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Florida Association Directors of Nursing Administration/LTC

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2004 FADONA Road Tour

A. Nurse Leadership



B. NADONA Annual Conference



C. FHCA Annual Convention



D. FADONA Annual Convention



E. FAHA Annual Conference



F. FMDA Annual Meeting

See photo captions on page 3.

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Happy New Year from **FADONA**

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850/897-5592 • Fax: 850/897-0501

Region II Coordinator — 2004–2006

Teresa Goss (don.lakecity@healthprime.com)
386/752-7800 • Fax: 386/752-7337

Region III Coordinator — 2003–2005

Reuben Bowie (Reubenb@health-central.org)
407/296-1611 • Fax: 407/296-1639

Region IV Coordinator — 2004–2006

Jean Nelson (jnelsondon@msn.com)
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Region V Coordinator — 2003–2005

Susie Jenvold (Susie1RN@aol.com)
813/633-8275 • Fax: 813/633-8402

Region VI Coordinator — 2004–2006

Carmen Shell (vpnursing@morsegeriatric.org)
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Director of Organizational Development
200 Butler Street, Suite 305
West Palm Beach, FL 33407
561/659-2167 • Fax: 561/659-1291

Message from the President

Since my last report a lot has happened to our state. First, and most importantly, we have survived the mother of all hurricane seasons. I think that disaster planning and implementation have now become advanced practice for most of us. I have never seen such devastation in my life, but I also have never seen such wonderful human beings help each other the way we have this season. There are so many examples of giving that I can't pick just one or two to talk about. The lessons that have been learned — well, they will forever be a part of our lives.

Great news for all! Under the direction of Past-President Janice Basile and new President Robin Bleier, the Pinellas County Director of Nursing Administration (PCADONA) organization has officially become a FADONA chapter.

Welcome to all our brothers and sisters in Pinellas County, which has the reputation of having one of the highest concentrations of SNFs in the country.

My next topics are sad ones. I am a firm believer in the power of prayer and I need everyone to pray for two very special people who have both been diagnosed with cancer.

The first person is our very own FADONA Past-President Martha Russell. Martha received news in July that she had inoperable pancreatic

cancer. She had been receiving treatments and told us she had been "holding her own."

MESSAGE
from the
PRESIDENT



FADONA President Cathy Ates

We are saddened to say that she passed away in November after a valiant battle. For more details, please see page 15.

The next very special person is Luke Rigsby. Luke is the son of Peggy Rigsby, who is a tireless soldier at Florida Health Care Association. Luke also is undergoing treatment for his cancer and his prognosis is very promising.

I would again ask all reading this article to keep Martha and Luke and their families in your thoughts and prayers.

Our 2005 convention has the makings of another "home run." The hurricanes have caused us a little delay in getting out our convention brochures — but stay tuned, they will arrive in your mailboxes very soon.

In closing, I again want to reflect on how short this crazy thing called life is. To me, the greatest gift we can give to each other is love and friendship. Make sure you live life, love, and befriend others. Everything else will fall in place.

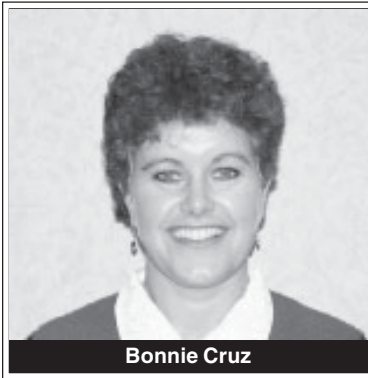
Cathy Ates
Cathy Ates, RNC, FCDONA
President

Captions for Photos on Front Cover:

A. FHCA's Nurse Leadership Training (front row, from left): FADONA Treasurer Diane Stover, former FADONA 1st VP Brenda McKenzie; Back row: FADONA Region I Coordinator Bonnie Cruz and FADONA President Cathy Ates **B. NADONA's Annual Convention:** FADONA President Cathy Ates (left) with NADONA President Betty MacLaughlin Frandsen **C. Florida Health Care Association's Annual Convention** (presenters from left): FADONA 2nd Vice-President Robin Bleier, Max Hauth, and AHCA's Dr. Susan Acker **D. FADONA Annual Convention:** FADONA President Cathy Ates with Duane Gallagher, Chair, Florida Board of Nursing Home Administrators **E. Florida Association of Homes for the Aging's Annual Conference** (from left): FAHA Chair Scott Boord, FAHA President/CEO Janegale Boyd, and FADONA Director of Organizational Development Ian Cordes **F. Florida Medical Directors Association's Annual Program:** FL-ASCP President Richard Marasco with FADONA President Cathy Ates

Regional Reports

Regional
REPORTS



Bonnie Cruz

REGION I

Region I—Northwest

1A—Bay, Escambia, Holmes, Okaloosa, Santa Rosa, Walton, Washington; **1B**—Jefferson, Madison, Calhoun, Leon, Taylor, Franklin, Gadsden, Gulf, Jackson, Liberty, Wakulla

Region I chapters continue to meet and host individual education programs with CEUs. The Pensacola chapter reports a strong attendance with meetings scheduled for the second Thursday of the month. Meetings

are either at breakfast or lunch. Programs of interest included wound care, Janssen-sponsored pharmaceutical, and hospice in-services. This group also meets for networking and to discuss survey issues.

The Fort Walton Beach chapter meets the second Friday of the month for breakfast. Sites rotate and include in-services and educational programs related to long-term care. Gulf South presented a wound care program with visual handouts. Janssen and the local hospice also has supported the chapter by hosting in-services.

Florida's QIO representative, Hope Caldwell, has contacted us to present at a Region I meeting. We are also pursuing an advanced MDS training program with FADONA 2nd VP, and LTC consultant Robin Bleier.

If you have any questions, feel free to contact the following:

Linda Patton, RN, (800) 997-1800;

Tallahassee chapter

Shannon Ash, RNC, (800) 881-9907;
Pensacola chapter

Bonnie Cruz, RN, (850) 897-5592;
Fort Walton Beach chapter

As always, feel free to contact me at **(850) 897-5592**.

Bonnie Cruz, RN, BSN, MEd
Region I Coordinator



Teresa Goss

REGION II

Region II—Northeast

2A—Hamilton, Lafayette, Alachua, Marion, Clay, Nassau, Suwannee; **2B**—Dixie, Union, Putnam, Baker, St. Johns, Columbia, Gilchrist; **2C**—Levy, Bradford, Duval, Flagler

Hi! My name is Teresa Goss, RN, CDONA. I'm glad to be the new Region II Coordinator for FADONA. I live and work in Lake City and may be contacted by e-mail at don.lakecity@healthprime.com, or by calling (386) 752-7800, or after hours at (386) 344-5937.

There are currently two active local chapters in Region II.

NEFADONA meets monthly on the third Thursday at various times in order to meet the chapter members' needs. They fax reminders to their members. Chapter President **Pat Wernet** can be reached at (904) 264-3912.

NOCEFADONA meets the third Thursday of the month at a centrally located facility. They have educational offerings and roundtable discussions. They were having their second annual BBQ this past September, before the hurricanes hit.

I'd like to give a special thanks to those of you who take time out of your busy schedules to meet and provide support for your fellow nurse administrators and to those of you

who take a leadership role in your chapter. Without dedicated nurses like you, this organization would be less successful. KUDOS!

For information, contact **Teresa Goss** at (386) 752-7800, or don.lakecity@healthprime.com.

Teresa Goss, RN, CDONA
Region II Coordinator



Reuben Bowie

REGION III

Region III—Centraleast

3A—Lake, Osceola, Orange, Seminole

3B—Volusia, Hardee

Greetings fellow FADONA members of Region III.

"Neither rain, nor snow, nor..." but hurricanes did stop the United States post office. So there is no need for our region chapters to feel bad over cancelled FADONA meetings.

Volusia chapter had just reorganized and was off to a good start. After helping each other by taking in evacuees from the hurricanes or providing ice, or fans, or other supplies, many have come to realize that we are all in this together and we can help each other.

Here is hoping that FADONA becomes the forum for that help on an ongoing basis. The next meeting should be the second Thursday if Volusia Chapter is to get back on schedule. Please contact President **Rick Weber** at the Alliance in DeLand at (386) 734-6401 for meeting details and membership information.

Greater Orlando Chapter also has been experiencing sagging participation and a cancelled meeting due to the hurricanes. However, they joined with FHCA District II for a luncheon

meeting in October and enjoyed improved attendance possibly related to guest speaker Rep. Randy Johnson, who gave an enlightening presentation on how easily amendments get on the ballot and the content of the eight amendments that were voted on this past November.

Contact President **Rhonda Pasch** at Maitland Healthcare at (407) 647-2092 for additional information about meetings and GOFADONA membership.

Look out Lake County. FADONA is a powerful force and we will be looking for *you* to make a difference in the coming months. For that special DON willing to offer his/her facility for a reorganization meeting, you can count on the support of your regional coordinator. Call **Reuben Bowie** at (407) 296-1611.

Reuben Bowie, RN, MS, CDONA
Region III Coordinator



Jean Nelson

REGION IV

Region IV—Centralwest

4A—Hillsborough, Pinellas, Highlands, Polk

4B—Hernando, Sumter, Citrus, Pasco

Region IV held its 5th Annual Educational Seminar on Sept. 22, 2004 at the Holiday Inn in Tampa. There were 65 attendees.

This year, we had a wide range of subjects. We offered 7.8 continuing education hours to nurses and 6.0 hours to nursing home administrators. The meeting included a light breakfast and buffet lunch.

Our guest speaker was Ann DaSilva, RN, who spoke on quality indicators; Dr. Dan Cannone on legal and ethical issues in LTC; LuMarie Polivka-West on "Hot Topics;" Robin

Bleier, RN, on advanced directives; and Tom Valdez, attorney, on medical-legal documentation. There was time for questions and answers. Thanks to all who participated this year.

Regional
REPORTS



Seminar speaker Dan Cannone, MD, CMD

We would like to thank the following vendors for their contribution to our educational seminar. Without them we could not have been as successful as we were. The vendors did an excellent job!

Acculab, Advanced Radiology, American Medical Technologies, Americare, Health Source Associates, Home Health Corp. of America, Huntleigh Healthcare, Janssen, KG Health Partners, Life Path Hospice, MedBest Recruiting, RADS, SenTech, Ultrasound Imaging Clearwater, University of S. Florida, and Whitestone.

I would like to thank Carla Russo, Theresa Dimaculangan, Marie Gianan, and Jenna Bernard from Hillsborough and Robin Bleier from Pinellas for working on the seminar with me.

Without everyone helping to work together on this project we could not have done it.

I would like to encourage all of the chapters in our region to join us next year to make our 6th Annual Educa-

Continued on page 6

Regional Reports

Continued from page 5



tional Seminar the best ever. Anyone interested in being a part of this project should contact me. It is a lot of fun to plan these events and I look forward to input from Region IV members.

Please call the following chapter presidents listed in your region for information, meeting times, or to network. The chapter officers are:

Hillsborough/Pasco — 2004 officers
Carla Russo, president: (813) 960-1969
Denny Rodebush, vice president
Jenna Bernard, treasurer
Mariann Calta, secretary

The Hillsborough/Pasco DONs are now meeting the second Wednesday of the month, hosted by different facilities or vendors. Chapter fees are \$20 annually.

Tri-County (Hardee, Highlands, Polk)

Tammy Lynch, president:
 (863)-294-3055; Fax: (863) 294-4210

Pinellas Pasco (PCADONA)

Robin Bleier, president
Linda McKnight, recording secretary
Karen Oliver, corresponding secretary
Kimberly Gibb, treasurer
Ann DaSilva, ex-officio

Elections were held in December and the newly elected board will preside over the January 2005 meeting.

Meetings are held at 6 p.m., the second Tuesday of the month at Toastmasters, 8100 Park Blvd., Seminole. The cost is \$18 for the dinner and chapter fees are \$20 annually. All are encouraged and invited to attend.

You can contact me, **Jean Nelson**, at work (813) 968-5093, home (813) 949-1579, Fax (813) 264-0476, or by e-mail at rnelson17@tampabay.rr.com.

Jean Nelson, RNC, BSHCA, DON
 Region IV Coordinator



Susie Jensvold

REGION V

Region V—Southwest

5A—Manatee, Charlotte, Collier;

5B—Desoto, Lee, Sarasota

There are two active local chapters with a third one organizing in the Lee/Collier county area.

Manatee meets at 7:30 a.m., on the third Thursday of each month for breakfast. The location of the meetings varies and notices are sent out in advance of the meeting. Contact **Charlotte Bratcher**, RN, Braden River Care Center, 2010 Manatee Ave E., Bradenton, FL 34208, (941) 747-3706.

Sarasota/Venice meets the fourth Tuesday of the month. The meeting is held at Sunnyside Nursing Home, 5201 Bahia Vista St., Sarasota, FL 34232, (941) 371-2729.

Lee/Collier is forming a chapter and plans to meet. Contact **Sandy Regal** at the Lodge at Cypress Cove, 10500 Cypress Cove Dr., Ft. Myers, FL 33908, (239) 415-5114.

You can contact me at (941) 773-9284 or (941) 794-8135 (home). E-mail is SUSIE1RN@aol.com.

Susie Jensvold, RN, MHSA
 Region V Coordinator

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and register online!



Carmen Shell

REGION VI

Region VI—Southeast

6A—Dade, Monroe, Broward, Palm Beach;
6B—Brevard, Indian River, St. Lucie, Martin,
 Okeechobee; **6C**—Hendry, Glades

Hello and Happy New Year to all the DONs and nurse managers in Region VI. I hope to see and meet all of you at FADONA's 18th Annual Convention & Trade Show in March. FADONA's conventions get better and better every year.

The following is a listing of the active chapters and presidents' names for the Region VI area:

1. **Indian River County** — **Priscilla Martin** (772) 223-5863. Continues to meet every other month.
2. **Brevard County** — Continues to meet every month. Call (561) 659-2167.
3. **Palm Beach County** — **Carmen Shell** (561) 687-4709. Continues to have active monthly meetings the third Wednesday of every month at various location.
4. **Broward** — **Peggy Moses** (954) 739-6233. Please call her for the times and locations.
5. **Dade County** — **Inez Johnstone** (305) 632-2932. This chapter meets monthly. Please call Inez for the time and location.

Call me if you have any questions or suggestions. I can be reached at (561) 687-4709, Fax (561) 640-9209, or e-mail vpnursing@morsegeriatric.org.

Carmen Shell, RNC, CDONA
 Region VI Coordinator



Quality Improvement Study Recruitment Update

Recruitment is under way in the Tampa area for facilities interested in implementing the American Medical Directors Association's clinical practice guidelines. Facilities receive free training and materials in either pain management or pressure ulcer prevention.

While participation requires a time commitment, the project can take the place of existing

QA projects. Facilities interested may contact Hope Caldwell, state nurse coordinator, at (727) 360-3193, or hcaldwe1@tampabay.rr.com.

Attention Administrative Nurses

NADONA and FADONA now offer membership to accommodate administrative RNs in LTC, regardless of title.

We welcome and encourage all administrative and supervisory RNs to join FADONA/NADONA now and attend the FADONA Annual Convention & Trade Show at the member rate.

Go to www.fadona.org or complete the membership application on page 13.

2004 Convention Highlights

WINTER 2005

FADONA / LTC



NADONA Executive Director Joan Saunders (left) with FADONA Past-President Gilda Osborn at the 17th Annual Trade Show.



2004 FADONA Nurse Administrator of the Year Award
FADONA's Annual Luncheon and Awards Presentation, April 19, 2004, at the 17th Annual FADONA Convention (from left): Cathy Ates, president, FADONA; Paul Prybylski, administrator, Carrington Place; Kimberly Gibb, Nurse Administrator of the Year, Carrington Place; Award Sponsor Heidi Wold with EverCare; and 2003's winner, Robin Bleier.



FADONA President Cathy Ates (right) and FADONA 1st Vice President Kay Trugillo cut the ribbon marking the official opening of the 17th Annual Trade Show as they are showered with bubbles by the exhibitors.



FADONA CNA Essay Contest (from left): Cathy Ates, president, FADONA; Third-place Winner, Joseline B. Pierce, CNA, Taylor Residences; William A. Ladra, Senior Administrator, Taylor Residences; and Pauline Veloza, Director of Nursing, Taylor Residences



FADONA Treasurer Diane Stover and Amgen's Sam Daniel enjoy themselves on the dance floor.



Alliance Council member Rob Yandek and Cathy Ates introduce the Fun Night Sponsors.

2004 Convention Highlights

WINTER 2005

FADONA / LTC



Carla Russo wins the "Class of 2004" drawing.



FADONA CNA Essay Contest (from left): Cathy Ates, president, FADONA; First-place Winner Heather Miller, CNA, Parthenon Health Care of Crestview; and Debra Castillo, Director of Nursing, Parthenon Health Care of Crestview.



Patches Bryan (left) and Kay Trugillo, FADONA 1st vice president, present *Managing the Quality Indicators: Back to the Basics for Your Staff Education Program!*



At the Janssen ElderCare booth are (from left) Damon Cox, Nicole Bunn, FADONA Region II Coordinator Teresa Goss, and Harry Novotny.



Karen Rector, director of nursing, Palm Garden of Ocala (left), visits with FADONA Immediate Past-President Marge Shake at the FADONA historical booth.



NADONA's Executive Director Joan Saunders and Ron Romano check in CDONA exam candidates at the FADONA Annual Convention.

To view a complete slide show of 2004 FADONA Convention photos, please visit our Web site at www.fadona.org/convention.html.

Kay's Konvention Korner

Hurricanes, hurricanes, hurricanes, hurricanes! Now that we have lived through and are in the process of mopping up and recovering from these major weather events, let's take a "break" and think ahead to March 2005 and FADONA's 18th Annual Convention.

FADONA has been affected by the extreme weather events insofar as our chosen conference site, the Adam's Mark in Daytona Beach, sustained damage from both hurricanes Frances and Jeanne and, as a result, has been completely shut down since September.

The good news is that they have been undergoing major renovation and repair operations and will be opened Jan. 31, 2005, as a Hilton hotel.

So, the Hilton Daytona Beach Ocean Walk Village, formerly known as the Adam's Mark, will host FADONA's 18th Annual Convention, "Successfully

Walking the Tightrope in LTC." The convention starts on March 30 and ends on April 1 (no fooling).

Our speakers will include such notables as attorney Mike Miller; Sam Rey from CMS; Dr. Susan Acker with Florida's Agency for Health Care Administration; LuMarie Polivka-West and Debbie Afasano from Florida Health Care Association; Dr. Victor Gambone with the Florida Medical Directors Association; Janegale Boyd with the Florida Association of Homes for the Aging; and Attorney Karen Goldsmith, to name a few. Special sessions include a clinical/financial plenary session, moderated by our own Diane Stover; and a must-see "Mock Trial," complete with judge, bailiff, attorneys, family members, jury, etc.

As always, we'll have our Annual Trade Show and Fun Night, which is sponsored by the Alliance Council. So



Kay Trugillo

1ST VICE-PRESIDENT

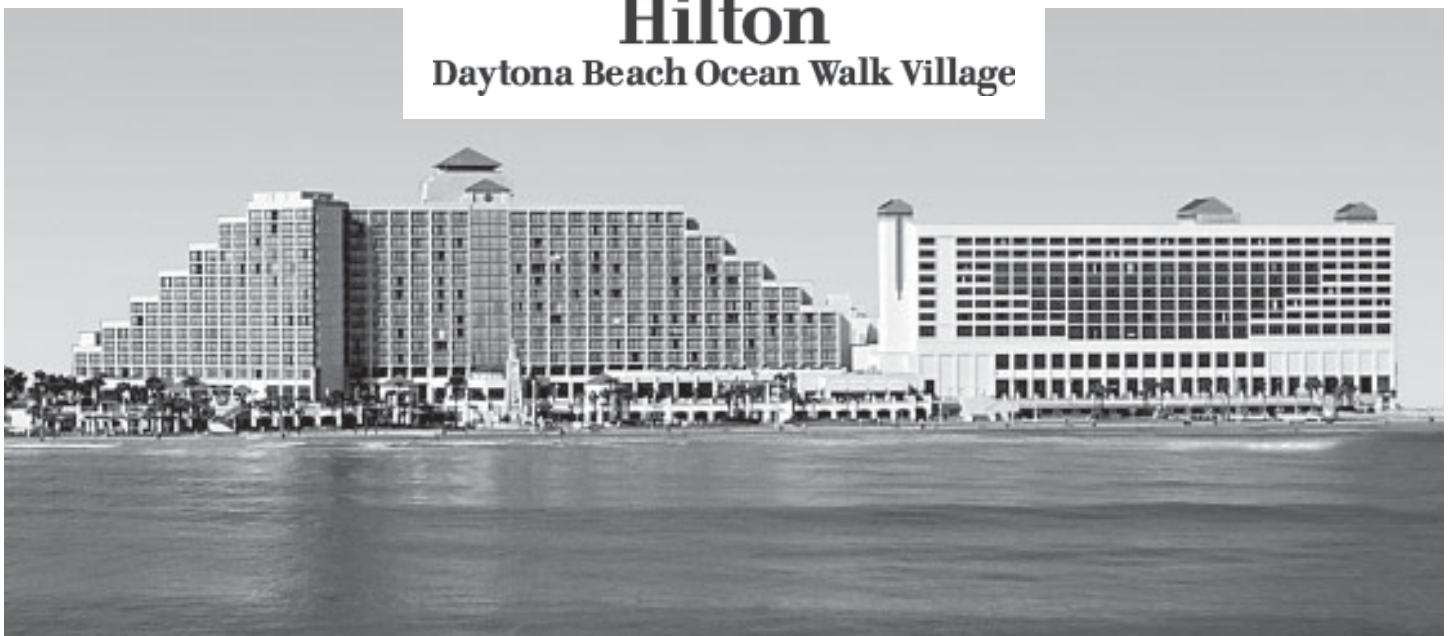
put these dates on your calendar, register on line at www.fadona.org, and get ready for a fantastic time in Daytona Beach.

For complete up-to-date convention information, visit our Web site at www.fadona.org or call our business office at (561) 659-2167.

Kay Trugillo
Kay Trugillo, RN, CDONA
 1st Vice-President



Hilton
 Daytona Beach Ocean Walk Village





Register Today for FADONA's

18th Annual Convention & Trade Show

March 29–April 1, 2005



Successfully Walking the Tightrope in LTC

Convention Highlights: ✓ Focused on skills needed to be “Exceptional” DONs and nurse administrators ✓ Earn up to **14.0** contact hours for RNs and **13.0** for NHAs ✓ Annual Luncheon & Awards ✓ Nationally-recognized speakers ✓ Interesting and timely topics ✓ Nurse Administrator of the Year Award presentation ✓ Breakfast and lunch in the exhibit hall ✓ Swearing-in of newly-elected officials ✓ Amazing Fun Night — Sponsored by FADONA Alliance Council members ✓ Expanded Trade Show: Meet manufacturers and suppliers and stay current with the changes in the industry’s products, services and trends ✓ Great door prizes! ✓ Affordable hotel room rates

CEs are also approved for nursing home administrators, licensed clinical social workers, and licensed pharmacists!
— Special 50% rate for additional attendees from the same facility!



Reserve Now!

For hotel reservations, call the Hilton Daytona Beach Ocean Walk Village at **(800) 411-8776**.

The hotel is located at: **100 N. Atlantic Avenue, Daytona Beach, FL 32118.**

Make your reservations now, before the room block expires and specify the FADONA Convention. That will ensure your single/double room at the special \$109 rate per night!



Registration Options:

1. Use this registration form and mail in a check.
2. Register online and pay by credit card at www.fadona.org.
3. Register over the phone and pay by credit card by calling (866) 462-2838.
4. Join now and get the member rate! Go to www.fadona.org and join online. Attach a copy of online confirmation to registration form and mail or fax it to (561) 659-1291.

2005 FADONA Convention Registration Form

Please be advised: If you are not a member, join now at www.fadona.org or call the business office for an application and mail it directly to NADONA (attach and mail a copy of the form and accompanying payment along with this form to FADONA). Registration forms without fees cannot be processed.

Name _____ Title _____

Profession _____ License # _____ State _____

LTC Facility Name _____

Home Address _____

County _____ Phone(____) _____ Fax(____) _____ E-Mail _____

[] YES! Here are my 2005 FADONA Convention Registration Fees.

- ✓ **Early-bird** full convention registration fees (received by Jan. 31, 2005) are \$275 for members and \$325 for non-members. \$ _____
- ✓ After **Feb. 1, 2005**, full convention registration fees are \$300 for members and \$350 for non-members. \$ _____
- ✓ **Half-price** for 2nd, 3rd, 4th, etc., registrant from the same facility. Please use separate registration forms for each one. \$ _____
- ✓ Each paid full-registrant above receives one (1) Fun Night ticket. Extra tickets for spouses or guests are \$50 each. \$ _____
- ✓ “Amazing Thursday!” Includes CEs, regulatory update, Awards Luncheon, Trade Show, and much, much more!... \$75 \$ _____
- ✓ Attend the Annual Trade Show only . . . \$25 (included above). \$ _____

Total Amount Enclosed \$ _____

* Registration fees do not include hotel accommodations. For hotel reservations at the special \$109 per night (single/double) rate, contact the Hilton Daytona Beach Ocean Walk Village at (800) 411-8776.

Cancellation Policy: All requests for registration refunds must be made in writing and received by March 8, 2005. There will be a \$50 administrative fee on all refunds. No refunds will be made after March 9, 2005.

Make all checks payable to FADONA and mail to:

FADONA—200 Butler Street, Suite 305, West Palm Beach, FL 33407.

Questions? Call the FADONA business office at (561) 659-2167.

Visit www.fadona.org and register online!

Successfully Walking the Tightrope in LTC



Debbie Afasano Susan Acker Janegale Boyd Victor Gambone Karen Goldsmith Jade Gummer LuMarie Polivka-West Mike Miller Andy McCumber

Day 1: Wednesday, March 30

8 a.m. Continental Breakfast

8:30–10:30 a.m. **Mastering Your Nursing Budgets**
with FADONA Treasurer **Diane Stover**

10:30–10:45 a.m. Break

10:45 a.m.–12:45 p.m. **Clinical-Financial Plenary Session**
moderated by FADONA Treasurer **Diane Stover**

Invited panelists include: **LuAnn Beebe** with Sovereign; **Scott Bell**, President, Delta Health Group; **Patrick Duplantis**, CEO, Sea Crest; **Michelle Fetters**, Regional Director, Adventist Care Centers; **Dr. Victor Gambone**, President, Florida Medical Directors Association; Kim Pero, Director of Operations—East Coast, Greystone Healthcare Management; and Nina K. Willingham, Senior Executive Director, Life Care Center of Sarasota

12:45 p.m. **Open Trade Show & Lunch with the Vendors**

Trade show stays open until 4:45 p.m.

Fun Night starts at 6 p.m.

Day 2: Thursday, March 31

8:30–10:25 a.m. Breakfast with Vendors & Close of Trade Show

10:30 a.m.–12:30 p.m. **Sam Rey**, Centers for Medicare & Medicaid Services, Atlanta, Ga. — **The Matrix:**

What is Substantial Compliance, Definition of Harm, and How to Know the Difference?

12:30–2:30 p.m. **Annual Award Luncheon**
Keynote address will be **No Woman or Man is an Island** with **LuMarie Polivka-West**, Director of Policy & Quality Assurance, Florida Health Care Association

2:30–4 p.m. **Susan Acker**, MSN, PhD, Florida Agency for Health Care Administration, **Mastering the New Guidelines with Focus on Activities & Psychotropic Medications**

4–4:15 p.m. Break

4:15–6:15 p.m. **Just Ask FADONA**
FADONA Officers & Regional Coordinators will host **Just Ask FADONA**, a peer-to-peer FADONA program which was initiated at the 2004 Annual Convention.

It is also incorporated as a member's only service — at the association's Web site.

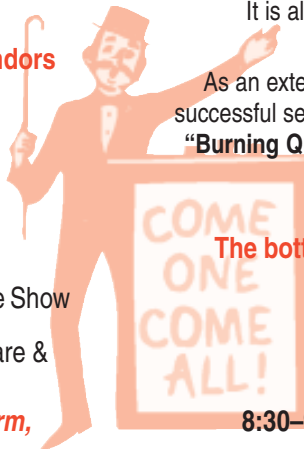
As an extension to this online member service and last year's successful session, this program will give you an opportunity to ask **"Burning Questions"** about such issues as staffing, regulations, MDS, reimbursement, industry trends, or any topic you may have.

The bottom line is FADONA is here to support you!

Day 3: Friday, April 1

8 a.m. Continental Breakfast

8:30–9:30 a.m. **Mediation & Union Strategies**
with Attorney **Mike Miller**



Your Hosts for this 18th Annual FADONA Convention & Trade Show



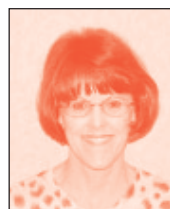
Cathy Ates



Robin A. Bleier



Reuben Bowie



Susan Campione



Bonnie Cruz



Teresa Goss



Susie Jensvold

Successfully Walking the Tightrope in LTC

Day 3: Friday, April 1 (Continued)

9:30–10:30 a.m.

**From a Nurse's Perspective:
Advocacy and Leadership**

Janegale Boyd, RN, President/CEO,
Florida Association of Homes for the Aging

10:30–11 a.m. Break

11 a.m.–4 p.m.

**Trial'N Error: A Mock Trial
& Legal Training Session**

Starring in their FADONA-winning roles are Judge **Karen Goldsmith**, Defense Council **Andy McCumber**, Plaintiff Council **Jade Gummer**, **Debbie Afasano** (IMA) as the wife of elderly nursing home resident, SNF **DON Teresa Goss**, plaintiff's expert **Robyn Maryls**, defense expert **Robin Bleier**, potential juror **Cathy Ates**, and a cast of hundreds.

There will be a 30-minute box lunch during the court recess!

FADONA/NADONA Membership Application

Please be advised: Applications without fees cannot be processed.

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[] FULL MEMBER: \$115/yr. or \$210 for 2 year. **Eligibility:** Any registered nurse who is currently or has previously within the past five (5) years (upon initial application) served as director of nursing, assistant director of nursing or administrative RN in a long-term care facility, assisted living facility, or a home health agency that is long-term care, facility-based. "Full" members from Florida automatically join FADONA when joining NADONA. Make all "Full" member dues payable to NADONA and mail directly to: 10101 Alliance Drive, Suite 140, Cincinnati, OH 45242.

[] ASSOCIATE MEMBER: \$230/yr. **Eligibility:** Open to any RN, LPN, physician, or other professional who is involved in the health care field and who is interested in supporting the goals and objectives of FADONA. Associate members are non-voting FADONA members and are not eligible for vendor discounts for advertising, exhibiting, etc. You must join FADONA as a Patron or Alliance Council member in order to receive vendor discounts and other benefits. Make "Associate" member dues payable to FADONA/LTC and mail to: 200 Butler St., Suite 305, West Palm Beach, FL 33407.

To RECEIVE FADONA CONVENTION MEMBERSHIP RATE: Make a "copy" of this completed membership form with its accompanying payment and attach copy to the completed Convention registration form.

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This educational program has been approved for up to 17.0 contact hours for licensed nurses by FADONA (FL Board of Nursing Provider Number FBN3192) and up to 16.0 NHA CEUs courtesy of the Florida Association of Homes for the Aging (FL Board of NHAs Provider Number FNHAP-18), 17.0 LCSW CEs (FL Board of Clinical Social Work Provider Number BAP-684) and 17.0 CEs for pharmacists (FL Board of Pharmacy Provider Number PSI-086)



Jean Nelson



Marge Shake



Carmen Shell



Diane Stover



Kay Trugillo

You're Invited!

To our Alliance Council-sponsored Fun Night, 6–10 p.m., Wednesday, March 30, 2005. You're sure to have a fun time at this annual event.

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*Each paid registrant receives 1 Fun Night ticket. Extra tickets for spouses or guests are \$50 each.

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FADONA Past-President Martha Russell (1923–2004)

Martha Russell, RNC, passed away Nov. 22, 2004, after a short illness of pancreatic cancer. She leaves behind a loving husband of 51 years, George W. Russell, in Tampa; two devoted children, a son, Michael R. Russell and wife, Sandy, in Jacksonville, Fla.; and a daughter, Judy R. Byers and Rick Austin in Louisville, Ky.; five wonderful grandchildren, Christopher Carey and Aimee Black in Tampa; Nicholas Carey and wife, Jennifer, in Lewisville, Texas; Gina Moore in Gainesville, Fla.; Brian Russell and wife, Kara, in Tallahassee, Fla.; and Megan Austin in Louisville, Ky.

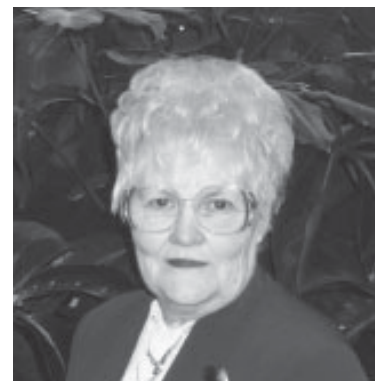
Besides being a wife, mother, and grandmother, she practiced nursing for more than 51 years, the last 25 years in Tampa, where she was an advocate for senior citizens and a nursing home director of nurses for more than 17 years. Martha was well known throughout Florida for raising the standards in long-term care, and received many awards for her achievements.

"Martha was a one-of-a-kind champion of the nursing profession in Florida and FADONA is proud to count her among its list of distinguished past-presidents," FADONA President Cathy Ates stated.

"In fact, she was FADONA 1st vice president from 1991 to 1993, president from 1993 to 1995, immediate past-president from 1995 to 1996, 2nd vice president from 1996 to 1998, and secretary from 1998 to 2000. Her contributions to FADONA and its members spanned more than a decade, and the fruits of her legacy are still being enjoyed in 2004," Ates added.

"She helped steer FADONA through tremendous growth and amid major changes in our industry. She was a strong and capable leader, a tireless supporter of FADONA, and an unwavering advocate for quality care in long-term care," Ates said.

The Florida Nurses Association (FNA), District 4, has established the Martha G. Russell Nursing Scholarship, which will be given to nurses in need who want to continue their nursing career in long-term care. Most recently, recognized for her excellence in nursing, Martha was the fourth nurse to ever be inducted into the FNA Nursing Hall of Fame in Orlando. Contributions for the Martha G. Russell Scholarship can be sent to Linda Williams, Treasurer, FNA District 4, P.O. Box 1491, Valrico, FL 33595.



Martha Russell

Alliance Council Welcomes New Leadership

Outgoing Alliance Council Co-chairs Herb Grigg with Boehringer Ingelheim and Robbie Williams with Mobile Ultrasound are pleased to announce that the following new Alliance Council officers were recently appointed to one-year terms.

The new chair is Brinn Helton (PharMerica); Alex Roman, co-chair (PharMerica); Caroline Smith, CNHA, secretary (Quintairos, Prieto, Wood, & Boyer, P.A.); and Jim Cassidy, CFO (Whitestone).



From left: Herb Grigg, Brinn Helton, Jim Cassidy, Alex Roman and Caroline Smith

“Just Ask FADONA” a Big Hit with Members!

Just Ask FADONA is a member benefit which is incorporated into the association’s Web site at www.fadona.org.

Here is how it works. Visit our Web site, log in as a member, and go to the “Just Ask FADONA” page. Then, fill out the form online and send it to FADONA. Each month, a new FADONA board member will respond to your queries.

If you prefer, you may call our business office at (561) 659-2167 with your questions and we will provide you with a response within one week — or sooner. Either way, we’re here to support all of our members today and tomorrow.

Should your need be more emergent, please call us and leave a message indicating the urgency of your call and we will do our best to

meet your need.

Here are some of the recent inquiries we’ve had.

Recent Inquiries to “Just Ask FADONA”

Staffing for Smaller SNFs

Q. My administrator and I debate this all the time: I know that with SB1202 the DON, ADON, MDS & SDC hours cannot be counted for direct care, but can they be counted in homes with less than 60 beds? I have been told by several administrators of small homes that they can, and I know that by federal standards they can, but I have a tough time reading SB1202 and haven’t seen it stated that those hours can be counted. What do you say?

A. The Agency for Health Care Administration says that a nursing administrator with a title of DON,

ADON, or MDS coordinator **CANNOT** be counted in daily staffing for either the nursing or direct care daily requirements.

You reference SDC. Technically, the regulations do **NOT** address whether that title is to be counted or not. Of course, only nurses involved in nursing care can be counted so it is on the honor system, not per regulation.

Facilities that are certified for 121 or more beds **MUST** have an ADON. Remember, the census does not determine this, but rather the actual number of legal certified beds.

Facilities that are certified for 120 or less beds do **NOT** have to have an ADON **UNLESS** the DON has other outside responsibilities. A common example of this could include a SNF DON or a 120 or less bed facility who is also responsible for an ALF. In such a case the DON must have an ADON due to his or her other responsibilities.

Facilities with 60 beds or less are allowed to count the DON as a charge nurse. However, this would not be advisable. What I have seen some folks do is have the DON in the 60 or less bed facility also sign MDSs as RN coordinator and the MDS coordinator is titled something different like resident care coordinator, works assessments on the floor, and even if an RN does **NOT** sign MDSs this is counted and they do not count the DON and do not have an ADON titled person either.

Federally this is not mandated. F 353 says that you have to have adequate staff working who are trained and supervised well to meet the needs of the residents.

Again, SDC is not a discussed title.

CNA Training Reimbursement

Q: We are having CNAs ask our corporation for reimbursement for their training. This came up at the

Nurse Leadership Conference during the CNA Train-the-Trainer course. No one was aware that the testing agency is putting on their testing forms that employers must reimburse them for training received up to one year prior to their being hired. The FHCA "Medical Record Documentation & Understanding Legal Aspects for Certified Nursing Assistants" states that in Section 483.152 the STATE is responsible for reimbursement.

Please clarify this for us. As you can imagine, it is creating quite a problem.

A: Reimbursement is required by federal regulations pursuant to 42 CFR 483.152 (c) (1)-(2). The testing agency is simply communicating the requirement to the CNA testers. The state is responsible for reimbursement and this is how it works: The new CNA brings receipts and evidence of


payment to the facility (which the facility should have in writing as part of their facility policy for reimbursement). The facility submits to the state via their Medicaid area office using AHCA form 5210-001, or AHCA form 05/01/99 (they are the same form).

The state reimburses the facility a portion of the costs based upon the percentage of Medicaid occupancy for the month prior to billing. The facility turns around and fully reimburses the CNA. The facility may put into place other administrative protocol, i.e., being past the probation period, but the important thing to remember is that any such policy must be applied uniformly to all.

I would recommend companies familiarize themselves with the federal citation above as well as the Florida Medicaid Nursing Facility Services Coverage and Limitations Handbook

(link below): <http://floridamedicaid.consultec-inc.com/XJContent/Nursing%20Facility%20Services?id=000000000337>.

See page 1.6 to see what exactly is reimbursable (tuition, books) versus what is not (shoes, uniforms) and then look at the Appendix to get the AHCA form referenced above. There is also a time limitation (within 1 year of training/testing). If the CNA has been employed elsewhere prior to coming to your facility, you might want to make sure he/she did not receive reimbursement at that facility. Also, a student who received some kind of loan or scholarship that took care of tuition would not be eligible for reimbursement.

Hope this helps.
Lee Ann Griffin, CNA
Policy & Quality Assurance Specialist
Florida Health Care Association 

Is it Under the Control of the Provider or Not?

By Robin A. Bleier, RN, CLC, LHRM, 2nd Vice President, FADONA

Recently, Americans lost a vital and wonderful person, Christopher Reeve. His untimely death was and will be felt by many. On several occasions he was televised while receiving therapy and other modalities to assist him to return to his prior level — or at least his optimum level of functioning. Always positive, he was certainly a role model to us all. Often, he would say that he was lucky to be able to afford the best of treatment and professionals in his pursuit of wellness, yet sadly, he developed a wound which did not heal, ultimately it became infected, and he consequently passed away.

It was such a tragedy to lose someone so focused on health care needs of the disabled. His hope for stem cell research and other treatments to improve the quality of life for others is one of my fondest memories, in addition to his performance as Superman!

A few years ago I wrote an article called "Documentation of Anticipated Negative Outcomes." In it, I wrote specifically about pressure ulcers and Federal Interpretative Guideline F 314.

Although no one wants a patient/resident to develop a sore or have a sore complicate and worsen, sometimes it does. Is it always the providers or caregiver's fault? In the case of Christopher Reeve, who spoke out about having the best health care one could have, was it related to care or medical circumstances? I am sure that it was related to the physical decline and his body's inability to fight off such infection — not his health care.

A tragedy yes — the fault of another, no. Yet, why is the skilled nursing facility typically found at fault? I think that a lot of it continues to relate to documentation and public perception.

Although I cannot say that I have

not seen pressure ulcers that formed and or worsened related to care and services, I can also say that more often than not, the pressure ulcers were related to the various conditions and diseases and were not under the facility's control.

So what should providers do? First, document all anticipated negative outcomes. Often it is known that a terminal illness, or other patient disease, and or condition that would/could/should result in a particular outcome. Documentation related to these expectations alone is not going to protect a facility or physician from being sued. However, if this was done and there was a revision in the treatment plan to assure that the staff could demonstrate how they truly had plans in place to help prevent or minimize the negative outcome, then this would be one large step.

A second suggestion is to ask the physician and or extender involvement to post unusual occurrence to include death. Regardless, if the circumstances meet the potential criteria of an adverse incident and certainly to include such incidents.

Facility medical and clinical reviews of the factors related to the negative outcome to death should be evaluated. Upon completion, should they be determined that the event or circumstances is not under the facility's control, then physician documentation should be completed to assure the reader is aware.

Frequently during record review, I can see much of the data necessary to classify an ulcer as "unavoidable" is documented by various members of the health care team. However, the problem lies in that no one has gathered all of the pieces together so that the reader (staff, surveyors, attorneys, etc.) can easily extrapolate the data, hence put the bow on the



Robin Bleier


2ND
VICE-PRESIDENT

package. The facility is responsible to demonstrate proper assessment of the resident and their risk factors through risk assessments.

In conclusion, it is our job to give good care that follows professional standards. That alone does not guarantee the outcome. Clearly, money and services alone cannot cure or alter the outcome of a disease process.

However, improved documentation can be the best defense. Creating a medical record that accurately outlines what is expected or anticipated and why what approaches are in place to avoid that outcome, and, when such outcomes occur, a clinical review with documentation indicating if the facility followed the plan of care — and whether or not the occurrence could have been prevented — is critical in our litigious society.

One more time, Christopher Reeve is serving the elderly and disabled. This time, he proves that the best of care is no guarantee of a positive clinical outcomes.

The documentation of anticipated negative outcomes and services related to it certainly is one step in a proactive risk management program that needs to be implemented. 

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Informed Consent: An Interdisciplinary Concept

By Karen Goldsmith, JD

By Florida law, informed consent for a medical procedure must be obtained by a physician or dentist. The statute setting out this requirement is vague as to how this consent may be obtained, stating that the consent should be obtained in accordance with an "accepted standard of medical practice among members of the medical profession with similar training and experience in the same or similar medical community. . ." (F.S. 766.103(3)(a)1).

So, who does have to secure the resident's (or the person authorized to act for the residents) consent for medical treatment? To answer this question we must look at the practice common



Karen Goldsmith

in long-term care. More likely than not, informed consent is obtained by someone other than the physician; the physician's designee.

While this practice is generally accepted in the nursing home "community," the means by which it is carried out must

be reasonable and sound. Informed consent should be secured by one who is knowledgeable by training, education, and license to understand the care options, explains them to the resident, and answers his or her questions. While the social services staff is often intimately involved in this process, a nurse or other medical practitioner should be as well.

Securing informed consent means

more than a resident's signature on a piece of paper. It requires a discussion with the resident in a language he or she can understand of the procedure or treatments, the benefits, and the risks or potential consequences. Only if this information has been imparted to the resident is the informed consent valid.

The degree to which information must be shared depends on the circumstances. A change in medication that may result in side effects will require minimal discussion of the purpose for the medication, the anticipated impact on the resident, and the duration of the administration. A heart transplant will require more substantial information.

One area fraught with danger is securing informed consent for a do not resuscitate order (DNRO). The social services department is usually very involved in this process — and should be. Deciding to forego resuscitation carries with it all sorts of mental and emotional implications, both to the resident and to his or her loved ones. But a DNRO is, in fact, a doctor's order and is best obtained by a medical professional. This was reinforced in a

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letter to Cynthia Pearse, then president of the social workers association, from Dr. Susan Acker. In that letter, dated Oct. 6, 1998, Dr. Acker stated, "Although social workers are integral to the interdisciplinary team in the medical setting, they do not have the extensive clinical knowledge necessary to fully explain the implications of, or the alternatives to a DNRO."


Most treatment in a nursing home is as a result of a doctor's order, so it stands to reason that a medical professional should be involved in the process of securing the consent.

Most treatment in a nursing home is as a result of a doctor's order, so it stands to reason that a medical professional should be involved in the process of securing the consent. Don't misunderstand; the social services person should be involved in many of the major decisions, but so should a member of the nursing staff.

Advance directives such as a living will or health care surrogate designation most likely are properly in the social services domain because when these are being signed, there is no specific treatment or procedure being discussed, therefore clinical expertise is not essential. However, nursing should get involved in this process as well if the resident has questions regarding specific medical procedures.

No matter who is discussing treatment choice with the resident, he or she should always be assured that his or her attending physician is available to answer any questions or concerns. If the resident expresses a desire to speak to his or her physician, the

physician should be contacted as soon as possible, under the circumstances.

Remember that the law changed a couple of years ago so that if a surrogate or proxy does not know what the resident's wishes would be, the decision to have or forego treatment may be based upon what is in the best interest of the resident. 

This column will be a regular feature of **FADONA Focus**. If you have a subject matter that you would like to see discussed, please e-mail **Karen Goldsmith** at kgoldsmith@cfl.rr.com. If you have not received a copy of the advanced directives "cheat sheet," which is a simplified version of the law, please e-mail **Janiedevan** at cfl.rr.com.



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The official FADONA Web site at www.fadona.org has gone "Members-Only."

Access to the "Members-Only" sections is restricted to current members of FADONA. If you are a member and have not received your user name and password, please e-mail the business office at fadona@fadona.org, or call **(561) 659-2167**.

Nominate a Deserving DON for FADONA's 2005 Statewide DON Administration Award

FADONA is pleased to sponsor the annual Director of Nursing Administration Award (if nomination is acceptable) to recognize a DON who has demonstrated professional responsibility as a nursing administrator by mentoring, nurturing, and commitment to the standards of nursing practice in long-term care.

The deadline for nominations is **Feb. 18, 2005**, for the **2005 FADONA Director of Nursing Administration Award**.

PLEASE ADHERE TO THE FOLLOWING RULES & PROCEDURES:



1. Nomination must be made by a FADONA member.
2. Nominee must be a member of FADONA and an active director of nursing.
3. Nominee must be actively involved in a local DON chapter with written confirmation from local DON chapter president.
4. Nominee must be certified in gerontological nursing by ANA, nursing administration by ANA, or in LTC administration by NADONA.
5. Supporting reference letters by at least two (2) professional colleagues must be attached.
6. Supporting reference letter(s) from local DON association president or local association executive board member must be attached.
7. Mail all nominations to FADONA—postmarked prior to Feb. 14, preceding annual convention.
8. The FADONA Executive Committee will serve as the selection committee, with input from regional coordinators in the regions they serve.
9. Nominees will receive recognition at the Annual Conventions.

Official FADONA Nomination Form

I, _____, a FADONA member

Hereby nominate: _____, a FADONA member

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Facility Phone: _____

City/County/Region: _____

for the **2005 FADONA Director of Nursing Administration Award**.
The information requested in the "Rules & Procedures," is attached along with my reasons for nominating this DON.

Signature/Date _____

Phone: _____ E-mail: _____

Nominations postmarked after 2/18/2005 will not be considered.

Why I Like Being a Certified Nursing Assistant!

FADONA is pleased to announce the Fifth Annual Award to recognize certified nursing assistants (CNAs) whose commitment and devotion to their profession is demonstrated by an essay, not exceeding 100 words.

Three awards are to be presented at FADONA's 18th Annual Convention in March 2005.

✓ First Place — \$200 ✓ Second Place — \$100 ✓ Third Place — \$50

**All entries should be mailed to: Cathy Ates, c/o FADONA,
200 Butler Street, Suite 305, West Palm Beach, FL 33407**

**2005
CNA Awards**

**Entries must include 1. Full name; 2. Home address; 3. Home telephone;
4. Name, address and phone number of nursing home employer;
5. Name of facility's director of nursing and 6. Administrator,
and 7. Must be postmarked by Feb. 18, 2005.**

**2005
CNA Awards**