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SNF Requirements for Participation

Facility Wide Resource Assessment

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Objectives

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- Recognize the key concepts of the new facility wide resource assessment in the new regulations for skilled nursing facilities
- Describe the required elements of the facility wide resource assessment
- Summarize three leadership strategies for operational success

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Intent

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- To determine resources necessary to care for residents competently during both day to day operations and in emergencies
- To determine the resources you have and the resources you may need
- To assess and analyze the resident population and resources to competently determine the resources needed to care for residents

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What is it?

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- Business Plan
- Staffing Plan
- Identity of the individual skilled nursing facility
- Identification of resources
- Identifies who you are
- Identifies your capabilities as a provider of skilled nursing services
- Shows your competencies

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Why no template from CMS?

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- Providers should have the flexibility to create an individual assessment that is specific to each individual skilled nursing facility
- Providers will consult with each other and over time come up with a standard type of document

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Intent

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- To have a record for staff and management in the future to understand the reasons for decisions that were made regarding staffing and other resources

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Timeline

- Must be available to the survey team on or after November 28, 2017
- Recommend starting the development process early to be ready

Regulations & F Tags

- §483.35 – Nursing Services
  - F353
- §483.60 – Nutrition Services
  - F361
- §483.70 – Administration
  - F490
- §483.80 – Infection Control
  - F441

Elements

- Capacity of SNF
- Current average daily census
- Types of care offered
- Care required
- Staff competencies necessary
- Facility based risk assessment
- Community based risk assessment
- Training (Amount & Types)

Elements

- Physical Environment
- Equipment (Medical & Non-medical)
- Activities
- Buildings, physical structures
- Vehicles
- Services Provided (PT, pharmacy)
- Personnel
- Contracts, memos of understanding
- HIT

Nursing

- §483.35 Nursing Services

Facility Resource Assessment:
- Incorporate nursing staffing plan
- Competencies and skills

Nursing

- Take into account the responsibility that certain types of staff have such as RNs and LPNs overseeing the medical management of residents with regard to
  - Medications
  - Fall Prevention
  - Pressure injuries
  - Readmission to the hospital

Staffing Analysis
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Facility Name:_____

Total # of beds:		Attendance		Hours Per Day	
# Beds STR/TCU/Rehab:		Call ins per day:		CNA/NAR:	
# Beds MC/Dementia:		Call ins per week:		TMA:	
# Beds CC/LTC:		Call ins per month:		LPN:	
				RN:	
Name of Unit/Hall/Household		Agency Staff per day		Total:	
A.	# Beds:	CNA/NAR:		Do staff work a 7.5 or 8 hour day?	
B.	# Beds:	TMA:			
C.	# Beds:	LPN:			
D.	# Beds:	RN:			
Number of FT staff:		Number of PT staff:			
Nursing Hours by Shift				Total $	
CNA/NAR	Days:	PMs:	NOCs:		
TMA	Days:	PMs:	NOCs:	What is your PPD for	
LPN	Days:	PMs:	NOCs:	What is your cost per	
RN	Days:	PMs:	NOCs:	What is your budgete	
				Are there short shifts	
What are the shift start and end times? Are there different start/end times?					
A. 6-2:30 nsg asst		E. 7-3:30 nurse			

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Nursing
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- Make thoughtful and informed staffing plans and decisions based on meeting resident needs, including maintaining or improving resident function and quality of life

- National Averages
  - RN – 0.85 hppd
  - Total – 4.15 hppd

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Nursing
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- Competencies and skills
  - Based on the identification of the resident population and all of the different types of care and services provided
  - Determine what competencies and skills are needed to care for your population

  Examples:
  - Tube Feeding, Wound Vac, Wound Care
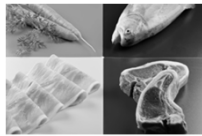
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Food and Nutrition
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- §483.60 Nutrition Services

Facility Resource Assessment:
- Incorporate dietary staffing plan
- Ethnic, cultural, religious preferences

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Food and Nutrition
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- Dietary staffing plan
  - Number of kitchens
  - In room deliveries vs dining room
  - Family style vs tray line
  - How many dining rooms
  - Number of meals served per day
  - Convenience vs scratch
  - Time to prepare

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Food and Nutrition
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- Ethnic, cultural, religious preferences
  - Special dietary requests or needs
  - Kosher, vegan, gluten free
  - How are meal requests handled outside of normal dining hours?
  - Types of meal service
    - Scheduled meal times vs rise-to-dine
  - Population (Ex. Hmong unit)
  - Facility garden

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Administration

- §483.70 Administration

- Facility Resource Assessment falls under administration
- Administrator and DON have core fiduciary responsibility and care of oversight by nursing staff serving residents

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Administration

- We must establish that staffing remain adequate throughout the year both with regard to levels of total nursing staffing and deployment of personnel
- Planning for holidays, vacation, and absences
- Ensuring adequacy of training

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Infection Control

- §483.80 Infection Control

Facility Resource Assessment
- Incorporate Infection Control
- Antibiotic Stewardship Program

INFECTION

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When to review & revise?

- Initial Development
- As necessary
- If you plan for or have a change that would require a substantial modification to any part of the assessment
- Annually

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Census

- Building Capacity
  - 100 beds
- Average Daily Census
  - 92 (20 short term, 72 long term)
- Types of Care - Units
  - 25 bed dementia unit – secured
  - 25 bed short term rehab
  - 25 bed long term care
  - 25 bed long term care

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Types of Care

- 25 Bed dementia care
  - Average census is 22
  - Competencies Required
    - Dementia Care
    - Behavior Training
    - Medication Management
    - Activities for Dementia Care
    - ADLs
    - Chronic disease management

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Types of Care

- 25 Bed Short Term Rehab
  - Average census is 22
  - 8-10 admissions / dc per week
  - Pain management
  - Medication management
  - IV Medication
  - Wound Care
  - PT, OT, ST
  - Ortho Care
  - Stroke rehab

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Types of Care

- 2-25 Bed long term care units
  - Average census is 22
  - Pain management
  - Medication management
  - Chronic disease management
  - End of Life Care

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Staffing Considerations

- MDS - RUG Rates & ADL Scores
- Number of admissions & discharges
- State minimum staffing requirements
- Care plan contents
- Productive vs non-productive hours
- Direct care vs administrative
- Nursing management
- Types of diagnoses/diseases

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Personnel

- Organizational Chart
- Management Team
- Employees and contracted services
- Service Lines
- Volunteers

- Education, competencies, training

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Competencies & Training

- Not all staff will require the same competencies and training
- Facility cannot avoid compliance by using agency staff – same rules apply
- If a resident requires contact isolation, all staff providing care to that resident must have competency and skills to provide isolation care
  - Skills Checklists
  - Nurses vs nursing assistants

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Competencies & Training

Identify care needs for:
- Behavioral health
- Mental Illness
- Psychosocial disorders
- History of Trauma
- PTSD

- Phase 2 and 3

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Training Considerations
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- Traditional in-service education and other approaches may have marginal value in the application of skill and improving performance
- More value may be found in:
  - Self education
  - Computer based training
  - On the job training
  - Return demonstration
  - Coaching & mentoring

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Third Parties
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- Contracts
- Memos of Understanding
- Those providing services or equipment
  - Day to Day Operations
  - Emergencies

  - Ex. Therapy, Food Service, Radiology, Medical Director, Staffing Agencies

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Health Information Technology
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- What types of systems do you use to manage health information
  - Electronic health records
  - Other electronic systems

- Interoperability
  - If you share information electronically with another entity what safeguards are in place for HIPAA

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Physical Plant
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- The facility resource assessment must address all buildings, structures, and vehicles used for operations
  - Including non-resident areas
- Preventive maintenance plan
  - Would cover equipment
- Inventory of equipment
  - Number of lifts, stands, bladder scanners, items used for patient care

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Risk Assessments
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- "All Hazards Approach"
  - Work toward hazard prevention while preparing for unexpected emergencies and unforeseen situations that inevitably occur

  - Identify hazards
  - Identify Vulnerabilities
  - Determine potential impact

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Hazards
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Hazards that may cause:
- Injury
- Property Damage
- Business Disruption
- Environmental Impact

- Plan should identify threats or hazards, opportunities for prevention, and risk mitigation

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Scenarios for Emergency Planning
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- Resources needed to respond to an emergency
- How to continue business operations in an emergency
- Communication planning during and after an emergency
- IT Recovery Plan
- Employee Assistance
- Incident Management

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Facility Risk Assessment
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- Clinical Governance and Leadership
- Ethics and Resident Rights
- Quality Assurance Performance Improvement
- Patient Safety
- Facility Safety and Emergency Management

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Community Risk Assessment
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- Identify the knowledge and skill of your community and of yourself as a provider in the community
- Know your consumers and local residents
- Know your facility, your capabilities and your capacities

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Consumer Knowledge & Skill
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- Communication access/barriers
- Knowledge of preventive care
- Experience with health systems
- Beliefs about health outcomes
- Cultural norms, healing practices
- Skill in accessing services
- Age of community members
- Education and training of consumers
- Living conditions / homeless
- Poverty – basic needs not met
- Physical access barriers

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Provider Knowledge & Skill
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- Knowledge of local culture
- Respect shown to consumers
- Beliefs about what consumers value
- History / reputation in community
- Availability of continuum of care
- Education, competency, skills of staff
- Human resources
- Convenience
- Insurance contracts – who can you take
- Community Involvement

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Leadership Strategies
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- Start early on the plan
- Tap into resources available
- Break the plan into sections
- Use a binder to collect and keep information
- Utilize a checklist to keep track of collected information
- Check for state requirements
- Network with peers for ideas

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Thank you!

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