



Labor Management Project

CMI CHARTING PROJECT



Morningside House

Aging in America® – Continuing Care





Labor Management Project

Business Case

- Goals for the Case Mix Project is to improve CMI scores
- Increase revenues to the nursing home
- Having a team approach to care delivery
- Efficient documentation at the point of care
- Better communication between interdisciplinary teams



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Staff Engagement

- Created a CMI committee comprised of labor-management to lead the project
- Team met bi-monthly to discuss a process for implementing CMI pilot
- Revised forms to create a Green Sheet to capture the ADL
- Scheduled In-service for all staff members including Dietary and Housekeeping
- Raise staff awareness and educate staff on the impact of efficient documentation
- Established a process to identify CMI Champions (mentors) on units
- Teams worked cohesively to ensure observations of changes were documented



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Measurement of Success

- Baseline data was collected from previous reporting period to make analysis
- Green sheets were reviewed on a weekly basis to ensure ADL's was captured
- CMI scores were compared to previous reporting period to demonstrate improvement
- MDS Coordinator quantified overall data collected for each resident
- Increase in reimbursement to the facility as a result of the project



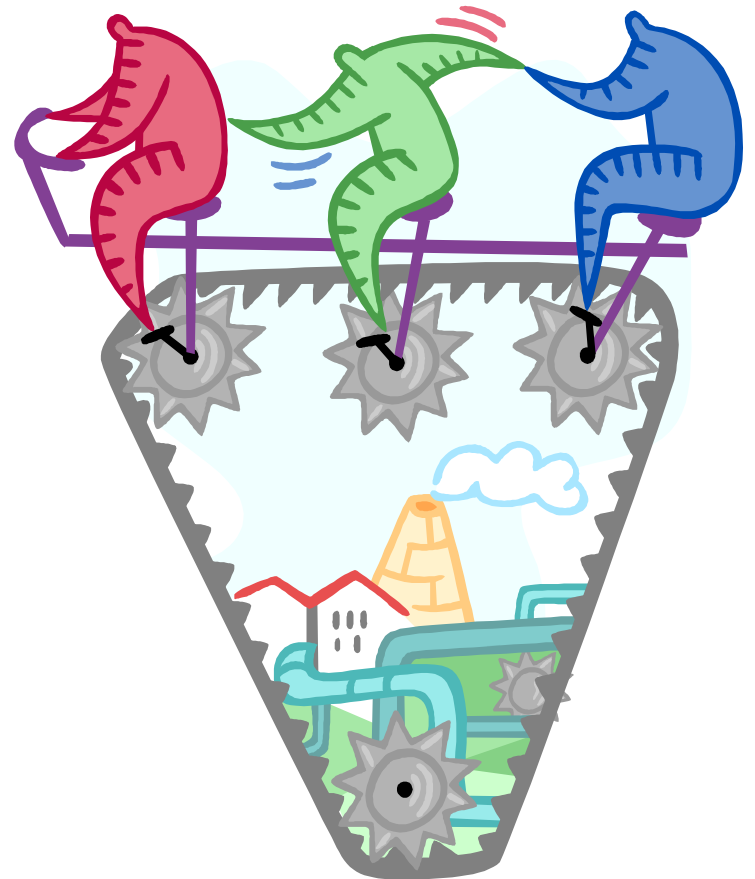
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Labor Management Collaboration



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COLLABORATION

- Get feedback from staff for their ideas and best approach to project
- Cheerleader: Coach and mentor colleagues in completion of green sheets
- Promote buy-in from staff “All Hands On Deck” a team effort
- Assist with Champion selection on units
- Helped to design CMI Champion buttons
- Better communication between interdisciplinary teams for resident care delivery
- Attended bi-monthly meetings to plan and implement project



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Summary

- Statistical data collected over a 6 month period increased revenue to facility

