



NEWSLETTER

# Healthcare Matters

Q1 - 2020



## Regulatory Matters

### Home Health Agencies to Expand Specialized Care And Telehealth Services To Address CMS Implementation Of PDGM And Staffing Challenges.

According to the [2020 Industry Trends Report](#) published by Axxess and BKD, 50% of home health and hospice care agencies surveyed said the January 1, 2020, implementation of the [Patient Driven Grouping Model](#) by the Centers for Medicare and Medicaid Services was the trend that would have the biggest impact on their organization in the coming years. [Read more here.](#)

*Source: Healthcare Staffing Report, February 13, 2020*

### Risk adjustment: 6 legal and compliance issues to watch in 2020

“Expect the Centers for Medicare & Medicaid Services (CMS) to take a closer look at retrospective chart reviews this year”, says Jason Christ, a member of the health care and life sciences practice of Epstein Becker & Green.

Christ has been tracking the latest enforcement actions and announcements from CMS, the Office of Inspector General (OIG), the Department of Justice (DOJ), and qui tam bar to determine the likely risk areas the government will focus on this year. [Read more here.](#)

*Source: Modern Healthcare, January 31, 2020*

## Job Market & Employment Matters

### RN Survey: Workplace Pressures Grow but Sustainable Solutions Available

Pressures on nurses may intensify in the next decade as the aging of America quickens pace, which will increase demand for healthcare services and accelerate the retirement wave of Baby Boomer nurses. At the same time, the healthcare industry will be continuing to undergo dramatic structural changes due to consolidation, technology shifts and

the movement to value-based care. [Read more here](#) to get the survey.

*Source: Healthcare Staffing Report, February 13, 2020*

**What millennial, Gen Z nurses look for when sizing up a job** Relationships, communication and ability to grow professionally are among the key incentives for millennial and Gen Z nurses evaluating job options, according to a new [study](#) released by HCA Healthcare.

The study — conducted in early last year — surveyed 1,000 nurses ages 23-39 and 250 nurses ages 18-22 to examine what drove their job decisions. [Read more here.](#)

*Source: Becker's Hospital CFO Report, February 10, 2020*

### 20 US states with the highest percentage of unemployed RNs

The National Center for Health Workforce Analysis, in collaboration with the U.S Census Bureau, conducted a survey of 50,273 RNs from April 2018 to October 2018. [Here](#) are the 20 states with the highest percentages of RNs who had active licenses but were unemployed.

*Source: Becker's Hospital Review, February 7, 2020*

### Nurse practitioner workforce doubles amid primary-care push

The number of Nurse Practitioners grew at an unprecedented rate across major professions from around 91,000 in 2010 to 190,000 in 2017, an analysis of U.S. Census data that *Health Affairs* published. The outpatient setting represented the fastest-growing sector that employed NPs. However, that employment shift may have drawn up to 80,000 registered nurses from their practice, leaving hospital executives to grapple with higher turnover rates. Nurse practitioners are filling a primary-care void particularly in rural areas. [Read more here.](#)

*Source: Modern Healthcare, February 3, 2020*

### Nursing Trends In Staffing

As baby boomers age, the supply of nurses fails to keep up. This problem is worsening as many nurses also reach retirement age, with up to [1 million baby boomer nurses expected to retire](#) in the next decade. According to the [Bureau of Labor Statistics](#), the need for nurses is projected to grow 12% between 2018 and 2028, higher than the average for all occupations.

Another factor is the profession's high turnover rate, with almost [one in five](#) nurses leaving their jobs in the first year. [Read more here.](#)

*Source: Forbes, January 28, 2020*

### Why 2020 Will Be the Year of Job Switching

In recent years, the job switching rate has nearly doubled from 2.3% during the Great Recession to a whopping 4% at the beginning of 2018. And in a November 2019 poll of over 100 active job seekers, more than 77% said they felt there were more jobs available today than there were ten years ago. In stark contrast with job market conditions only a decade ago, many people are discovering it's easier to find opportunities that better align with their salary expectations and career trajectory. [Read more here.](#)

*Source: Indeed Blog, January 28, 2020*

### 5 ways to recruit the best nurses for your healthcare organization

Many hospitals and healthcare organizations are trying to cope with an ongoing nursing shortage — both through hiring and retention issues. Use the following research-driven tips to identify the very best nurses who will be working to produce the very best patient outcomes.

[Read more here.](#)

*Source: NAHCR News, January 2, 2020*

### A guide to social media recruiting best practices

According to one source, 73 percent of companies have used social media to successfully recruit and hire a candidate. Are you familiar with social

media recruiting best practices?  
Read seven best practices [here](#).

Source: NAHCR News, January 2, 2020

### Recruitment and retention efforts address oncology nursing shortage

Being a healthcare recruiter is Results from a longitudinal study on nurse turnover, funded by the Robert Wood Johnson Foundation and published in 2014, showed that approximately 17.5 percent of new registered nurses (RNs) leave their jobs within their first year and an estimated 33.5 percent leave within their first 2 years. Statistics on nurse shortages specific to oncology are difficult to determine, the growing number of new cancer diagnoses (1.7 million in 2018) coupled with the estimated number of survivors by 2026 (20.3 million) signals a looming challenge for healthcare organizations in the recruitment and retention of quality oncology nurses.

*Oncology Nursing News*® interviewed experts from The University of Texas MD Anderson Cancer Center, University of Minnesota Health Cancer Care, and Texas Oncology to learn more about efforts under way to address the problem. [Read more here](#).

Source: NAHCR News (Originally in *Oncology Nursing News*), January 2, 2020

### How Jefferson Health is promoting nurse safety with a new alert system

Jefferson Health, in Philadelphia, has partnered with the healthcare technology start-up Strongline to develop an easier way for nurses and other hospital staff to call for help during potentially dangerous situations. The Strongline Staff Safety System features Bluetooth-enabled ID badges with built-in alert buttons clinicians can discreetly press during emergencies. Read more from a nursing manager [here](#).

Source: Business Wire, December 16, 2019

### Retention More Critical than Recruitment, Say Healthcare HR Executives in Workforce Institute Survey

A national survey conducted by [The Workforce Institute](#) at [Kronos Incorporated](#) finds that healthcare professionals are satisfied in their current roles, but – as the current job market favors job seekers – keeping staff happy requires work. They must also commit to retaining good nurses, doctors, and IT staff by providing the tools and resources that empower them to perform at their fullest potential – something only 41% feel in a position to do today. [Read more here](#).

## Physician & Practice Administration Matters

### How to attract provider talent to your practice

Many practices have difficulty recruiting and retaining clinical staff, but small and independent practices often face the biggest challenges as they try to compete for talent against larger entities that are better able to promote all they can offer. [Read more here](#).

Source: *Medical Economics*, February 3, 2020

### TikTok docs

More physicians are taking to TikTok, a social media platform where users share content via short videos, to disperse medical lessons, according to *The New York Times*. “There’s a fine line physicians are walking between trying to get a message out that will appeal to this younger generation without being inappropriate or unprofessional,” Dr. Baldwin told the Times. [Read more here](#).

Source: *Becker's Hospital Review*, February 3, 2020

### 29 physician specialties ranked by burnout rates

Medscape polled 15,181 physicians from more than 29 specialties between June 25 and September

19, 2019. Across all specialties, 42 percent of physicians reported burnout, down 4 percent from 2015. See the results [here](#).

Source: *Becker's Hospital Review*, January 16, 2020

### An equitable way to pay physicians? Structured salaries only, Mayo suggests

Mayo Clinic’s review of 2,845 physicians’ pay suggests a structured, salary-only compensation model, which the system has used for more than 40 years, effectively eliminates pay disparities. The model contains no incentives or opportunities for bonus pay, and non-salary compensation and benefits are consistent across the system’s locations and specialties. [Read more here](#).

Source: *Becker's Hospital Review*, December 30, 2019

### 10 cities with the most physician demand

El Paso, Texas, has the largest demand for physicians of all U.S. cities, according to a new [report](#) from Doximity.

For the report, researchers analyzed data on 27,000 physician job listings posted on Doximity in 2018-19 for the top 50 metropolitan areas in the U.S. See the results [here](#).

Source: *Becker's Hospital Review*, December 10, 2020

## General Healthcare Matters

### Healthgrades' best 50 US hospitals for 2020

Healthgrades has [released](#) its America’s Best Hospitals rankings for 2020.

To compile the lists, Healthgrades analyzed the performance of nearly 4,500 U.S. hospitals in treating 32 conditions and procedures, including heart attack, heart failure, pneumonia and sepsis. See the list by state [here](#).

Source: *Becker's Hospital Review*, February 11, 2020

### Suicide risk higher among nurses than general public

Nurses are at a higher risk for suicide compared to the general public, suggest the findings of a new [study](#) published Feb. 3 in Worldviews on Evidence-Based Nursing. [Read more here.](#)

Source: *Becker's Clinical Leadership & Infection Control*, February 4, 2020

### The Year 2020 Honors and Celebrates Nurses for the Florence Nightingale Bicentennial

The World Health Organization (WHO) designated 2020 the [International Year of the Nurse and Midwife](#) to honor the clinicians who devote their lives to the healthcare of people, and who are often the first point of care in their communities. The WHO is also focusing the year on the need to train millions of more nurses and midwives in this decade.

[Nursing Now](#) is a three-year global campaign by the International Council of Nurses and the WHO to raise the status and profile of nursing.

Source: *Healthcare Briefings*, January 23, 2020

### Cardinal Health recalls 9.1 million surgical gowns

Cardinal Health is voluntarily recalling 9.1 million potentially contaminated surgical gowns, 7.7 million of which were distributed to 2,807 facilities worldwide over the course of more than a year. The recall applies to certain lots of [AAMI Level 3](#) single-sterile and non-sterile gowns that were distributed from September 1, 2018, to January 10, 2020.

Source: *Modern Healthcare*, January 22, 2020

### CVS to add 600 HealthHUBs, link them to lower Aetna copays

CVS Health plans to add 600 HealthHUB locations by the end of the year and offer low to zero copayments for Aetna members.

Though not all of CVS Health's 9,800 retail locations will be converted into HealthHUBs, CVS is adding new healthcare services and products to all of its stores as well as additional services to its [MinuteClinics](#). [Read more here.](#)

Source: *Becker's Hospital Review*, January 15, 2020

### State-by-state breakdown of 120 rural hospital closures

Thirty-one states have seen at least one rural hospital shut down since 2010, and the closures are heavily clustered in states that have not expanded Medicaid. Twenty rural hospitals in Texas have closed since 2010, the most of any state. Tennessee has seen the second-most closures, with 13 rural hospitals shutting down in the past decade. In third place is Oklahoma with eight closures. See the list [here](#).

Source: *Becker's Hospital CFO Report*, January 15, 2020

**The decade in healthcare: 12 milestones we won't forget**  
*Becker's Hospital Review's Editorial Team*: "It's also a reminder to be ambitious yet humble, both of which we are in presenting this compilation of milestones as definitive of healthcare in the 2010s." See the article [here](#).

Source: *Becker's Hospital Review*, December 31, 2019

### Leapfrog names 2019 Top Hospitals

The highest performing hospitals on the Leapfrog Hospital Survey are recognized annually with the prestigious Leapfrog Top Hospital award. Top Hospitals have better systems in place to prevent medication errors, higher quality on maternity care and lower infection rates, among other laudable qualities. See the list [here](#).

Source: *Becker's Hospital Review*, December 17, 2019

### America's Health Rankings: How all 50 states fared

For its [America's Health Rankings](#), UnitedHealth Group

used the weighted sum of the number of standard deviations each core measure is from the national average. The insurer uses more than 30 metrics for its composite index. See all the states ranking [here](#).

Source: *Becker's Hospital Review*, December 12, 2019

### 2020 Best Places to Work

These are the 100 Best Places to Work in 2020, based on employee feedback. [Here](#) is the list.

Source: *Glassdoor*, December 11, 2020

### Benefits Can Help Ward Off Loneliness

Being lonely hurts our health. It spans generations. And it's a topic of discussion at HR conferences and in many of the publications.

"Loneliness is the new smoking," one headline announced after a couple of big surveys were released. Cigna's chief medical officer confirmed it, saying, "Loneliness has the same impact on mortality as smoking 15 cigarettes a day, making it even more dangerous than obesity." Read more [here](#).

Source: *Workforce*, October 3, 2019

## LAYOFFS

### Bankrupt California health system lays off 920 employees

Verity Health, a non-profit system based in El Segundo, California, and 16 of its affiliates entered Chapter 11 bankruptcy in 2018. About five months later, the health system agreed to sell four hospitals, including St. Vincent Medical Center in Los Angeles, to KPC Group's Strategic Global Management. However, the deal fell through and Verity [shut down](#) 366-bed St. Vincent in late January. The employees were laid off between January 14th and January 27th.

Source: *Becker's Hospital CFO Report*, February 11, 2020

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