



MARCH



LUVING HANDS NEWSLETTER

It's March Guys!! The month of March symbolizes a lot of things. But the things that stand out the most to Loving Hands are REBIRTH, TRANSITIONS, AND NEW BEGINNINGS!! The approach of Spring always brings about spring cleaning. Spring cleaning isn't just for your home, it is for your body, mind and spirit! It is a perfect time to take a look at how things are going -



and make adjustments. Are you where you would like to be physically? Are you working out and eating right? How about mentally? Are you still holding on to things that you should have let go? Where are you spiritually? Are you grounded? Do you have a grasp of who you are and how you fit into the world? Let's pause and make sure that we are taking care of ourselves. If not, now is the time for a New Beginning! Have a great March Guys!!

DUTY CODES DUTY CODES DUTY CODES!



What are Duty Codes? Duty codes are codes that we put in when we clock out. These codes are a REQUIREMENT and correspond with tasks that were done for the client that day. This way, the insurance companies that pay for your client's home care can see what they are paying for. If there are no duty codes entered for your shift, the assumption is that you didn't do anything. We know all of you work hard for your clients, so make sure everyone knows what you do when you are at work. Also, not putting duty codes in can hurt your client because it seems like nothing is being done. Please put in your duty codes after every shift so there is never a question regarding what is being done for your client!!



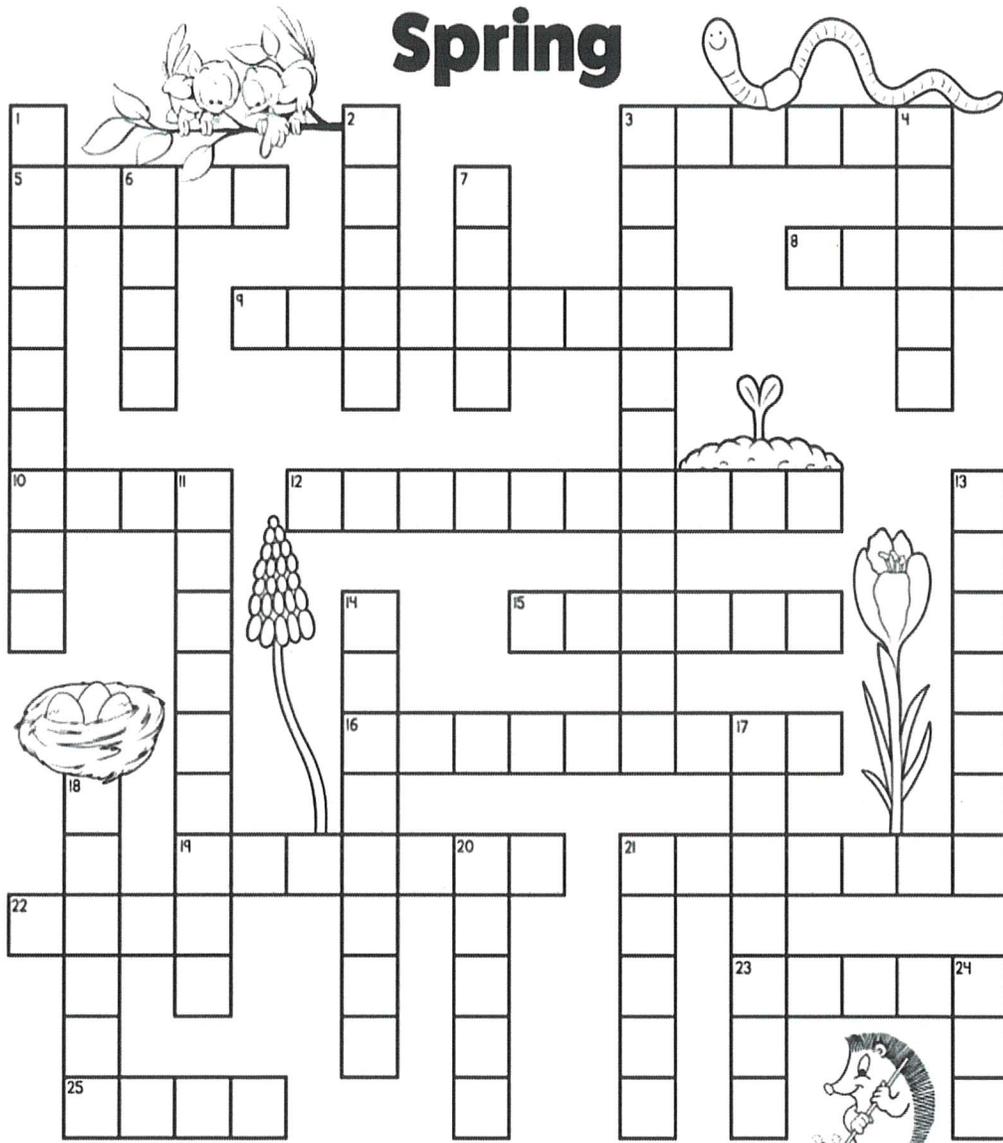
HUMAN RESOURCES COMPLIANCE

Loving Hands has sent out several mass emails this month. To recap, we sent an email regarding the proper procedures for clocking in and out. It is required that you clock in or out using the HHA Exchange app or your client's phone by dialing 1-866-466-1211 and enter your employee ID #. When using the app, **YOU MUST BE WITHIN 200 FEET OF YOUR CLIENTS HOME**, otherwise you will be out of range, and it won't register in the system. If you have clocked in and we notify you that you haven't clocked in, there is a problem. That problem is either on your end or it's a system problem. We are not trying to place blame. We are trying to get you paid properly for your time. The system is not perfect, and we are aware of that, so let's work together to make sure that system errors do not affect our wages. Lastly, contact us immediately if you are experiencing any issues when you are attempting to clock in and out. This we can troubleshoot right away.

ANNUAL TRAINING

Annual Training is required of all caregivers that work in this industry. Loving Hands has made this requirement as easy as possible for our caregivers. Just visit www.lovinghandsp Philly.com, go to the Continuing Education tab, and complete the training. Send us the certificates of completion when you complete each module. This too is a requirement by the State and it's one that you don't want to come up on an audit. We give you guys months to do this training. If the State audits your file and you don't have any training there, they will give you days to complete it. No one wants to be in that position so let's get this training done! Call us if you have any questions!

Spring



ACROSS

- 3. these hatch from eggs
- 5. a bird with a red chest
- 8. it makes kites fly
- 9. a fuzzy insect that makes honey
- 10. it starts as a tadpole
- 12. yellow flowers that turn into white puffs
- 15. baby cows
- 16. it has colorful wings
- 19. these small creatures have six legs
- 21. you can jump in these after it rains



- 22. baby deer
- 23. many families travel during spring ___
- 25. another word for dirt

DOWN

- 1. a bug with a long body and two pairs of wings
- 2. birds like to eat them
- 3. this insect has a long, fuzzy body
- 4. opposite of cloudy
- 6. you plant this in the soil, and it grows into a flower

- 7. a young horse, less than 4 years old
- 11. planting flowers and vegetables
- 13. bees love to visit them
- 14. you hold this to stay dry in the rain
- 17. a red insect with black spots
- 18. they carry their homes on their backs
- 20. a flower that blooms in spring
- 21. baby dog
- 24. baby goat





Loving Hands would like to recognize Nathaniel Swint as our March 2026 Caregiver of the Month!! This story is special! Mr. Swint has been with his client since March 2025, which is less than a year at this point. In this short amount of time, Mr. Swint has made a major impact on his participant's life!

Mr. Swint's client called Loving Hands to express their gratitude for the difference that Nathaniel has made in their life. He prepares their meals and has helped his client change to a healthy diet and is their #1 supporter by constantly monitoring them to make sure that they are sticking to it. He also has helped his client be more mobile by encouraging them to walk and move around when they didn't before. Nathaniel's dedication and genuine empathy have resulted in a 200-pound weight loss for his client!! His client feels better and they credit him for changing their life!! These aren't the only areas that Mr. Swint was commended for by his client. He goes above and beyond in ALL his duties and we as an agency we LUV to hear that!! His client's whole family are singing his praises. He has injected more life into their loved one and they could not ask for anything more. Thank you, Nathaniel, for representing our agency at the highest level! We appreciate you and we salute you for your hard work and dedication!!

Great Job!!



LUVING HANDS
HOME HEALTH CARE AGENCY

Stay in touch with us!!

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HOME HEALTH CARE AGENCY

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**“The Agency you will grow to LUV.
We provide the service you deserve!”**