What is a Hardship Waiver?
A Hardship Waiver allows the provision of Home Care Nursing (HCN) services to a Medica Health Plans (Medica) member (Member) who is authorized to receive services by a relative, family foster parent or guardian who meets certain criteria and, therefore is eligible to receive reimbursement for these services.

Who may apply for a Hardship Waiver?
An eligible nurse who is a:
1. parent of a minor child who is a Member;
2. spouse of the Member;
3. legal guardian or conservator of the Member; or
4. family foster parent of a minor child who is a Member.

Eligibility requirements:
- currently licensed in Minnesota as a registered nurse (RN) or licensed practical nurse (LPN);
- pass a criminal background check;
- employed by a HCN agency;
- may only be employed by one agency;
- expect to continue non-reimbursed family responsibilities of primary caregiver and emergency backup caregiver.

The parent, spouse, family foster parent or legal guardian applying must meet at least one of the following criteria:
- resigned from full-time or part time employment to provide HCN;
- changed from full-time employment to part-time position with less compensation to provide HCN;
- took leave of absence without pay to provide HCN;
- needed to provide an adequate number of qualified nurses to meet the needs of a person because of labor conditions, intermittent hours of care needed or special language needs.

Are there any limitations?
HCN services that are authorized and provided:
- must be necessary to prevent hospitalization of the person;
- are not legally required services;
- cannot be provided in lieu of nursing services covered and available through other third party payers, including Medicare;
- may not exceed 50% of the total authorized nursing hours being billed under Medicaid or eight hours per day, whichever is less, up to a maximum of 40 hours in a seven day period regardless of the number of children or adults who receive services;
- must be included in the service agreement; and
must not have been determined by the HCN agency, case manager, or physician to be unsafe or to be found not following physician orders.

What are the provider qualifications?
The HCN must be employed by one of the following:

- Medicare Certified Home Health Agency; or
- HCN agency with Class A licensure.

What is the process for requesting a hardship waiver?
The HCN agency is responsible for providing a copy of this application to the Member and relative, family foster parent or guardian.

The HCN agency is responsible for submitting the application to Medica for authorization.

How do I submit the Hardship Waiver form?

(The HCN Hardship Waiver Application Request form must accompany the Home Health Agency Prior Authorization Request form located on Medica.com)

Submit to:
Medica Health Plans
- Fax to 952-992-3556
- E-mail to caremanagement@medica.com
- U.S. Mail to Medica, Utilization Management and Clinical Appeals department, PO Box 9310, CP440, Minneapolis, MN 55440