

WASHINGTON

No Changes Made to Chart in 2003

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
<p>Wages (includes wage pass-throughs)</p> <ul style="list-style-type: none"> Base Rates for nursing homes, adult family homes and boarding homes were increased in 2001 to base provider rates in order to provide wage support to low-income direct-care workers. State minimum wage exceeds federal wage (\$6.90 as of 1/1/02). 	<p>Benefits</p> <ul style="list-style-type: none"> Some of increase in base rates was used to increase benefits and bonuses. 	<p>(Includes career ladders)</p> <ul style="list-style-type: none"> Proposed changes in requirements for non-certified aides effective 2002 include mandatory orientation on special topics prior to hands-on care for employees of boarding homes, adult family homes and Medicaid home care Required standard basic training and training in dementia, mental illness and developmental disabilities for boarding home administrators and caregivers 	<ul style="list-style-type: none"> Revised Code of Washington 74.39A230 established the Home Care Quality Authority Board to regulate and improve the quality of long-term in-home care services by recruiting, training, and stabilizing the workforce of individual providers, 2001. Workforce Training and Education Coordinating Board work group on health care shortage issues established 12 Workforce Development councils to analyze and development initiatives for local regions. www.wtb.wa.gov/ Proposed Health Care Workforce Commission would develop strategic plan for ensuring an adequate supply of health personnel. Home Care Issues Group

4. STAFFING RATIOS	5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE
<p>Washington Administrative Code title 388-97-115</p> <ul style="list-style-type: none"> Nursing homes must ensure a sufficient number of qualified nursing personal are available on a 24 hour basis, 7 days per week to provide nursing and related services Nursing home must have: <ul style="list-style-type: none"> RN on duty directly supervising resident care a minimum of 16 hours per day, 7 days per week RN or LPN on duty directly supervising resident care the remaining hours, 7 days per week. 	<ul style="list-style-type: none"> Welfare to Work through a collaborative program of three separate departments within the state, called WorkSource. Provides training, limited schooling, job supports, childcare, interpersonal job skill building, clothing and transportation costs. Personal Assistant Recruitment and Retention Grant: Client employer focused program to improve supervisory skills and create workforce availability. – Initiated 2002. 	<ul style="list-style-type: none"> PARR Project to build a qualified direct-care workforce sufficient to meet the needs of adults with chronic and disabling conditions. Center for Health Workforce Studies and the University of Washington received a grant to study shortages in health care workers in the long-term care arena in 5 states.