

Submitter: Jacque Matthews

On Behalf Of:

Committee: Senate Committee On Human Services

Measure, Appointment or Topic: SB1168

Dear Chair Gelser Blouin, Vice-Chair Linthicum and Members of the Committee,

My name is Jacque Matthews, I live in Salem, Oregon and I am providing testimony in strong support of SB 1168.

I've worked in health care as a Speech Language Pathologist for 35+ years. I remember starting my first job and being told I would have to meet a productivity standard. From that point forward in my career, this standard has followed me in each job I've held. It can be very stressful knowing that at if you don't meet the standard there could be a negative consequence to your job and potentially your career. The stress related to this can be great. You may start your day with a full schedule, but patients cancel appointments and suddenly your full day is now 1/3 to 1/2 of what it had started at. You've had a great dip in your productive numbers and there's stress of how do you catch up. The only way to compensate for the dip, is to overbook on another day, but to do it in the same amount of hours. The negative impact is to the quality of care being provided to the patient. Visits are shortened, less prep time is available and charting is abbreviated. Many companies do not take into account what we can't control when figuring productivity for their employees yet the employees bare the brunt.

Pay per visit visits don't allow for pay for any of the time mentioned above. All the time to review, prepare, drive to the patient and then chart are not included in pay per visit compensation. I've personally observed some who chose to work under pay per visit see up to ten patients in a day. The quality of care provided to those under that system could not have been of good quality. Many nurses and therapists in home health and hospice spend time in the evening working to complete their day. To have this time not be compensated under pay per visit is wrong. Many leave the industry to choose to work a more standard 8-5 style jobs leaving holes in available professionals to provide the care to the patients who need the support.

SB 1168 helps change our system: it makes pay per visit illegal, and states that pay cannot be impacted by our not meeting productivity standards. Both of these elements ensure that we can take the time we need with patients, and provide them the best possible patient care, without worrying about unfair discipline or our ability to feed our families. Thank you for considering my comments, and I urge you to support SB 1168.