

ABI/MFP Waiver Self-Directed Services

Important Reminders and Updates for Case Managers and Service Coordinators

The following waiver services are available for ABI and MFP Waiver participants to self-direct:

	ABI-N	ABI-RH	MFP-CL	MFP-RS
<i>Waiver Service</i>				
Adult Companion	X		X	
Chore	X		X	
Homemaker	X		X	
Individual Support & Community Habilitation	X	only for waiver participants receiving Assisted Living services	X	only for waiver participants receiving Assisted Living services
Peer Support	X	X	X	X
Personal Care	X		X	

Paid Time Off (PTO):

Direct Care Workers (DCWs) providing any of the above self-directed services to ABI and MFP Waiver participants are eligible to take Paid Time Off (PTO). There is a PTO timesheet on the Tempus website for DCWs to use when they take PTO. They will need to indicate whether they are taking hours off that they were scheduled to work. Go to <https://tempusunlimited.org/moving-forward-plan/> and scroll down to “Timesheets” section.

- PTO taken for hours that a DCW is scheduled to work will be paid using rates for services they were scheduled to provide.
- PTO taken for hours that a DCW is NOT scheduled to work will be paid using the base Personal Care Attendant (PCA) rate, or the DCW’s own PCA rate if they are also a PCA.

IMPORTANT

The following applies only to DCWs who provide self-directed waiver Personal Care services to MFP-CL participants. This does not apply to any other waivers or waiver services.

Due to a change in state law, DCWs who provide self-directed waiver Personal Care services to MFP-CL participants are now part of the PCA Collective Bargaining Agreement (CBA). This CBA is a written legal contract between the State and the Union that represents the PCA Workforce, known as 1199 SEIU.

Being part of the CBA means that these DCWs have certain benefits:

1) Paid Holidays:

- A DCW who provides self-directed Waiver personal care services to an individual in the MFP-CL Waiver on a holiday between the hours of 6AM – midnight will be paid at a premium rate (equal to the applicable rate at time-and-a-half) for time those services on that holiday.

- The paid holidays are New Year's Day, Martin Luther King, Jr., Day, Juneteenth, Independence Day (July 4th), Thanksgiving Day, and Christmas Day.

2) New Hire Orientation and Seniority Rate Pay:

- DCWs who provide self-directed Waiver personal care services to individuals in the MFP-CL Waiver are required to complete a New Hire Orientation, if they have not already taken it as a PCA. They will be paid for the 4-hour session.
- To sign up for New Hire Orientation, DCWs may call (877) 409-8283 or go to <http://bit.ly/pcanho>.
- A DCW who fails to complete New Hire Orientation will not be eligible for certain rate increases in the future. Specifically, beginning on April 1, 2025, payment rates for PCAs and DCWs providing self-directed Waiver personal care services to MFP-CL participants will be based on their previous hours worked as a PCA and DCW.

Case managers who are adding self-directed Personal Care to care plans for MFP-CL waiver participants should keep these changes in mind and help to educate your waiver participants.

Questions about Self-Direction in the ABI/MFP Waivers?

Contact John Garcia at john.garcia@mass.gov or Kim Simonian at kim.m.simonian@mass.gov at MassHealth.