

Homefront

THE NEWSLETTER OF THE HOME CARE ASSOCIATION OF NEW HAMPSHIRE

Summer 2010

New Hampshire's Graying Home Care Workforce

SENIORS'
CAREGIVERS ARE
AGING THEMSELVES

DARLENE ROSS HAS BEEN CARING for the elderly for more than 19 years. An LNA with North Country Home Health & Hospice in Littleton, Ross is 63 herself, but doesn't see retiring in the near future. She chose her specialty, she believes, when she was 20, after taking in her grandmother to care for her until she passed 23 days later. "My experience caring for my grandmother has stayed with me over the years," states Ross. "Creating a human bond is what keeps people healthy and it's what keeps me going."

Ross works 32-36 hours a week, seeing 6-7 patients a day. "I am not going to tell you I don't come home without a bit of a backache or headache; the older I get, the more challenging it becomes," she adds. She continues to work because she loves her job. "I have

HOMEMAKER
LANA BLACK WITH HER
CLIENT RICHARD CAREY



kept a memory book of all my patients over the years. I have every obituary of those that have passed and I look at the book often to reflect on the time and the people that have been a part of my life. You learn so much from your patients and their life experiences."

THE WORKFORCE CONTINUES TO TREND OLDER

By 2020, 12 million older Americans will need long-term care and increasingly it's the elderly caring for the elderly. A recent study by PHI National, a nonprofit organization that advocates on behalf of direct care workers in long-term care, found that in 2008, 28 percent of homecare aides were over age 55, compared with 18 percent

of women in the overall work force. This reigns true among many New Hampshire homecare agencies as well. The Homemakers Health Services in Rochester reports 55 percent of its direct care employees are age 50 or older, 24 percent are 60 or older, and 19 percent are 65 or older.

Caregivers often nurse their own aches and pains, or manage their medications, as they tend to those of their patients. At 69, Lana Black has been working as a homemaker for 18 years with The Homemakers Health Services. Even after suffering a broken knee, Black slowly returned to her job. "As long as my health holds up, I will

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Home Care Service Awards Presented At Annual Meeting

At the Home Care Association of New Hampshire's Annual Meeting on June 11, the Association presented Rick Petersen, CEO and owner of the NH franchise of Interim HealthCare, with the 2010 Home Care Service Award. Laurie Harding, RN, State Representative and long-time home health nurse, educator, and advocate received the Home Care Public Policy Award.

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HOME CARE IN THE 2010 STATE LEGISLATIVE SESSION



Granite State Home Health Association (GSHHA), the government relations affiliate of the Home Care Association of NH, worked on many bills this session. Here's a summary of the outcome on several bills of interest to home care providers:

HB 1170, relative to licensure of home health care providers (Rep. Millham), was extensively amended in the House, and passed by the Senate without further revision. The bill allows home care providers to be surveyed for regulatory compliance every other year, rather than annually as is presently required. In addition, the bill allows adult medical day care facilities to qualify for every-other-year surveys if they have been deficiency-free for two consecutive years, have had no founded complaint investigations, and have not had a change in administrator. The outcome of the bill should be less regulatory expense for both the licensing bureau at the Dept. of Health & Human Services (DHHS) and well-performing providers.

HB 1355, relative to certain Medicaid appropriations (Rep. Harding), would prevent the state from transferring funds out of the budget lines for home health or nursing homes, so long as the rates for those services are being "discounted" below rates set by state law. The bill would NOT limit transfers out of the line items when there is a true surplus in the lines, for example when appropriations exceed what is needed to cover rates. This bill was laid on the table in the Senate, and was not voted by the end of the session, thus effectively killing the bill. This issue will certainly be revisited during next year's budget debate.

HB 1649, relative to health information and patients' rights (Rep. Bridgham), is a further effort to refine the law relating to the privacy of electronic health records. GSHHA supported an amended version of this bill, which ultimately passed both legislative bodies.

State budget revisions were necessitated throughout the session to adapt to revenue shortfalls and higher-than-budgeted expenses, particularly in Health & Human Services. The impact on home healthcare includes rate reductions starting July 1, 2010 for most home health services and April 1, 2010 for a number of other in-home services, such as physical therapy, homemaker and personal care services. In addition, reductions in care plans have been implemented where possible to reduce spending levels. While these reductions in the SFY 2010-11 fiscal years were painful, far deeper cuts are expected next year when the Legislature must grapple with the 2012-13 biennium and the likely expiration of federal stimulus funds (generally known as ARRA funds).

Home Care Service Awards Presented At Annual Meeting cont'd from pg 1



RICK PETERSEN WITH KAREN BARANOWSKI, OUTGOING HCANH BOARD PRESIDENT

Throughout his 31-year home care career, **Rick Petersen** has been involved in promoting home care in New Hampshire, serving on the Home Care Association Board of Directors, and participating in the drafting of the first set of home care licensing rules in the state. Under his leadership, Interim HealthCare has grown to be the state's leading provider of private duty nursing, with a particular

specialty in pediatric care. Rick is known among his colleagues for his ethical business practices and his commitment to partnering with other providers to meet home healthcare needs.



REPRESENTATIVE LAURIE HARDING

Representative **Laurie Harding** is the first recipient of the Public Policy Award, created last year in memory of home care advocate Maryellen LaRoche to recognize individuals who have made a significant contribution to home health through leadership in the public policy arena. Serving her third term representing Grafton County District 11, Representative Harding is a registered nurse licensed to

practice in both New Hampshire and Vermont, with more than 35 years experience. Prior to public service, she was a lobbyist for the NH Nurses Association and the NH Nurse Practitioner Association, taught community health nursing at Colby-Sawyer College for 10 years, and worked in various roles at the VNA and Hospice of VT and NH in Lebanon for 10 years.

As a legislator, she has been one of home care's most vocal and effective advocates. This year she co-sponsored legislation to lessen the frequency of home care surveys and to protect Medicaid home health reimbursement.

NH's Graying Home Care Workforce *cont'd from pg 1*

be doing this job," she states. "I worked in a factory all my life. If I had only known of this occupation sooner. To be able to help people is a privilege. Hopefully, when I am at the point of needing care, homemakers will still be around."


DEMAND FOR HOME CARE PROVIDERS CONTINUES TO GROW

By 2018, workers providing care in homes and community settings are expected to outnumber direct-care staff in nursing facilities and other institutions by nearly two to one. The need for more direct care workers, as well as for nurses skilled in chronic care management, will continue to be a challenge for the industry.

Mary Mulrennan, RN with Rockingham VNA and Hospice in Exeter, has been caring for people for more than 40 years. She is 76 years old and has transitioned out of delivering care for patients in their homes to working at blood pressure and foot care clinics for the agency. Still working two days a week, she claims the work is as good for her as it is for those she provides care for. "I love my job, it keeps me going, and it is great socializing with others."

"Home care is the preferred form of health care for millions of Americans as they go through their lives," states Susan Young, executive director of the Home Care Association of

New Hampshire. The importance of the health care sector to the U.S. economy and to employment is well known. Much less well-known is the pivotal role of eldercare and disability services in creating jobs and economic growth opportunities, and the fact that direct-care jobs constitute the employment core of this industry. Home health aides and personal and home care aides are projected to be the third and fourth fastest-growing occupations in the country between 2008 and 2018, increasing by 50 percent and 46 percent, respectively.

As most workers in the industry will attest, "heart keeps you in the job and enjoying it well in to the golden years," states Mulrennan. 

MemberNews

VNA EXECUTIVE IS RECOGNIZED FOR REGIONAL COLLABORATION



Carol Plumb, executive director of the VNA of Franklin, received the Sally Proctor Award in recognition of her community involvement

and collaboration with numerous other agencies. The award was presented at the LRGH Healthcare annual meeting in April. Carol joined the VNA in 1993 and has served as the agency's CEO since 1998. She has been actively involved with the region's public health network and is presently the Board president of Health First Family Care Center, a federally qualified health center with offices in Franklin and Laconia.

HOME HEALTH VNA TRANSITIONS TO NEW LEADERSHIP

Joan Stygles Hull, President and CEO of the Home Health Foundation in

Lawrence, MA, parent organization of Home Health VNA, Merrimack Valley Hospice and HomeCare Inc., retired on May 1, 2010 after serving 13 years with the organization. Previously, Joan was the CEO of Home Health & Hospice Care in Nashua and served on the HCANH board in the 1990's. Last year, Home Health VNA merged with Seacoast VNA in North Hampton, NH, increasing their presence in the state, and also expanded the hospice services available in southeastern NH with the opening of a Hospice House in Haverhill, MA.



John G. Albert, MBA, FACHE, of Windham, New Hampshire, has been named to succeed Joan. John has worked in the health care industry

for almost 30 years, including executive positions overseeing acute care hospitals, assisted living facilities, skilled nursing

facilities, and most recently, long term care acute facilities.

CATHOLIC CHARITIES BUYS QUALITY CARE PARTNERS

As the challenges in providing healthcare in a more regulated and competitive environment grow, being part of a larger organization has advantages. Late in 2009 Quality Care Partners (QCP) and its parent, the New Hampshire Community Loan Fund, agreed to sell QCP to New Hampshire Catholic Charities. New Hampshire Catholic Charities played a role in the development and inception of Quality Care Partners in 1998. In March QCP moved its offices to the Manchester Catholic Charities campus. The mission of QCP remains unchanged: to meet the healthcare needs of the community by offering quality care to individuals of all ages with well-trained, dedicated, direct care paraprofessionals. Trish Chandler remains the director of QCP.

INTRODUCING NORTHWOODS HOME HEALTH & HOSPICE

As of July 1, Upper Connecticut Valley Hospital's Home Health department (UCVH) will cease operations and Weeks Medical

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Center Home Health & Hospice will take on UCVH's staff and clients. The new enterprise will be known as Northwoods Home Health & Hospice, and will function as a department of Weeks Medical Center, with Gail Tattan-Giampaolo as administrator. "This is the culmination of many months of planning between Upper Connecticut Valley Hospital and Weeks Medical Center to bring more services and support to North Country residents. We are all very excited to begin this journey" says Gail Tattan-Giampaolo.

NANA CELEBRATES 50 YEARS OF CARING

NANA



Newfound Area Nursing Association

Newfound Area Nursing Association was organized in January of 1960 to provide skilled nursing services to the towns of Bristol, Bridgewater and New Hampton. In 1969, the town of Alexandria was added to the service area and physical therapy became the second service to be offered. Since then the services have grown to include occupational and speech therapies, medical social work, home health aide and homemaker services. NANA also provides Well Child, blood pressure, foot care and immunization clinics and other community support services. Executive Director Pat Wentworth comments, "Although we are one of New Hampshire's smaller VNAs, NANA remains a strong influence in its community as it celebrates its 40th anniversary."

HCANH Elects 2010-11 Board Members

The Home Care Association of New Hampshire (HCANH) elected its Board of Directors at the Annual Meeting held in Meredith on June 11. Newly elected to the board was Sandra Poleatewich, Interim HealthCare in Manchester. Monique Malanga, Lake Sunapee Region VNA in New London; Barbara Duckett, Home Healthcare Hospice & Community Services in Keene; Gail Tattan-Giampaolo, Weeks Medical Center Home Health Services in Lancaster; and Karen Michel, Rockingham VNA and Hospice in Exeter, were re-elected for second terms. Linda Carter, Healthy at Home in Nashua, and Julie Reynolds, Rochester District VNA in Rochester, have been re-elected for third terms. Continuing board members include Karen Baranowski, Home Health & Hospice Care in Nashua; Deb Berntsen, Androscoggin Valley Hospital Home Health in Berlin; Elaine Bussey, Connecticut Valley Home Care and Hospice in Newport; and Trish Chandler, Quality Care Partners in Manchester.

The following officers of the Board were elected for 2010-2011: Gail Tattan-Giampaolo, President; Elaine Bussey, Vice President; Monique Malanga, Treasurer; and Barbara Duckett, Secretary.

NH NURSING ASSISTANT DAY 2010 — HOME CARE HONOREES



(FROM LEFT TO RIGHT) **Back Row:** MIKKE CONRAD, NURSES PRN; CHERYL OLSON, HEALTHY AT HOME; MARY FIERLEY, HOME HEALTH & HOSPICE CARE; DR. KAREN BARANOWSKI, HCANH PRESIDENT; DEBBIE ADAMS, VNA OF FRANKLIN. **Front Row:** ROSA PANIAGUA, REGENCY NURSING CARE; CARRIE VEGA, QCP; SUSAN BARRY, CONNECTICUT VALLEY HOME CARE; JUDY BRINLEY, TRUSTING HANDS; THERESE VINCENT, VNA OF MANCHESTER. **Very Front (WITH FLOWERS):** JANET HACKETT, ROCHESTER DISTRICT VNA – HOME CARE LNA OF THE YEAR

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