



Oregon

Kate Brown, Governor

Department of Human Services

Office of Aging and People with Disabilities

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NF-21-061 – Provider Alert

October 11, 2021

From: ODHS Office of Aging
and People with
Disabilities



To: All Licensed Nursing Facilities

Subject: Employee Retention Payment Reimbursement Program to launch for nursing facility staff

The Oregon Department of Human Services (ODHS) is establishing a new Employee Retention Payment Reimbursement Program for all nursing facilities, regardless of Medicaid participation. The retention reimbursement payment is intended to promote the availability of nursing home level of care to Oregonians who need it through the current direct-care workforce shortage. Participation in the program is voluntary, but highly encouraged.

The program will provide a one-time reimbursement of \$500 per eligible staff member in licensed nursing facilities, regardless of part- or full-time status. Eligibility is limited to:

- Staff members required to physically work in the licensed nursing facility;
- Staff members employed directly by the facility (excludes contracted staff); and
- Staff members who were employed continuously by the nursing facility from Oct. 8, 2021 through Nov. 15, 2021.

APD is adopting administrative rules governing this program and will file the rules no later than Oct. 15, 2021. The rules will require that nursing facilities issue retention payments to eligible employees prior to seeking reimbursement from ODHS. Reimbursement requests will only be accepted from Dec. 1, 2021 through Dec. 31, 2021. An attestation form, which will be published in early November, will be required to request reimbursement from ODHS.

“Safety, health and independence for all Oregonians”
An Equal Opportunity Employer

Many licensed nursing facilities employ staff members who are represented by labor unions. ODHS encourages nursing facilities to initiate discussions with their respective unions as quickly as possible. The timeline for executing this program is tight and dictated by available funding sources.

The program was designed to incentivize, reward, and recognize the efforts of nursing facility employees during this unprecedented workforce shortage. ODHS hopes all nursing facilities will participate in this program.

For questions, please contact Cindy Susee at Cynthia.susee@dhs.oh.state.or.us or via phone at 971-345-1168.

To visit the ODHS website: www.oregon.gov/DHS/

ePOC Practice Tip and Reminders:

Facility Administration - ASPEN Web: e POC (electronic Plan of Correction) is the centralized worksite for completing all steps in CMS & State survey POC processing including:

- *Receiving and reviewing Statements of Deficiencies (SODs),*
- *Formulating POCs,*
- *Submitting POCs and if desired,*
- *Attaching supporting Informal Dispute Resolution request & documents.*

Register and maintain an active ePOC account to efficiently access your surveys, and at no cost to your facility. ePOC registration passwords are effective for 90 days and must be renewed timely to maintain an active ePOC account. As an active ePOC user, you will receive notifications of pending password expiration with renewal instructions. It may also be advantageous to have multiple ePOC registrants for your facility to ensure an active ePOC account is maintained at all times. For ePOC assistance and/or questions contact QTSO (<https://www.qtso.com>).