

MONTANA

No Changes Made in 2003

| 1. WAGE/BENEFIT ENHANCEMENTS | | 2. TRAINING AND OTHER INITIATIVES | 3. TASK FORCES & COMMISSIONS |
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| Wages (includes wage pass-throughs) <ul style="list-style-type: none"> Percentage WPT (all LTC facilities) Wage increases of \$0.50 p/hr (FY 00); \$0.68 p/hr (FY 01); \$0.92 p/hr (FY 02); estimated \$0.36 p/hr (FY 03) for Medicaid funded personal care | Benefits | (Includes career ladders) <ul style="list-style-type: none"> Welfare to work initiatives; recruitment and retention Advanced training for CNAs at vocational technical institutions (1 semester training and 1 semester practicum) leading to LPN (starting Fall 01) Specialty training for home care attendants | <ul style="list-style-type: none"> Task Force with Systems Change Grant, 2001 Governor's Blue Ribbon Task Force on healthcare worker shortages, 2001 |

| 4. STAFFING RATIOS | 5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES | 6. OTHER INITIATIVES NOT COVERED ABOVE |
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| Administrative Rules of MT 16.32.361 <ul style="list-style-type: none"> Different requirements depending on shift and # of beds E.g. Day Shift <ul style="list-style-type: none"> RN 8 hrs (4-70 beds) LPN 8 hrs (41-75 beds) Aide 4 hrs (9-15 beds); 8 hrs (16-20 beds) and increase in 4 hour increments for each additional 4 beds For full summary of requirements, go to www.nccnhr.org/govpolicy/51_162_468.CFM | <ul style="list-style-type: none"> Community Integrated Personal Assistance developing awareness campaign of direct-care issues, refining training issues | <ul style="list-style-type: none"> Compare FY2001 wage plan with FY2000 wage plan Audits by CPA firms to verify that wage pass-throughs were handled appropriately House Bill 2 - directing department to complete comparative study of direct-care jobs in the community. |