December 16, 2025

Notice of PBJ update

Errata V4.00.2 for PBJ Data Submission Specifications V4.00.0

Current fileSpec versions 2.00.0, 2.00.3, and 4.00.0 contain fatal edit -4019 indicating that the optional termination and hire dates cannot exceed 12-31-2025.

- On 12-16-2025, fatal edit -4019 was updated to allow for optional hire and termination dates up to 12-31-2050.
    - Edit -4019 currently reads "The date must contain a year earlier than or equal to 2025."
    - With the release of the system enhancement, edit -4019 now reads "The date must contain a year earlier than or equal to 2050".
- Effective upon release – 12-16-2025
    - Errata V4.00.2 is posted here: https://www.cms.gov/medicare/quality/nursing-home-improvement/staffing-data-submission
    - Questions? Contact the iQIES Help Desk at iqies@cms.hhs.gov or (800) 339-9313

Impact of the revised -4019 message

The XSD and XML will not be updated to contain the extended end effective date (2050) for the optional hire and termination dates, so you may get a warning, depending on your XML contents. The XSD is the XML schema definition used to create the 'Export PBJ Excel to XML template'. Please see the examples below that you may encounter.

Manual submission is only affected if you try to enter an optional hire or termination date past 12-31-2050. You will get an error that reads "The date must contain a year earlier than or equal to 2050".

Example 1 – no hire or termination dates entered

Export PBJ Excel to XML template
- If you do not enter any optional hire or termination dates you will not get a pop-up warning.
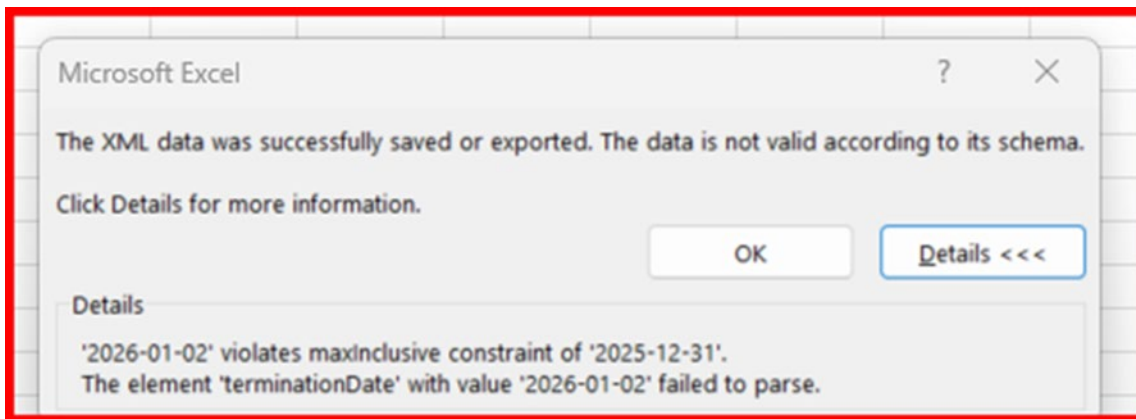
Final Validation Report
- Your validation report will not show an error for hire or termination dates, but you may have other errors, so be sure to review the validation report carefully.

Example 2 – hire or termination dates from 1-1-2026 to 12-31-2050

Export PBJ Excel to XML template

- If you enter any optional hire or termination dates from 01-01-2026 to 12-31-2050, you will receive a pop-up error message generated by the XSD schema when you export your template.
    - The message reads: The XML data was successfully saved or exported. The data is not valid according to its schema. Click details for more information.
    - For example, if you enter a termination date of 01-02-2026, the Details will say: '2026-01-02' violates maxinclusive constraint of '2025-12-31'. The element 'terminationDate' with value '2026-01-02' failed to parse.
        - This is what the message means: Your file export was accepted and will go through further validation after you submit your file. This warning is just identifying that the values you have entered do not match the XSD constraint for hire or termination dates to be prior to 12-31-2025.
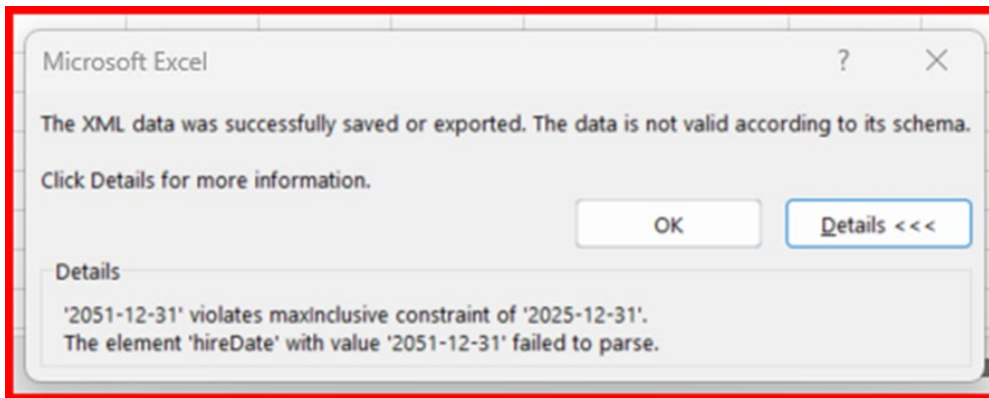

Final Validation Report

- Your validation report will not show an error for hire or termination dates past 12-31-2025, but before 12-31-2050.
- You may have other errors, so be sure to review the validation report carefully to ensure your data is accepted.

Example 3 – hire or termination dates after 12-31-2050

Export PBJ Excel to XML template

- If you enter any optional hire or termination dates after 12-31-2050, you will receive a pop-up error message generated by the XSD schema when you export your template.
- The message reads: The XML data was successfully saved or exported. The data is not valid according to its schema. Click details for more information.
- For example, if you enter a hire date of 12-31-2051, the Details will say: '2051-12-31' violates maxinclusive constraint of '2025-12-31'. The element 'hireDate' with value '2051-12-31' failed to parse.
    - This is what the message means: Your file export was accepted and will go through further validation after you submit your file. This warning is just identifying that the values you have entered do not match the XSD constraint for hire or termination dates to be prior to 12-31-2025.

Final Validation Report

- Your validation report will show a **FATAL** error for hire or termination dates past 12-31-2050.
- The message reads: *The date must contain a year earlier than or equal to 2050*.
- You may also have other errors, so be sure to review the validation report carefully.