

# NEW JERSEY

## Changes Made in 2003 Appear in Bold

| 1. WAGE/BENEFIT ENHANCEMENTS                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2. TRAINING AND OTHER INITIATIVES                                                                                                                                                                                                                                                  | 3. TASK FORCES & COMMISSIONS                                                                                                                                                                                                                                                                               |
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| <b>Wages</b> (includes wage pass-throughs) <ul style="list-style-type: none"> <li>Higher reimbursement rates for shift differentials</li> <li>Rate increases for Personal Care Assistants and Homemaker Services for selected services and waiver programs (new unit rates became effective July 2001)</li> </ul> | <b>Benefits</b> <ul style="list-style-type: none"> <li>New Jersey FamilyCare program (2001 launch) allows health access through low premiums in managed care</li> <li>Additional subsidized health care coverage through employer sponsored plans meeting conditions for employed New Jersey FamilyCare eligibles</li> <li>Increase in Medicaid (traditional and waivers and NJ FamilyCare Plan A, fee for service reimbursement for PCA and homemaker services)</li> </ul> | <b>(Includes career ladders)</b> <ul style="list-style-type: none"> <li>Recruitment of Welfare to Work recipients</li> <li>Working with local workforce investment boards and One Stop Centers to build available labor pools</li> <li>Medication aide training program</li> </ul> | <ul style="list-style-type: none"> <li>Report issued by the Forum Institute for Public Policy, <i>The Nursing Workforce Shortage: Impacts on Health and Medical Care in New Jersey</i><br/><a href="http://www.forumsinstitute.org/pubs/index.html">www.forumsinstitute.org/pubs/index.html</a></li> </ul> |

| 4. STAFFING RATIOS                                                                                                          | 5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES                                                                                                                                                                                                            | 6. OTHER INITIATIVES NOT COVERED ABOVE                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| NJAC 8:39-25.1 through 25.4 <ul style="list-style-type: none"> <li>2.5 hrs/day (extra time for complex patients)</li> </ul> | <ul style="list-style-type: none"> <li>Real Choice Grant to develop/pilot a personal care assistant registry and rapid response back-up system; develop training for front line staff and case managers on benefits of consumer directed care</li> </ul> | <ul style="list-style-type: none"> <li>Caregiver Assistance Programs allow family and friends to receive reimbursement as caregivers in selected situations – decreases demand on nursing workforce.</li> <li><b>Jersey Assistance for Community Caregiving provides in-home services and supports for individuals. JACC is intended to supplement and strengthen the capacity of caregivers as well as to delay or prevent placement in a nursing facility.</b></li> </ul> |