



Michigan Department of
Health & Human Services

January 2017

Reporting Requirement for In-Service Training Wages

The Medicaid Provider Manual Section 8.6 defines what activities are considered by the Medicaid Program to be in-service related costs. The regulation includes the following:

8.6 EDUCATIONAL ACTIVITIES AND IN-SERVICE TRAINING

The costs of the following in-service training activities are recognized as routine nursing care costs and are allowable costs:

- § Orientation and on-the-job-training.
- § Mandatory in-service education for Medicaid and Medicare certification.
- § Maintenance of a medical library.
- § Training of a resident or resident's family in the use of medical appliances.

Costs incurred for activities related to an approved Nurse Aide Training and Competency Evaluation Program (NATCEP) are not allowed under routine nursing care, except as provided in the Medicaid allowable cost and reimbursement policy outlined in the Cost Classifications and Cost Finding Section of this appendix.

Federal Rules & Regulations for Certified Nurse Aides Part 483 – Subpart B – Section 483.75 (8) stated the following:

- (i) Be sufficient to ensure the continuing competence of nurse aides, but must be no less than 12 hours per year.

Based on these regulations the minimum expenses that should be claimed on the in-service line of the cost report should reflect the number of Certified Aides x 12 hours x the average hourly rate of the Certified Nurse Aides.

Effective with cost reporting periods ending on or after March 2016 and forward, providers must report this expense in the appropriate in-service training Salary and Wage account on the cost report. Failure to report in-service expense may lead to the rejection of the provider's submitted filed cost report.