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
Objectives

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Personnel

Take a moment to look at the Personnel Qualifications Grid

(laminate)
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

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

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”
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”

Medical Director

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

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
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)

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

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).
Personnel & Medical Director

Questions?