

Quarterly PBJ Webinar

Answers to your PBJ questions
before the **May 15 deadline**

Q2 2025 Edition

TUE, APR 8 | 11 AM CT

SimplePBJ™



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PBJ SUBMISSION GIVEAWAY

Submit your PBJ early & you could win!

The PBJ deadline is Thursday, May 15



Submit your PBJ data through SimplePBJ by midnight ET on May 8 for a chance to win

1st prize: \$100 Visa gift card (*use anywhere*)

2nd prize: 40 oz. Stanley tumbler (*choose your color*)

Winners announced May 14



YOUR SPEAKERS



Nate Hoard

Senior PBJ Specialist – Simple



Josh Miller

Client Success Director – Simple

Live Poll



How long have you been wrangling PBJ data and compliance for your organization?

- a. I'm brand new (1 year or less)
- b. Still figuring it out (2–3 years)
- c. Seasoned pro status unlocked (4–8 years)
- d. Since the dawn of PBJ time (2016)... I'm getting too old for this!

Agenda

- QIES Workflow Update
- Common PBJ Mistakes to Avoid
- EmployeeID Linking Tips
- Latest Industry Tendencies
- PDPM Case-Mix National Trend and Impact
- Live Q&A

Turnover – Current Calculation Timeline

Lookback Timeline: Total Nursing and RN Turnover (April 2025 – June 2025 Five-Star Reports)

Q0	Q1	Q2	Q3	Q4	Q5
Jul – Sep 2023	Oct – Dec 2023	Jan – Mar 2024	Apr – Jun 2024	Jul – Sep 2024	Oct – Dec 2024
Denominator					
	Numerator				

12-Month Reporting Period: Administrator Turnover

October 2023 – September 2024

QIES Workflow Update

An update to security enhancement, and what it means for us:

- QIES.net now requires multi-factor authentication (MFA) for signing in
- Not to worry! For SimplePBJ users who transmit through SimplePBJ, we have made all of the needed updates to ensure we can successfully submit your PBJ file to CMS.
- The new process requires a little more time to successfully connect to CMS. Do **NOT** wait for the last minute to submit your PBJ file!

Common PBJ Mistakes to Avoid

- Not removing meal breaks for all employees
- Submitting overnight hours by shift start or end date
- Underestimating the importance of census and acuity
- Not auditing your data before submitting
- Waiting until the last minute to submit

EmployeeID Linking Tips

An EmployeeID Linking file can be submitted to CMS to connect multiple EmployeeIDs for the same individual.

- Often caused by changes in payroll software
- Critical tool to eliminate false turnover calculations
- Only needs to be used if EmployeeID values have changed within the past 2 years
- Must be submitted to CMS by the PBJ deadline in order to be included in the next cycle of turnover calculation

EmployeeID Linking Tips

EmployeeID Linking files are submitted to CMS and must follow some specific validation requirements in order to be accepted:

- Must be submitted for the current quarter, but the linking process applies historically to previous quarters
- Both “old” and “new” EmployeeIDs must already exist in CMS’ database (if submitting new IDs for the first time this quarter, submit the PBJ file first, then submit the linking file)
- If needing to link 3 or more EmployeeIDs for the same individual, submit multiple linking files, following this pattern:

File #1: [ID1 = ID3]

File#2: [ID2 = ID3]

EmployeeID Linking Tips




How to create & submit an **EmployeeID Linking** file in SimplePBJ:

The screenshot shows the SimplePBJ web application interface. At the top, the 'REPORTING QUARTER' is set to '2025 3rd Quarter (4/1/2025 - 6/30/2025)'. A blue arrow points to this dropdown with the text 'Make sure the quarter is set to current'. In the left sidebar, the 'Staff' menu item is circled in blue. In the main content area, the 'EmployeeID Linking' tab is also circled in blue. Below the tabs, there is a blue box containing instructions: 'CMS is aware of situations when a facility needs to change the employee ID for one or more of its staff. In order to maintain the reporting of an employee's hours through an employee ID change, they have added a method to link an employee's old employeeID to a new one. For more information, please see: [Changing Employee Identifiers in the Payroll-Based Journal \(PBJ\) System](#). To create an employeeID Linking PBJ file, please download the template below. Open the template and add a row for each employeeID that needs to be linked in the CMS PBJ. Be sure to leave the top header row in the template file and save as a CSV. Once done, upload the completed document using the form button below. Doing so will generate a new CMS PBJ XML file. **Please note:** the CMS PBJ linking file can only contain employeeIDs that have already submitted data--this includes both the old EmployeeID and the new EmployeeID.

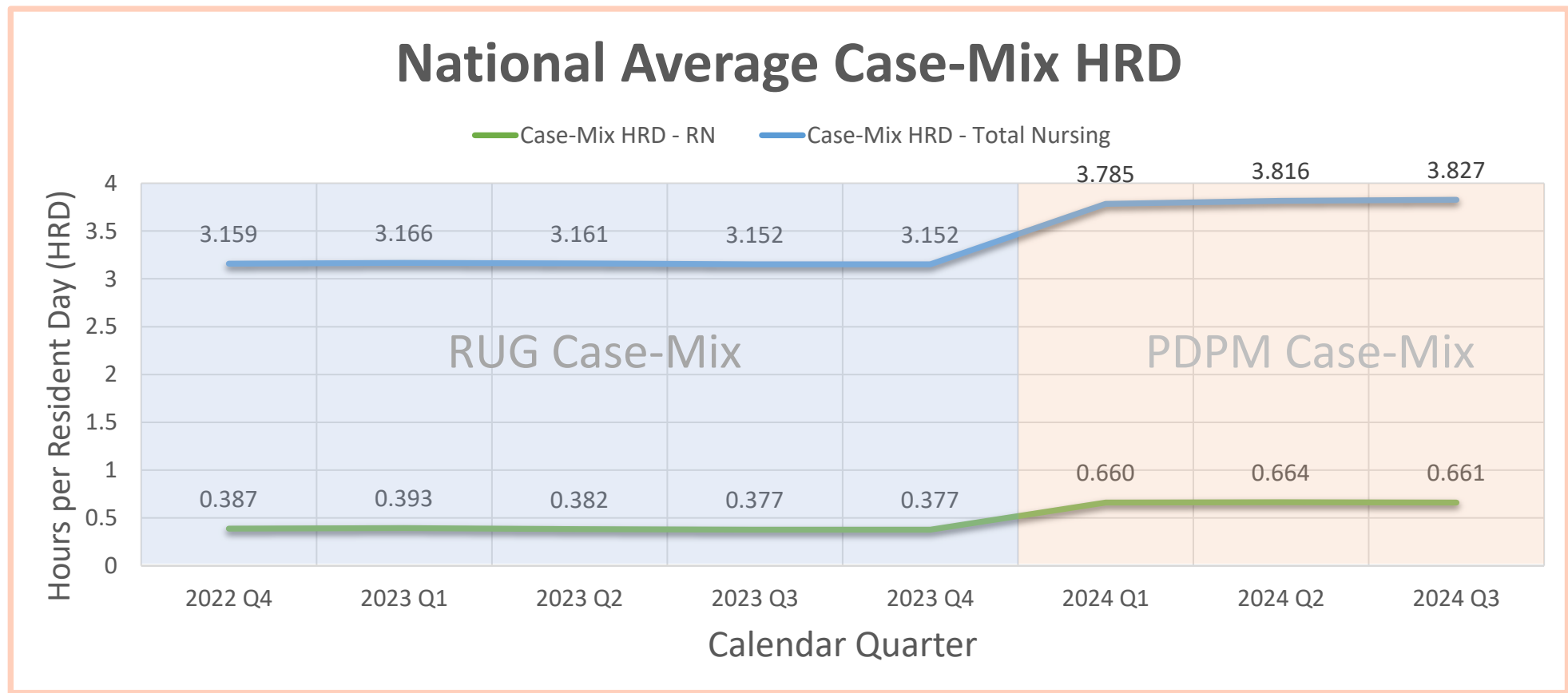
Below the instructions, there is a link to 'Download SimplePBJ EmployeeID Linking Template'. Underneath, there is a section titled 'Select Completed EmployeeID Linking Template (CSV)' with a 'Choose File' button and a text field showing 'No file chosen'. At the bottom, there is a green button labeled 'Upload Completed EmployeeID Linking Template'.

Latest Industry Tendencies

What we're hearing from around the industry:

-  PBJ audits and surveys are even more common then ever.
Look out for our PBJ Survey webinar on June 10th!
-  Auditors are taking advantage of the ability to penalize turnover scores for incorrectly submitted or missing data.
-  Staffing challenges persist, almost across the board.

PDPM National Average Case-Mix HRD



PDPM National Average Case-Mix HRD

Average year-over-year (2023-2024) increase of the National Average:



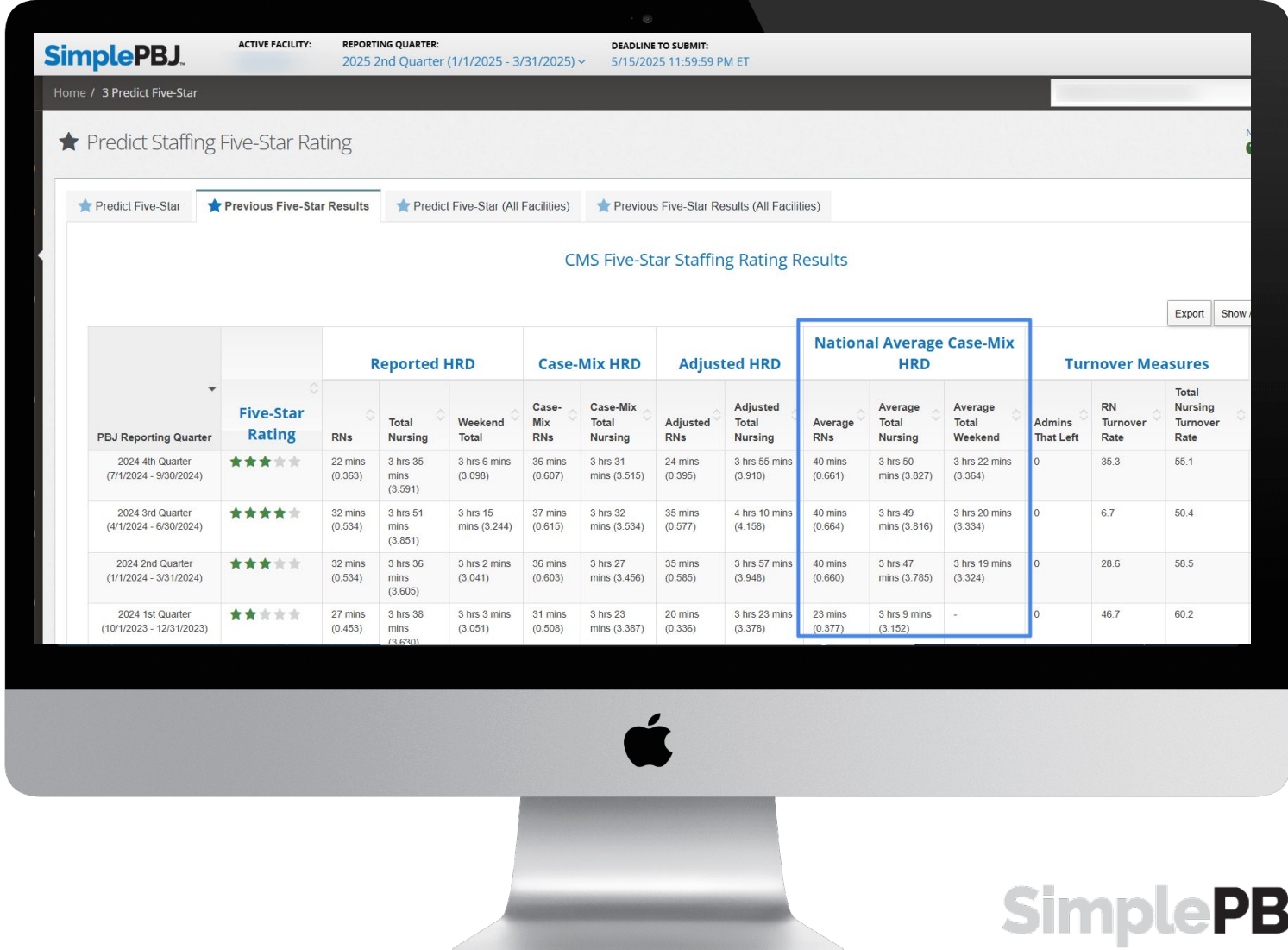
Total Nursing Case-Mix HRD: 20.6% Increase



RN Case-Mix HRD: 72.4% Increase

Latest SimplePBJ Updates

National Average Case-Mix data is now trackable in the **Previous Five-Star Results** page.



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ACTIVE FACILITY: REPORTING QUARTER: 2025 2nd Quarter (1/1/2025 - 3/31/2025) DEADLINE TO SUBMIT: 5/15/2025 11:59:59 PM ET

Home / 3 Predict Five-Star

★ Predict Staffing Five-Star Rating

★ Predict Five-Star ★ Previous Five-Star Results ★ Predict Five-Star (All Facilities) ★ Previous Five-Star Results (All Facilities)

CMS Five-Star Staffing Rating Results

PBJ Reporting Quarter	Five-Star Rating	Reported HRD			Case-Mix HRD		Adjusted HRD		National Average Case-Mix HRD			Turnover Measures		
		RNs	Total Nursing	Weekend Total	Case-Mix RNs	Case-Mix Total Nursing	Adjusted RNs	Adjusted Total Nursing	Average RNs	Average Total Nursing	Average Total Weekend	Admins That Left	RN Turnover Rate	Total Nursing Turnover Rate
2024 4th Quarter (7/1/2024 - 9/30/2024)	★★★★★	22 mins (0.363)	3 hrs 35 mins (3.591)	3 hrs 6 mins (3.098)	36 mins (0.607)	3 hrs 31 mins (3.515)	24 mins (0.395)	3 hrs 55 mins (3.910)	40 mins (0.661)	3 hrs 50 mins (3.827)	3 hrs 22 mins (3.364)	0	35.3	55.1
2024 3rd Quarter (4/1/2024 - 6/30/2024)	★★★★★	32 mins (0.534)	3 hrs 51 mins (3.851)	3 hrs 15 mins (3.244)	37 mins (0.615)	3 hrs 32 mins (3.534)	35 mins (0.577)	4 hrs 10 mins (4.158)	40 mins (0.664)	3 hrs 49 mins (3.816)	3 hrs 20 mins (3.334)	0	6.7	50.4
2024 2nd Quarter (1/1/2024 - 3/31/2024)	★★★★★	32 mins (0.534)	3 hrs 36 mins (3.605)	3 hrs 2 mins (3.041)	36 mins (0.603)	3 hrs 27 mins (3.456)	35 mins (0.585)	3 hrs 57 mins (3.948)	40 mins (0.660)	3 hrs 47 mins (3.785)	3 hrs 19 mins (3.324)	0	28.6	58.5
2024 1st Quarter (10/1/2023 - 12/31/2023)	★★★★★	27 mins (0.453)	3 hrs 38 mins (3.633)	3 hrs 3 mins (3.051)	31 mins (0.508)	3 hrs 23 mins (3.387)	20 mins (0.336)	3 hrs 23 mins (3.378)	23 mins (0.377)	3 hrs 9 mins (3.152)	-	0	46.7	60.2

SimplePBJ™



Your one-stop shop for PBJ success

Assemble, validate and submit your PBJ

Predict Staffing Five-Star ratings

Submit PBJ reports with one click

Benchmark results against other facilities



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visit simple.health/pbj



QUESTIONS

Thanks for attending! Recording
& slides will be available here:

www.simple.health/PBJ-Q2-2025

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RESOURCES

<https://www.cms.gov/medicare/provider-enrollment-and-certification/certificationandcompliance/downloads/usersguide.pdf>

<https://data.cms.gov/provider-data/dataset/4pq5-n9py>