consideration. Requests for Presentation will be reviewed for inclusion at the Annual Meeting and other KAHCF educational seminars offered throughout the year. All presentations will be kept on file and, if not selected for the Annual Meeting, will be considered for other speaking opportunities.

The Request for Presentation form is available at www.kahcf.org

For more information or details on a specific program please contact, Angela Porter, Director of Professional Development at KAHCF: 502-425-5000 or aporter@kahcf.org.
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<thead>
<tr>
<th>ACCOUNTING/FINANCIAL SERVICES</th>
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<tr>
<td>BKD, LLP</td>
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<td>Blue and Co., LLC</td>
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<td>Dean Doron Allen Ford, PLLC</td>
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<td>Dietitian Consultants, Inc.</td>
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<td>Dinx Carlisle</td>
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<td>David Storm &amp; Associates</td>
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<td>Cull &amp; Hayden, P.S.C.</td>
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<td>Dzenitis Newman PLLC</td>
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<td>Gwin Steinmetz &amp; Baird, PLLC</td>
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<td>Stan Sims Law</td>
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We help relieve the pressure of your legal needs.

The health care industry is rapidly changing and under increased scrutiny. You deserve legal counsel that has the experience, understanding and agility to help you successfully navigate challenging situations. Whether you need advice on mergers and acquisitions, regulatory compliance, HIPAA, clinical trials, antitrust issues, or other key areas, Stites & Harbison has the health care attorneys capable of handling your most complex matters.

For more information about how we can help, visit stites.com.

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Staff Retention

According to the most reliable studies, turnover amongst therapists in long-term care averages 25% (AHCA 2013 Quality Report). In addition to the hidden costs of employee turnover (orientation, lost productivity, training), several studies link higher turnover rates to poorer resident outcomes. Conversely, studies show lower turnover rates improve not only staff satisfaction, but also resident satisfaction and quality of care. What are the most successful strategies to lowering turnover, and thus maintaining continuity of care and interdisciplinary communication within the rehab department?

In our 9 year history, Vertis Therapy has maintained an average turnover of close to 6% vs. the 25% industry average. Geographically competitive wages and benefits are necessary. Beyond that however, specific strategies have led to this success.

Innovative. Integrated. Individualized.

• Staff retention starts at the hiring process. Communication with recruiting to set the tone of respect for our residents and understanding of our organization.
• Multiple senior managers involved in the hiring and orientation process to foster relationship and a solid understanding of our processes and culture.
• Our organization believes we are family, and holds events every year to show appreciation for our team members as well as their families.
• Goal setting is individualized for personal and professional growth. Yearly reviews are more than "you showed up and were productive". Rather, we invest in each employee’s personal and professional goals.
• Realistic patient care time expectations for facility communication and documentation to reduce stress and increase outcomes in the daily workflow.
• Internal education plus allocated CEU dollars for every employee to foster growth in the passions of our clinicians.

At Vertis Therapy, we hold to the phrase "patient first, employee second, company third". Adhering to these priorities amidst a changing industry has driven our goal of maintaining turnover 20% below industry average.
Real Care. In Real Time.

Today’s modern care environment requires a pharmacy partner who is there for you all the time – and in real time.
Omnicare delivers.

From personalized service and low-cost medications, to user-friendly technology and enhanced clinical programs; Omnicare delivers practical and innovative solutions to help your staff deliver real care, in real time.

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