



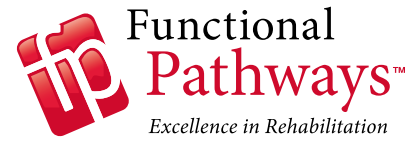
E X E C U T I V E B R I E F

**The MDS Coordinator
and Therapy Manager
Relationship: The Team
Within the Team**

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Summary



John C. Maxwell said it best when he said, “Coming together is a beginning. Keeping together is progress. Working together is success.”¹

Relationships in healthcare are vital to the success of quality patient care. Without strong working relationships, systems will break down and the ones who ultimately suffer are the residents.

We must value and embrace loyal, mutual, long-lasting relationships with clients, residents and each other to achieve quality patient care through a cohesive team approach. Fostering an environment where solid relationships are expected will produce magnificent results!

One of the most essential relationships in the skilled nursing facility is the relationship between the MDS Coordinator and the On-site Therapy Manager.

“The MDS Coordinator is a valuable organizational resource whose input would improve organizational decision making.”² The MDS Coordinator’s role is “intrinsically integrative” with potential to impact quality of care. However, the potential of the MDS Coordinator to influence important care processes such as assessment, decision-making and care planning may be moderated by the quality of their relationship patterns across the organization. Maximizing that potential through attention to relationship patterns among staff can help to unlock the capacity of the MDS Coordinator to positively influence care processes and improve quality of care.”²

The Therapy Manager has the key role of effectively coordinating within the interdisciplinary team to manage and assure resident therapy needs are met while simultaneously functioning within the confinements of the MDS and PPS systems. In order to effectively coordinate care and manage the MDS and PPS systems, the Therapy Manager must create, preserve, and grow their relationship with the interdisciplinary team, but with an emphasis on the MDS Coordinator partnership.

THE FINALE

The scrutiny that health care providers are under leaves us little room for error and we are under extreme examination from government agencies. These examinations can be burdensome, stressful, and downright terrifying. Having sound relationships in the skilled nursing facility environment are crucial.

THE SIGNPOSTS

Healthcare providers understand that the key to success is dependent on the quality of the people caring for the residents. Quality healthcare providers possess a caring sense of compassion, a winning attitude, they continuously look for ways to improve, and they build-up and support their teammates to achieve success.

THE TAKEAWAY

Improving relationships in the skilled nursing facility are vital to the quality of resident care and outcomes. Ensuring your systems are strengthened, policies and procedures are followed, and constructive open communication is encouraged will improve your overall outcome. Have you seriously examined the relationships in your facility lately?

¹Teamwork Makes The Dream Work, by John C. Maxwell; 2002 by Maxwell Motivation, Inc.; Published by J. Countryman®

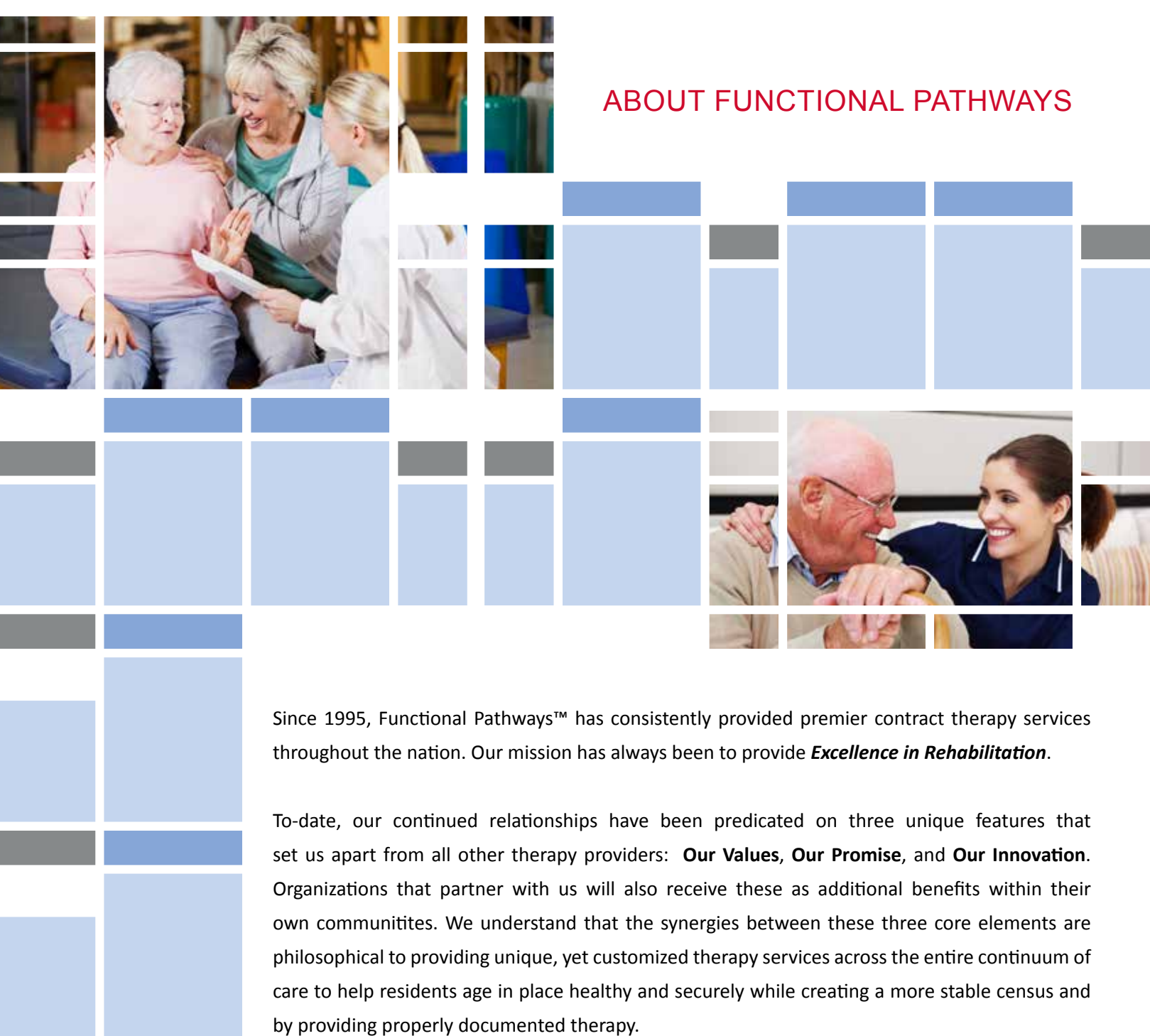
² National Library of Medicine (NLM), MDS Coordinator Relationships and Nursing Home Care Processes
Mary L. Piven, PhD, RN, Post-Doctoral Fellow, Donald Bailey, PhD, RN, Assistant Professor of Nursing, [...], and Ruth A. Anderson, PhD, RN, FAAN, Associate Professor of Nursing <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1472871/>

Value in Relationships

These two critical roles work together to ensure regulations are adhered to and reimbursement is sustained. Five tips are listed in the following grid to increase awareness of the partnership between the MDS Coordinator and Therapy Manager.

Positive Behaviors	MDS Coordinator & Therapy Manager Activity
1 They communicate openly and trust each other	Daily communication: <ul style="list-style-type: none">• ARD/RUG discussion• Unexpected changes in therapy schedules• Projected therapy discharge dates Weekly communication: <ul style="list-style-type: none">• Triple Check with Business Office Manager
2 They engage in healthy conflict around planning and solutions	Unfiltered discussions to encounter constructive results with every communication opportunity
3 They commit to resolutions and action plans they develop	Work collectively when glitches emerge to establish an action plan in attempts to prevent future glitches
4 They welcome, embrace, and enforce reciprocal accountability when plans are not followed	Hold each other accountable: <ul style="list-style-type: none">• Together troubleshoot the action plan appropriateness to explore if modifications to the plan are necessary• Conduct peer review audits
5 They focus on success resulting from collaborative efforts	Always open to learn from each other's experience and perspective

ABOUT FUNCTIONAL PATHWAYS



Since 1995, Functional Pathways™ has consistently provided premier contract therapy services throughout the nation. Our mission has always been to provide ***Excellence in Rehabilitation***.

To-date, our continued relationships have been predicated on three unique features that set us apart from all other therapy providers: **Our Values, Our Promise, and Our Innovation.** Organizations that partner with us will also receive these as additional benefits within their own communities. We understand that the synergies between these three core elements are philosophical to providing unique, yet customized therapy services across the entire continuum of care to help residents age in place healthy and securely while creating a more stable census and by providing properly documented therapy.

We encourage you to partner with us to ***Make a Difference in the Lives We Touch.***

