Basic Nursing Skills

Competency

General Information

**Basic Nursing Skills**

**General Information**

F726 Competent Nursing Staff in CMS State Operations Manual, Appendix PP, indicates:

* “The facility must ensure that licensed nurses have the specific competencies and skill sets necessary to care for residents’ needs, as identified through resident assessments, and described in the plan of care.
* “Providing care includes but is not limited to assessing, evaluating, planning and implementing resident care plans and responding to resident’s needs.
* “The facility must ensure that nurse aides are able to demonstrate competency in skills and techniques necessary to care for residents’ needs, as identified through resident assessments, and described in the plan of care.”[[1]](#footnote-1)

**Description**

“Many factors must be considered when determining if facility staff have the specific competencies and skill sets necessary to care for residents’ needs as identified through the facility assessment, resident-specific assessments, and described in their plan of care.”[[2]](#footnote-2) The facility-wide resource assessment must include an evaluation of staff competencies that are necessary to provide the level and types of care needed for the resident population. Additionally, staff are expected to demonstrate competency with the activities listed in the training requirements per §483.95 (F940 – F949), such as preventing and reporting abuse, neglect, and exploitation; dementia management; and infection control. Also, nurse aides are expected to demonstrate competency with the activities and components that are required to be part of an approved nurse aide training and competency evaluation program.

“Competency in skills and techniques necessary to care for residents’ needs includes but is not limited to areas such as:

* Resident Rights,
* Person-centered care,
* Communication,
* Basic nursing skills,
* Basic restorative services,
* Skin and wound care,
* Medication management,
* Pain management,
* Infection control,
* Identification of changes in condition, and
* Cultural competency”[[3]](#footnote-3)

**Staff Competencies in Basic Nursing Skills**

“Competency 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.”[[4]](#footnote-4)

**Suggestions for Resources/Data to Support Competency for Basic Nursing Skills**

* Centers for Medicare & Medicaid Services State Operations Manual, Appendix PP – Guidance to Surveyors for Long Term Care Facilities (Rev. 173, 11-22-17): <https://www.cms.gov/Regulations-and-Guidance/Guidance/Manuals/downloads/som107ap_pp_guidelines_ltcf.pdf>
* Requirements for approval of a nurse aide training and competency evaluation program.

<https://www.law.cornell.edu/cfr/text/42/483.152>

* State-specific nurse aide training and competency evaluation program materials

**Suggested Competencies for Staff**

The federal requirements for approval of a nurse aide training and competency evaluation program identify the following basic nursing skills and personal care skills3. Since licensed nurses provide direct oversight of care provided by CNAs, they, too, should be competent in the same skills.

Licensed Nurses and CNAs

* Basic nursing skills;
  + Taking and recording vital signs;
  + Measuring and recording height and weight;
  + Caring for the residents' environment;
  + Recognizing abnormal changes in body functioning and the importance of reporting such changes to a supervisor; and
  + Caring for [residents](https://www.law.cornell.edu/definitions/index.php?width=840&height=800&iframe=true&def_id=a747821bda156b5fed8947a4b7538024&term_occur=3&term_src=Title:42:Chapter:IV:Subchapter:G:Part:483:Subpart:D:483.152) when death is imminent.
* Personal care skills, including, but not limited to -
  + Bathing;
  + Grooming, including mouth care;
  + Dressing;
  + Toileting;
  + Assisting with eating and hydration;
  + Proper feeding techniques;
  + Skin care; and
  + Transfers, positioning, and turning.

**F- Tag Reference General Information**

Examples of citations during a survey that are related to change of condition include4:

F580 Notify of Changes (Injury/Decline/Room, *etc.*)

F585 Grievances

F600 Free from Abuse and Neglect

F604 Right to Be Free from Physical Restraints

F605 Right to Be Free from Chemical Restraints

F606 Not Employ/Engage Staff with Adverse Actions

F607 Develop/Implement Abuse/Neglect *etc.* Policies

F608 Reporting of Reasonable Suspicion of a Crime

F609 Reporting of Alleged Violations

F610 Investigate/Prevent/Correct Alleged Violation

F655 Baseline Care Plan

F656 Develop/Implement Comprehensive Care Plan

F657 Care Plan Timing and Revision

F658 Services Provided Meet Professional Standards

F659 Qualified Persons

F677 ADL Care Provided for Dependent Residents

F686 Treatment/Services to Prevent/Heal Pressure Ulcers

F688 Increase/Prevent Decrease in ROM/Mobility

F689 Free of Accident Hazards/Supervision/Devices

F690 Bowel/Bladder Incontinence, Catheter, UTI

F692 Nutrition/Hydration Status Maintenance

F725 Sufficient Nursing Staff

F726 Competent Nursing Staff

F727 RN 8 Hours/7 days/Week, Full Time DON

F728 Facility Hiring and Use of Nurse

F729 Nurse Aide Registry Verification, Retraining

F730 Nurse Aide Performance Review – 12 Hr./Year In-service

F731 Waiver – Licensed Nurses 24 Hr./Day and RN Coverage

F732 Posted Nursing Staffing Information

F790 Routine/Emergency Dental Services in SNF

F791 Routine/Emergency Dental Services in NF

F838 Facility Assessment

F842 Resident Records – Identifiable Records

F880 Infection Prevention and Control

F943 Abuse, Neglect, and Exploitation Training

F947 Required In-Service Training for Nurse Aides

**Link to Critical Element Pathway**

CMS-20062 “Sufficient and Competent Nurse Staffing Review5” is a guide for surveyors that includes observations, interviews, and record reviews. Each surveyor will make general observations while completing their initial pool process and/or investigations. Residents, resident representatives, or family members will be interviewed throughout the survey process to determine staff sufficiency and competency. If concerns are identified for either area, surveyors will conduct interviews with licensed nurses and nursing aides, the DON, and Staff Development Coordinator and will review both resident records and facility records and documents.

**References**

Centers for Medicare & Medicaid Services State Operations Manual, Appendix PP – Guidance to Surveyors for Long Term Care Facilities (Rev. 173, 11-22-17): <https://www.cms.gov/Regulations-and-Guidance/Guidance/Manuals/downloads/som107ap_pp_guidelines_ltcf.pdf>

Centers for Medicare & Medicaid Services (CMS) LTC Survey Pathways (Download)

CMS-20062 (1/2018) Sufficient and Competent Nurse Staffing Review

<https://www.cms.gov/medicare/provider-enrollment-and-certification/guidanceforlawsandregulations/nursing-homes.html>

Requirements for approval of a nurse aide training and competency evaluation program.

<https://www.law.cornell.edu/cfr/text/42/483.152>

1. 1,2 Centers for Medicare & Medicaid Services State Operations Manual, Appendix PP – Guidance to Surveyors for Long Term Care Facilities (Rev. 173, 11-22-17): <https://www.cms.gov/Regulations-and-Guidance/Guidance/Manuals/downloads/som107ap_pp_guidelines_ltcf.pdf> [↑](#footnote-ref-1)
2. [↑](#footnote-ref-2)
3. [↑](#footnote-ref-3)
4. Centers for Medicare & Medicaid Services State Operations Manual, Appendix PP – Guidance to Surveyors for Long Term Care Facilities (Rev. 173, 11-22-17): <https://www.cms.gov/Regulations-and-Guidance/Guidance/Manuals/downloads/som107ap_pp_guidelines_ltcf.pdf> [↑](#footnote-ref-4)