

Ayuda Network, Inc./ Commonwealth Respite Service Program



“Engaging Employers in Lifespan Respite”

Commonwealth Respite Care Services Program



Ayuda Network, Inc. through Developmental Disabilities Council

WHO WE ARE

The Ayuda Network, Incorporated (ANI) was established in 1992 by consensus of private and public social and human service providers of the need to work together as a means of fostering and increasing communications, coordination, collaboration and cooperation.

Our **Mission** is to better meet the human development needs of all people of the CNMI and to collectively address critical social issues and problems.

WHO WE ARE

The purposes and powers of Ayuda Network, Inc. include but are not limited to the following:

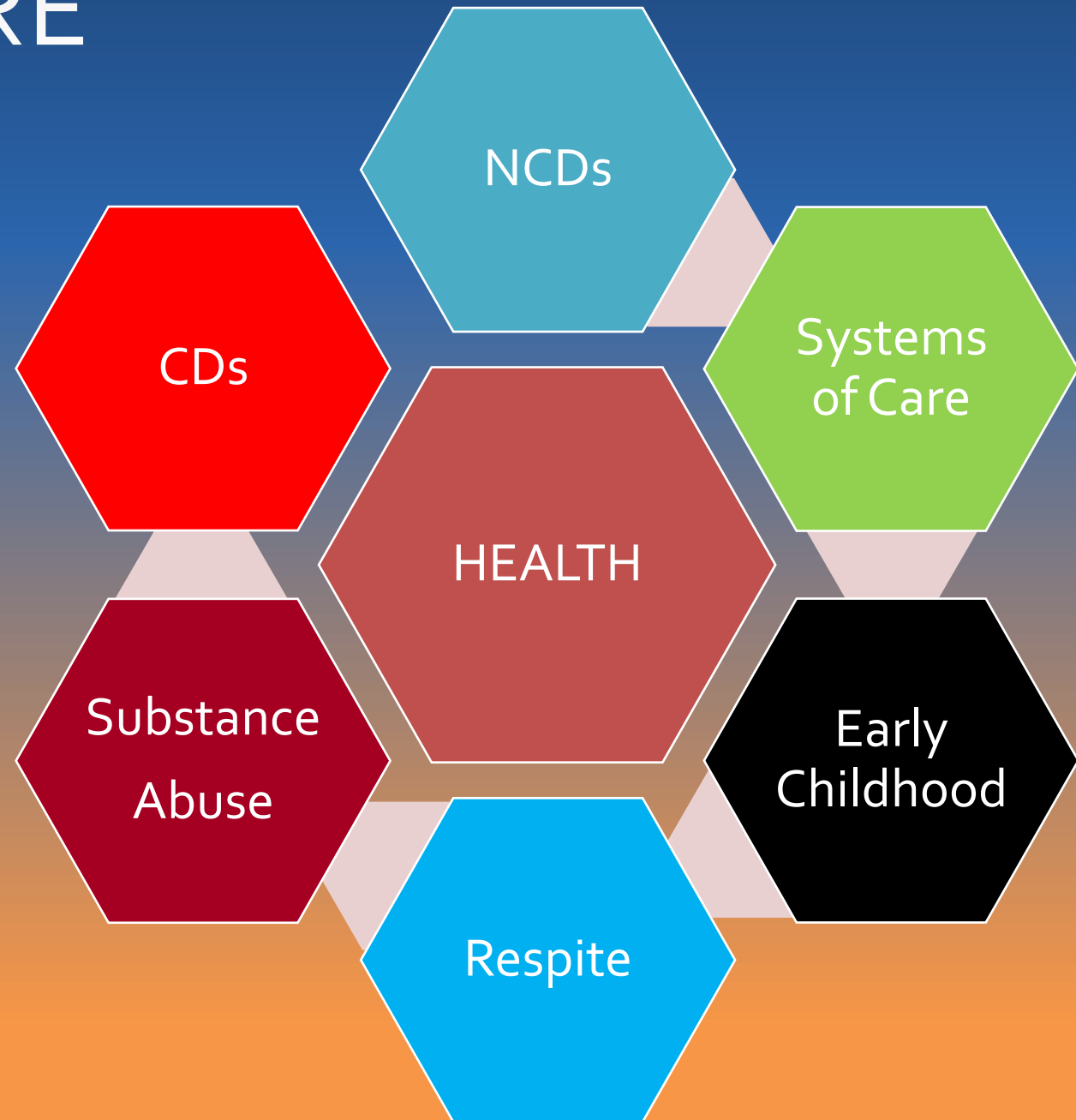
Purpose:

- To form a formal network of human service organizations and agencies of the Commonwealth of the Northern Marianas Islands



WHO WE ARE

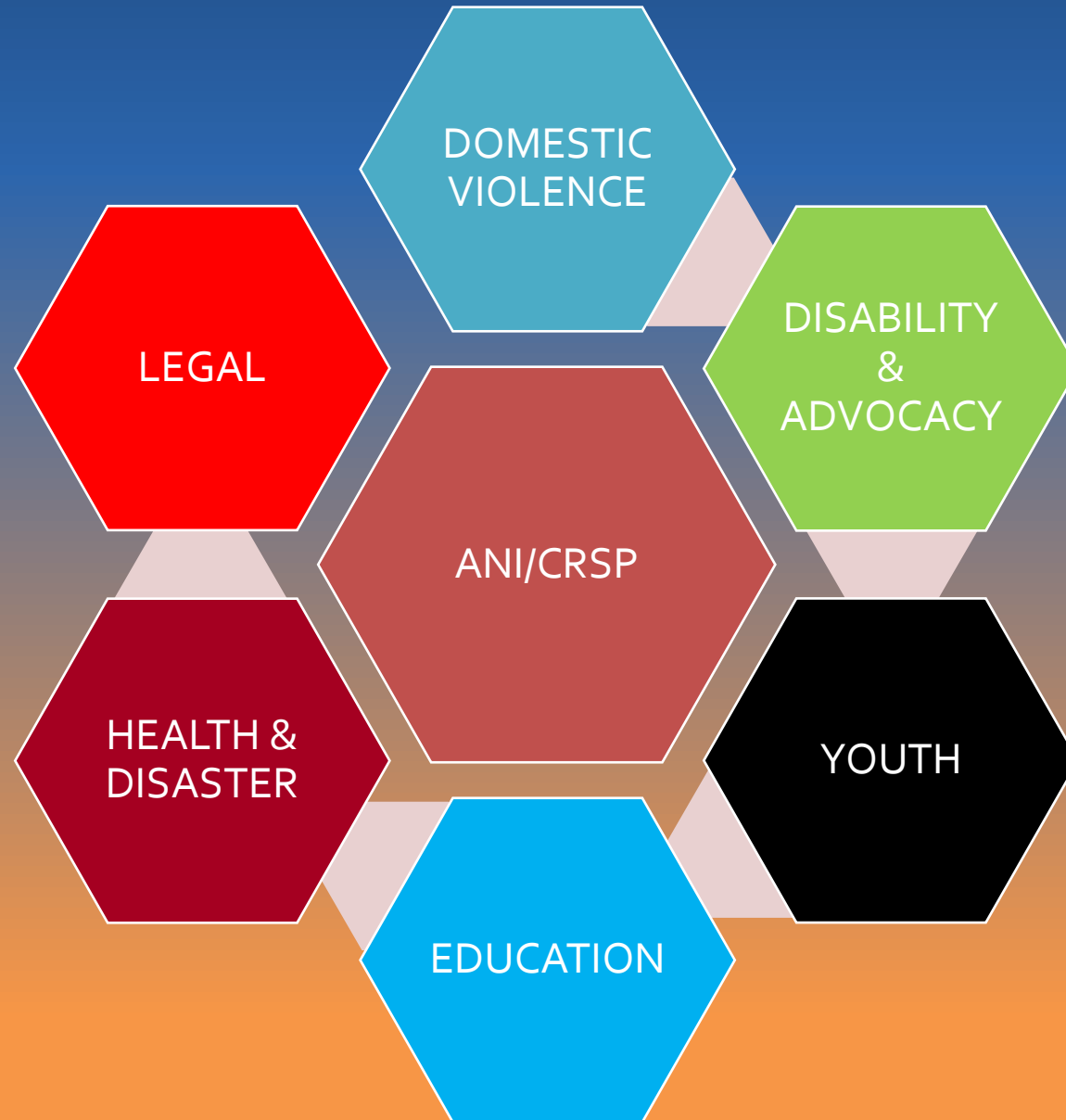
- To coordinate, conduct, and engage in the coordination of social / human services of the CNMI so that these agencies are responsive to the needs of the community
- To provide access to the range of human services available to the community



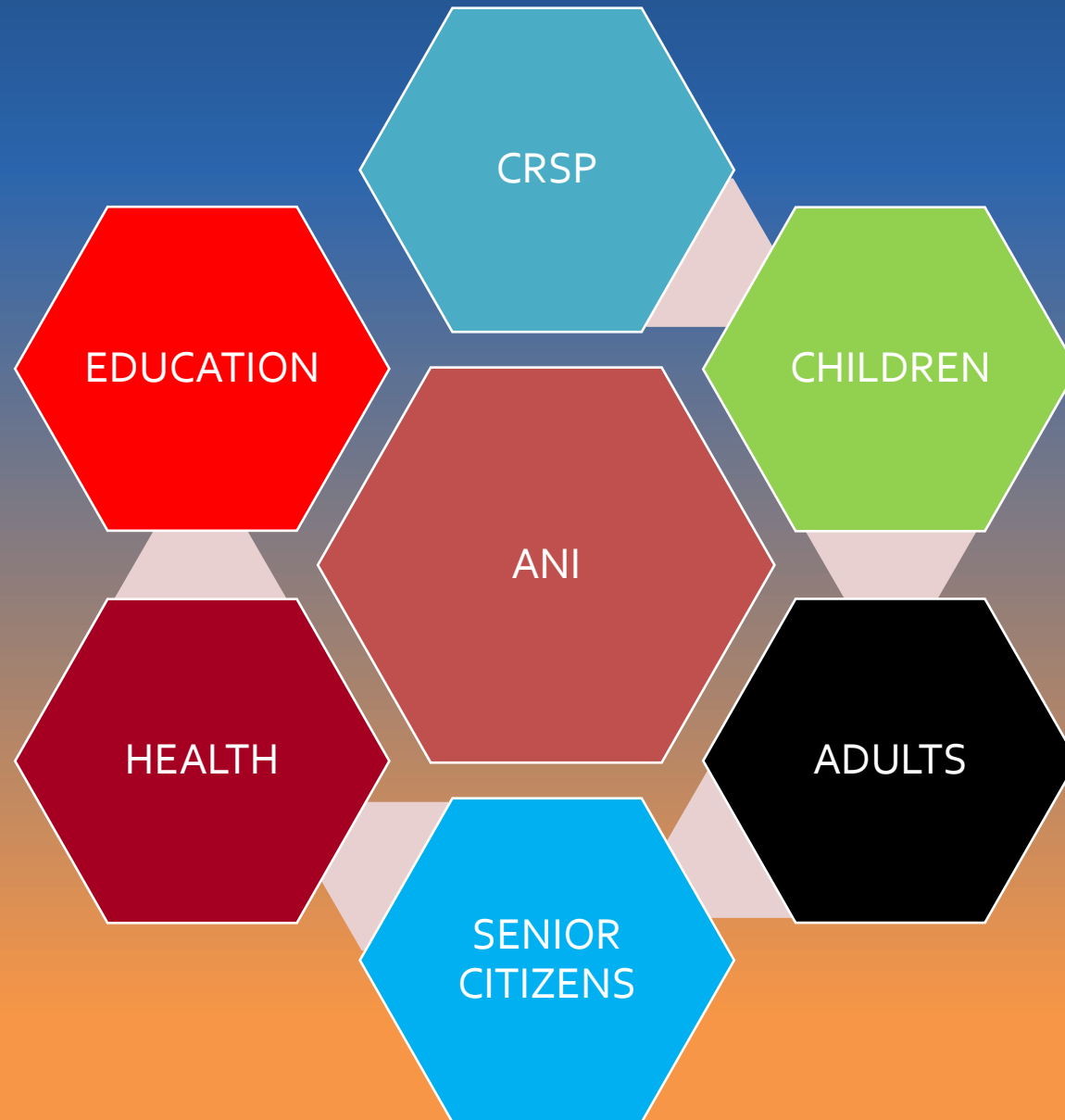
WHO WE ARE

- To provide a mechanism that will allow these agencies to cooperate in fundraising and related activities
- To provide support to the participating agencies through professional development and training, and advocacy of issues relevant to the agencies served by the Corporation and their clients.

PROGRAMS



PROGRAMS



Commonwealth Respite Service Program

Commonwealth Respite Service Program (CRSP)

Established by PL 14-36 (H.B. 14-009) signed 10/13/2004

You may access the law @ CNMILaw.org

To establish the Commonwealth Respite Services Program; to designate the CNMI Council on Developmental Disabilities as the program administering authority; and to provide for community respite services programs.

The Legislature finds that the Commonwealth may have as many as eight hundred families providing long term care at home to family members with developmental disabilities, with little or no help available to these families.

Commonwealth Respite Service Program

CRSP Rules & Regulations can be found Registered in the CNMI Administrative Code Title 75-60 as authorized under 3 CMC § 2431 in September 2014

The Council or its designee is hereby authorized to and shall adopt and promulgate rules and regulations for the operation and administration of the Commonwealth Respite Services Program pursuant to Section 6 of PL 14-36.

You may access the documents online @ www.cnmilaw.org

Commonwealth Respite Service Program

CRSP MOA#1

Ayuda Network Inc. with CNMI Council on Developmental
Disabilities

8/29/14 – 04/30/15

The MOA stipulates that Ayuda Network Inc. agrees to serve as the Community Base Organization to establish and develop a system for the CRSP through which the CRSP activities are administered, etc....

Commonwealth Respite Service Program

CRSP MOA#2

May 1, 2015 – September 30, 2015

Ayuda Network, Inc. agrees to serve as the Community Base Organization to provide respite vouchers to eligible recipients or primary caregivers of target dependents. Primary caregiver is an individual who provides a client with continuous at-home care at no cost. Target dependents are children with developmental disabilities, dementia, and other conditions, and who reside at home of primary caregiver, such as adult children, grandchildren, or other care giving relative. Also included in this MOA#2 we are going to work with the Council to develop/work on the CRSP State Plan.

RESPITE

- is a vital part of the continuum of services for families;
- reduces family stress and thereby helps preserve the family unit;
- supports family stability;
- prevents or delays lengthy and costly out-of-home placements;
- prevents possible abuse and neglect situations; and
- preserves caregiver – care recipient relationships.

What is Respite Care?

- *Respite is a service in which care is provided to children (including adult children of older parents) with disabilities, with chronic or terminal illnesses, and/or children at risk of abuse and neglect.*
- *Respite can occur in the child's home or in a variety of out-of-home settings, and can occur for any length of time, on either a planned or emergency basis, depending on the needs of the family and available resources.*
- *Short term relief for **caregivers** of children and adults with disabilities but is a long-term support*

What is a Caregiver?

Commonwealth Respite Care Act of 2004

An individual providing ongoing care to one who is unable to care for oneself



Federal Lifespan Respite Care Act of 2006

Family Caregiver

An unpaid family member, a foster parent, or another unpaid adult,
Who provides in-home monitoring,
management, supervision, or treatment
Of a child or adult with a special need.



WHO ARE ELIGIBLE

- *Primary Caregivers of target dependents*
- *Target Dependents means children with developmental disabilities residing at home, or adults with DD who reside with aging parents, children, and older individuals who are medically fragile, have DD, dementia, and other conditions and who reside at home of primary caregiver*
- *Determination of Eligibility for services is based on the needs of the family, with special attention given to the needs of the individual receiving care and the primary caregiver.*

A client may be eligible for respite care when the following criteria are met:

- ✓ The client's needs assessment and evaluation plan indicates a need for respite care; OR*
- ✓ Income: The client has a monthly gross income below the Federal Poverty Income Guideline for a family of the same size; AND*
- ✓ Residency: The client must be living in the CNMI with the intention of making the CNMI his/her home permanently. (Utility payments receipts, house rental/mortgage receipts, etc. AND*
- ✓ Citizenship: The client must be a U.S. citizen or a qualified alien, as defined in Personal Responsibility Work Opportunity Act (PRWORA), to be eligible for respite care services. (Birth Certificate or passport; AND*
- ✓ The individual has a primary caregiver.*

PAYMENT for RESPITE CARE

- *The Council shall establish the hourly rate to be paid for respite care*
- *The Respite Care Provider shall provide verification of the number of hours of respite care provided to the client, certified by the client or the client's primary care provider to the CBO*

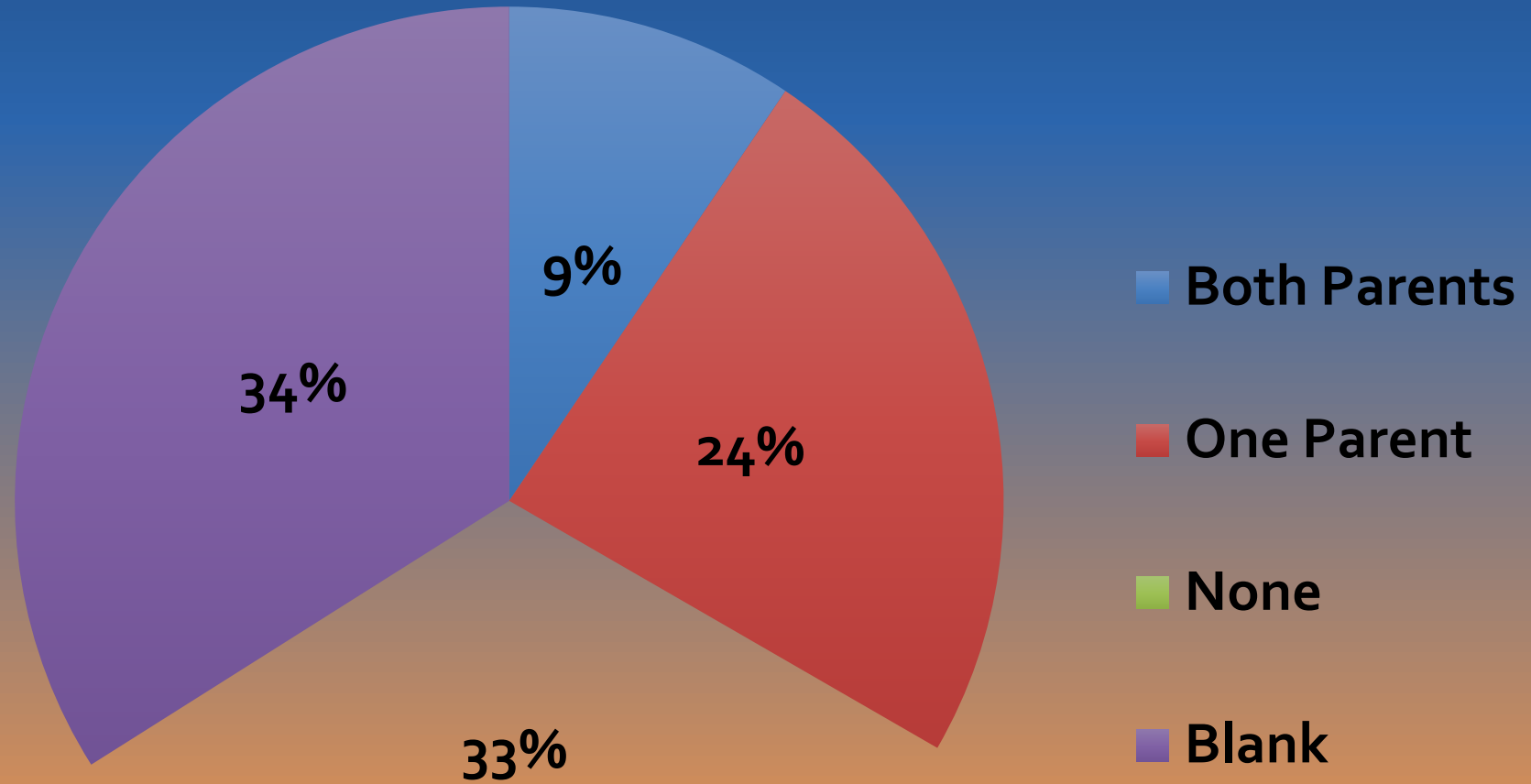
The CBO will then compute the monthly projected cost of the respite care based on:

- *Hours of respite care provided*
- *The client or the family's share of the cost of respite care in accordance with the sliding fee scale as set forth in the current state plan.*

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Number of Parents Employed

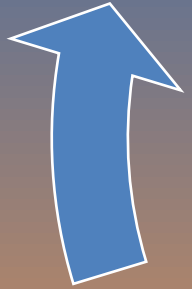


The Caregiving Crisis

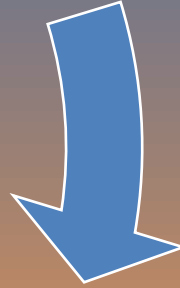


The Juggle

Financial Concerns



*Caregiving
Crisis*



Medication Adherence

Limited Resources



Concerns about Patient
Financial
Treatment
Medications
Communications

Caregivers (Themselves)
Stress
Hard to ask for help
Personal Health Risk
Identifying Resources
Lack of Family Support
Financial Burden
Work Stress

Employed Caregivers vs. Non Caregivers

Health Impact on Employee Caregivers

- ✓ Employed caregivers are less well rested than employed non-caregivers and have fewer productive days.
- ✓ Employed caregivers are more likely to be diagnosed with high blood pressure than employed non-caregivers.
- ✓ Employed caregivers experience elevated daily and chronic physical pain relative to employed non-caregivers.

ReACT

Respect A Caregiver's Time

What is ReACT?

ReACT is an **employer-focused coalition** dedicated to addressing the challenges faced by employee caregivers caring for loved ones with age-related, chronic conditions and **reducing the impact** on the companies that employ them.



ReACT Coalition

Four steps for supporting employees with caregiving responsibilities:

- ✓ Have a conversation
- ✓ Demonstrate flexibility
- ✓ Embrace caregiving as the new normal
- ✓ Keep caring for caregivers

For additional support, employers can also visit:

- www.aarp.org/react
- www.respectcaregivers.org

Have the Conversation

- Straight Talk
 - Reframe the Conversation
 - Create an Open Door Policy
- Supporting Employees who are Family Caregivers

Demonstrate Flexibility

- Accommodate Juggling
- Look at What Already Exists

Embrace Caregiving as the New Normal

- How can I better support my Employees?

Keep Caring for the Caregivers

- Check in with your caregivers
 - Get feedback

Thank you! 😊

*“Employers have a major role in supporting their employees
with either planned or unplanned needs”*

- Jeff Huber, President, Home Instead Senior Care