

# Nursing Services



**Division of  
Nursing Homes**

# § 483.35 Nursing Services

The facility must have sufficient nursing staff *with the appropriate competencies and skills sets* to provide nursing and related services to *assure resident safety and* attain or maintain the highest practicable physical, mental, and psychosocial well-being of each resident, as determined by resident assessments and individual plans of care *and considering the number, acuity and diagnoses of the facility's resident population in accordance with the facility assessment required at §483.70(e).*

# Mandatory Facility Task

- Deficiencies may or may not be directly related to an adverse outcome to a resident's care or services
- Deficiencies may include the potential for harm, both physical and psychosocial

# Sufficient Staff - F725

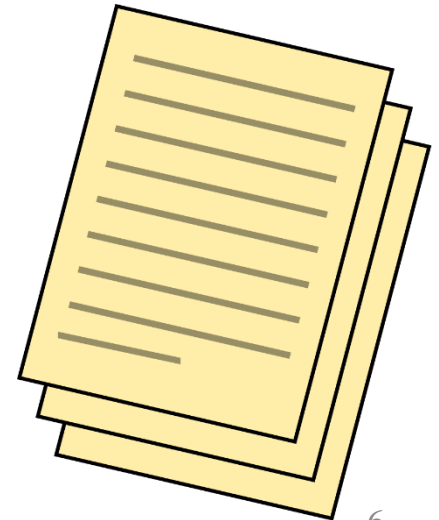
There must be sufficient qualified nursing staff available at all times to provide nursing and related services to meet the residents' needs safely and in a manner that promotes each resident's rights, physical, mental and psychosocial well-being

# Competencies of Staff - F726

Nursing staff must have the competencies and skills necessary to care for residents', as identified through resident assessments, and described in the plan of care

# Competency

A measurable pattern of knowledge, skills, abilities, behaviors, and other characteristics that an individual needs to perform work roles or occupational functions successfully



# Competencies of Staff - F726

- May not be demonstrated simply by documenting that staff attended a training, listened to a lecture, or watched a video
- A staff's ability to use and integrate the knowledge and skills that were the subject of the training, lecture or video must be assessed and evaluated by staff already determined to be competent in these skill areas

# Changes in Condition

- Staff should be aware of each resident's current health status and regular activity, and be able to promptly identify changes that may indicate a change in their condition
- Staff should demonstrate effective actions to address a change in condition



# Link To Facility Assessment

483.70(e) - The facility assessment must address or include:

- (1) The facility's resident population, including, but not limited to,
  - (i) Both the number of residents and the facility's resident capacity;*
  - (ii) The care required by the resident population considering the types of diseases, conditions, physical and cognitive disabilities, overall acuity, and other pertinent facts that are present within that population;*
  - (iii) The staff competencies that are necessary to provide the level and types of care needed for the resident population;**

# Sufficiency and Competency of Staff

## Other than Nursing Services

- F741, for any staff where there are concerns about sufficiency or competency related to provision of behavioral health or dementia care;
- F801, for Food and Nutrition staff;
- F826, for Specialized rehabilitative services;
- F839, Administration for any other staff not referenced above.

# Retraining for Nurse Aides - F729

If the *nurse aide provides documentation to verify that* he or she performed nursing or nursing-related services for monetary compensation (*e.g., providing assistance with ADL care*) for at least one documented day (e.g., 8 consecutive hours) during the previous 24 months, *he/she is not required to take a new training and competency evaluation program or a new competency evaluation program (NATCEP/CEP).*

# Regular In-Service Education - F730

The facility must complete a performance review of every nurse aide at least once every 12 months, and must provide regular in-service education based on the outcome of these reviews. *In-service training must comply with the requirements of §483.95(g).*

# Thank you

For your continued efforts towards  
our shared goal in providing quality  
care to America's nursing home  
residents



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