

ARKANSAS

Additions Made in 2003 Appear in Bold

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
Wages (includes wage pass-throughs)	Benefits	(Includes career ladders) <ul style="list-style-type: none"> Recruitment of Welfare to Work recipients Act 1465 (HB2165) Act to Establish an Arkansas Legislative Commission on Nursing to review issues of education, recruitment, and retention of nurses Act 787 Graduate nursing student loans and scholarships Act 1664 Includes nursing schools as approved institutions in academic challenge scholarship program 	<ul style="list-style-type: none"> Governor's Integrated Services Taskforce (GIST) seeks to identify methods to better attract, screen, and retain workers in health care, 2001

4. STAFFING RATIOS	5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE
<i>Act 1397, 2001</i> <ul style="list-style-type: none"> Minimum staffing ratios for direct-care staff - three tiers. Final tier implemented October 1, 2003. Direct-care staff ratios are currently 1:6 for the day shift, for which there shall be a 1:40 ratio of nurse to resident; 1:9 for evening shift, for which there shall be a 1:40 ratio of nurse to resident; 1:14 for night shift, for which there shall be a 1:80 ratio of nurse to resident 	<ul style="list-style-type: none"> Community Pass Grant to develop advertising campaign and materials for recruiting direct-support professionals to provide community based services. Real Choice Grant to identify successful strategies to recruit and retain in-home workers including efforts that focus on wages, benefits, training, and establishment of a career path; establish a worker registry 	<ul style="list-style-type: none"> Cost based methodology that is responsive to increased staffing levels and salary increases for direct-care workers (considered in reimbursement rate calculation) Act 635 - Quality Assurance Fee for nursing home operators based on number of patient days per month. Pooled into Medicaid fund (\$3 federal match)