



**ESRD Update:
Transitioning to New ESRD Conditions for Coverage
Student Manual**

Lesson #10: Personnel and Medical Director

Learning Objectives

At the conclusion of this lesson, you will be able to:

- State the requirements for the Conditions of Personnel & Medical Director
- Describe major changes from previous requirements
- Demonstrate understanding of which commonly cited deficiencies would now be cited in these area
- List survey tasks to be used in evaluating compliance with these Conditions

Personnel & Medical Director

Rosemarie Miller &
Judith Kari

1

Objectives

- State the requirements for the Conditions of Personnel & Medical Director
- Describe major changes from previous requirements
- Demonstrate understanding of which commonly cited deficiencies would now be cited in these area
- List survey tasks to be used in evaluating compliance with these Conditions

2

Personnel

Take a moment to look at the
Personnel Qualifications Grid
(lamine)

3

Personnel

- Individual Personnel Qualifications:
 - Medical director
 - Nurse manager; training nurse; charge nurse
 - Dietitian
 - Social worker
- Group Qualifications
 - Staff nurse
 - Patient care dialysis technicians
 - Water treatment system technicians
 - Reuse technicians

4

Personnel Record Review

Choose files of:

- Nurse manager, social worker, dietitian, home training nurse, medical director
- A representative sample of nurses, PCTs, reuse & water technicians

For:

- Minimum qualifications/training/competencies
- Licensure and certification as required

Also:

- Review PCT training program & plan for PCT certification

5

Personnel Issues

- Medical director: "board-certified"
- Nurse manager: "full-time," "employee"
- Training nurse: "responsible"
- LPN/LVN: "charge nurse"
- Staff nurse: "graduate nurse"
- Dietitian: 1 yr of post-registration "experience"

6

Personnel Issues (cont.)

- Social worker: “specialization in clinical practice” and “grandfathered”
- Patient care dialysis technicians: Who is included?
 - “dialysis assistant”
 - “bio-med technician”
 - “machine technician”
 - “technician 1 or technician 2”
- “State certification programs”

7

Medical Director

- “Qualifications” under Personnel Condition
- “Responsibilities” under Medical Director Condition

8

Condition: Responsibilities of Medical Director

- Lead QAPI program
- Assure staff education, training, & performance
- Develop policies and procedures
- Ensure all staff (including medical staff) adhere to policies
- Initial assessment/orders
- Signed order for involuntary discharge

9

Medical Director: Other Conditions Include Additional Responsibilities

- Infection Control: Informed of issues (V144)
- Water/dialysate: Responsible to ensure the design and use of water treatment system provides AAMI quality water (V179)
- Reuse: Responsible for program, training curriculum (V308), certifies techs successfully complete program(V309), and quality assurance (V361)

10

Medical Director Condition

- “Medical director” responsibilities are listed in several other Conditions
- Use the most specific tag for the finding, which might not be under the Medical Director Condition
- If the problems are serious or pervasive problems, or due to the lack of involvement by the physician, consider also citing Responsibilities of the medical director

11

Single Medical Director

- Why? One person coordinates QAPI and responsible for continuous data review
- What happens to existing shared medical director partnerships? CMS requires one coordinating medical director; facility may “designate” “sub” directors for special programs (e.g., PD, home HD).

12

Questions?
