



Laura J. Gramenelles, RN, BSN, COS-C
Senior Manager

Graduate: University of Rochester, B.S. Nursing

Memberships: National Association for Home Care & Hospice
Home Care Alliance of Massachusetts

Experience: Progressive experience in home care since 1985, including three years in management and sixteen years in consulting. Management experience includes responsibility for agency operations, clinical services, and quality assurance. Consulting experience includes organizational and operations analysis, preparation for Medicare and JCAHO surveys, Medicare coverage and documentation training, accounts receivable clean-up projects, and the development of HIPAA implementation policies and tools. Instrumental in developing policies and procedures, job descriptions, employee performance evaluation tools, standardized care plans, quality assessment and improvement plans, and orientation programs. Previous home care positions and duties include:

Positions:	Director of Quality Assurance	Regional Proprietary
	Director of Operations	Home Care Agency
	Nursing Supervisor	
	Staff Nurse	

Duties:

- ◆ Developed, implemented, and directed a Quality Assurance Program for a chain of companies spanning four (4) states.
- ◆ Developed and evaluated policies and procedures in compliance with State and Federal regulations.
- ◆ Developed and conducted ongoing inservice education on Medicare coverage, documentation and quality care.
- ◆ Provided oversight for internal audits and state surveys and developed plans of correction when appropriate.
- ◆ Directed the operations and delivery of care of branch office.
- ◆ Provided direct skilled care to homebound elderly.



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Position: Home Dialysis Coordinator, Proprietary Home Care Agency

Duties:

- ◆ Provided initial and ongoing instruction on hemodialysis and peritoneal dialysis in the home environment.
- ◆ Designed and maintained clinical records according to State and Federal regulations.

Author: HIPAApassport: A Comprehensive HIPAA Implementation Plan for Home Health Agencies and Long Term Care Organizations, Co-author of the 3 phase program on the implementation of HIPAA Privacy and Security Regulations, 2002 and 2004.

“PPS Success: Home Health Opportunities Brighten for Respiratory Therapists”, Advance for Managers of Respiratory Care, Vol. 10, No. 8. Sept/Oct 2001.

“Ten Operational Strategies for Success under PPS”, with Carol Conrad, Caring, Vol. XX, No. 11, November 2001.

“Operational Implementation and Strategies for PPS” Interactive Courseware, computer based training. Homecaretraining.com 2000.

Lecturer: “Fast Track to HIPAA Implementation in a Home Health and Hospice Environment”, Teleconference conducted for the National Association for Home Care & Hospice on March 26, 2003 and a teleconference for the Idaho Association of Home Health Agencies on March 12, 2003.

“It Takes a Village: An Integrated Perspective on HIPAA Compliance” Presented at the National Association for Home Care & Hospice on October 13, 2003.

“Outcomes and the Survey Process”, Presented at the Home Care Alliance of Maine on August 10, 2003.

“HIPAA Privacy for Home Health” Teleconference conducted for Eli Home Care Week on May 27, 2003.



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Senior Manager (cont)

“Winning Tools and Techniques to HIPAA-train your Staff” Presented to the HIPAA: Straight Talk for HHAs conference sponsored by ...home health line on December 9, 2002 and to the Home & Health Care Association of Massachusetts on April 29, 2003.

“Understanding HIPAA Privacy Standards: What Every Home Care Employee Needs to Know”, Teleconference conducted for the Idaho Association of Home Health Agencies on March 19, 2003.

“HIPAA Implementation: Starting the Process” Presented to the Connecticut Association for Home Care on September 11, 2002.

“Strategies for Case Management under PPS” Presented to the Home Care Alliance of Maine on June 6, 2002.

“Using OASIS to Convert Your Medicare Patients to Private Pay” Presented to the National Association for Homecare on October 27, 2002 and the Home & Health Care Association of Massachusetts on May 2, 2002.

“PPS Billing: Six Months Down the Road”, Presented at the Visiting Nurse Association of America on April 25, 2001.

“Strategies for OASIS Precision”, Presented at the Home Care Association of America on October 23, 2001 and as a National Association for Home Care Teleconference on February 28, 2001

“PPS Compliance Pitfalls”, Presented at the Home & Health Care Association of Massachusetts Spring Conference and Trade Show on May 17, 2001.

“Timely Physician Orders: A New Priority for an Old Problem”, Presented at MedtradeWest on March 26, 2001 and National Association for Home Care September 23, 2000

“PPS Training for Clinicians” Presented to the Greater New York Hospital Association on September 12, 2000.



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“Billing Instructions for PPS”, Presented at the Home & Health Care Association of Massachusetts workshop on Managing Financial Implications of PPS on July 11, 2000.

“Utilizing Your Organization’s Cultural Value System for Successfully Transitioning into PPS”, Presented at the Associated Home Health Industries of Florida, Inc. Annual Conference and Trade Show on May 23, 2000.

“PPS Operational Implementation and Strategies for Success”, Presented at the Associated Home Health Industries of Florida, Inc. Annual Conference and Trade Show on May 23, 2000.

“A Team Approach to Preparing for PPS” Presented at the Home & Health Care Association of Massachusetts Spring Conference and Trade Show on May 9, 2000.

“Operational Implementation and Strategies of the PPS” Presented at the Alabama Association for Home Health Agencies on January 19, 2000 and at the Unlimited Health Concepts Inc. seminar on Challenging the Future, April 6, 2000.

Professional Registration: Registered Nurse