## STAFFING TO MEET RESIDENTS NEEDS

Document the average number of residents in the last year with these care needs, based on CMS 672, CMS 802 and \_\_\_\_\_\_\_\_\_\_ reports.

| Resident care need | **Average # residents/ year** | **Appropriate position or role****RN** – Registered Nurse**LPN/LVN** – Licensed Practical/Vocation Nurse**CNA** - Certified Nursing Assistant**VOL** - Volunteer**PFA** - Paid Feeding Assistant**TMA**- Trained medication aide | **# needed** AM shiftPM shiftNOC shift | Type of competency\* documentation needed**RD** - Return demo**KT -** Knowledge test**OA** - Observed ability**OB** - Observed behavior**PR** - Performance review\*see page 3 for CMS definitions |
| --- | --- | --- | --- | --- |
| EXAMPLETransfer with staff assist | 30 | CNALPN & CNA on noc shift | AM shift 3-4 | OA, PR, RD for lifts and resident specific interventions |
| PM shift 3-4 |
| Noc shift 2 |
| ADLs |
| Transfer with staff assist |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Staff assist for eating |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Bed Mobility with staff assist |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Incontinence care |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Toileting program |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Ambulation with staff assist |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Behavior monitoring and documentation |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Pressure ulcer/injury prevention |  |  | AM shift |  |
| PM shift |
| Noc shift |
| ADLs for residents with transmission-based precautions  |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Restorative Nursing programs (incl. braces, splints and prostheses) |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Indwelling catheter care |  |  | AM shift |  |
| PM shift |
| Noc shift |
| **Care involving evaluation and assessment** |
| Symptom management for end of life care |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Post - dialysis care |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Post – radiation care |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Post - chemotherapy care |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Admission assessments |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Assessment for change in condition |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Scheduled re-evaluations |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Condition specific assessment and treatment |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Assessment and management of skin impairment |  |  | AM shift |  |
| PM shift |
| Noc shift |
| **Care and Treatments** |
| Blood sugar testing and management |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Dressing changes and wound management |  |  | AM shift |  |
| PM shift |
| Noc shif |
| Trach care |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Suctioning |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Other respiratory treatments |  |  | AM shift |  |
| PM shift |
| Noc shift |
| IV therapy, parenteral nutrition |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Tube feedings and management  NG, GT, J/G-tube |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Ostomy care |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Routine Medication administration |  |  | AM shift |  |
| PM shift |
| Noc shift |
| PRN medication administration |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Injections |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Topical Treatment administration |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Other |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Other |  |  | AM shift |  |
| PM shift |
| Noc shift |
| Other |  |  | AM shift |  |
| PM shift |
| Noc shift |

**Competency** – measureable pattern of knowledge, skills, abilities, behaviors and other characteristics needed to perform the role or occupational function. This is not dependent solely upon qualifications or licensure.

Examples include lecture with return demonstration for physical tasks or activities, the ability to use tools, devices and equipment, an evaluation of adverse events to identify competency gaps and demonstrated ability.

CMS Surveyor Training: <https://surveyortraining.cms.hhs.gov/pubs/ClassInformation.aspx?cid=0CMSLTCSME_VID>