

# MASSACHUSETTS

## Additions Made in 2003 Appear in Bold

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
<p><b>Wages</b> (includes wage pass-throughs)</p> <ul style="list-style-type: none"> <li>\$0.19 wage increase over mandated average wage of \$9.42/hr. for home care workers (SFY 02)</li> <li>\$35m WPT for CNAs in nursing facilities (SFY 01)</li> <li>SFY 02 includes \$40m for WPT for aides</li> </ul>	<p><b>Benefits</b></p>	<ul style="list-style-type: none"> <li>\$5 million for Extended Care Career Ladder Initiative (ECCLI) strategy to improve quality of care               <ul style="list-style-type: none"> <li>Pilot career ladder model providing skill upgrade training and promoting to higher job levels</li> </ul> </li> <li>\$1m for CNA training scholarship funding (FY01)</li> <li>SFY 2002 includes:               <ul style="list-style-type: none"> <li>\$100k for supervisory training for nursing home administrators and managers</li> <li>\$1m entry level training scholarships for direct-care workers (including ESL &amp; Adult Basic Education)</li> <li>\$5m for career ladder efforts for nursing homes</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>SFY 2002 includes establishment of Commission to study future of LTC and LTC workforce and establishment of Advisory Council on Quality of Care in nursing homes to address staffing, recruitment, retention, workforce development, budget, policy, etc.</li> </ul>

4. STAFFING RATIOS	5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE
<p>105 CMR 150.007</p> <ul style="list-style-type: none"> <li><i>Level I Care</i> – 2.6hr/pt day (0.6hr by licensed personnel)</li> <li><i>Level II Care</i> – 2hr/pt day (0.6hr by licensed personnel)</li> <li><i>Level III Care</i> – 1.4hr/pt day (0.4hr by licensed personnel)           <ul style="list-style-type: none"> <li><i>Level IV Care</i> – 1-20beds (1:10 day shift); 20+beds (1 responsible person 24/7)</li> </ul> </li> </ul>		<ul style="list-style-type: none"> <li><b>Boston University School of Public Health received a <i>Better Jobs Better Care Applied Research and Evaluation grant: <i>Organizational Cultural Competence Assessment: An Intervention and Evaluation.</i></i> To view the project description see: <a href="http://www.bjbc.org/page.asp?pgID=79">www.bjbc.org/page.asp?pgID=79</a></b></li> <li><b>Brandeis University, Schneider Institute for Health Policy in Waltham, MA received a <i>Better Jobs Better Care Applied Research and Evaluation grant: <i>Improving Institutional Long-Term Care Residents and Workers: The Effect of Leadership, Relationships, and Work Design.</i></i> To view the project description see: <a href="http://www.bjbc.org/page.asp?pgID=79">www.bjbc.org/page.asp?pgID=79</a></b></li> </ul>