**Specialized Rehabilitation**

**Competency**

Leader’s Guide

**Specialized Rehabilitation Aligned with the Facility Assessment**

**Leaders Guide**

Providing Specialized Rehabilitation Programs identified for appropriate individualized care will be instrumental for many residents in order to attain their highest level of functioning for both quality and for resident satisfaction. The intent of the facility assessment is for the facility to evaluate its resident population and identify the resources needed to provide the necessary care and services the residents require.

Facility data is the heart of strategic decision making in healthcare operations.

The facility assessment includes the following per requirements:

1. The facility’s resident population
	* Number of residents and resident capacity
	* Care required by the resident population which considers:
		+ Types of diseases
		+ Conditions
		+ Physical and cognitive disabilities
		+ Overall acuity
		+ Other pertinent facts that are present within the facility population
2. The facility’s resources, including but not limited to:
	* All buildings and/or other physical structures and vehicles
	* Equipment (medical and non- medical)
	* Services provided, such as physical therapy, pharmacy, and specific rehabilitation therapies
	* All personnel, including managers, staff (both employees and those who provide services under contract), and volunteers, as well as their education and/or training and any competencies related to resident care
	* Contracts, memorandums of understanding, or other agreements with third parties to provide services or equipment to the facility during both normal operations and emergencies; and
	* Health information technology resources, such as systems for electronically managing patient records and electronically sharing information with other organizations.
3. A facility-based and community-based risk assessment, utilizing an all-hazards approach.[[1]](#footnote-1)

Numerous data sources are available to the facility and knowing how and where to obtain the necessary information is key for the successful evaluation of services and resources needed to provide care to the resident population

Regulators/surveyors will review records. observe and determine if services are provided as written and if provided by qualified personnel. The facility assessment should reflect specialized rehabilitation services either directly or by contract. Ensure Qualified Specialized Rehabilitation Personnel meet specific *competency requirements as part of their license and certification requirements* defined under State law or regulation during your facility review.

Organizational Leaders will need to ensure competency of all staff members and those involved Specialized Rehabilitation Services. Adequate resources for the program will need to be evaluated including:

* Staff
	+ RN Nurse
	+ Licensed Nurses
	+ Therapists: PT, OT Speech therapy, Respiratory therapy OTA, PTA, physician. Clinical nurse specialist NP. PA
	+ CNA’s
	+ Interdisciplinary Staff per facility specific policy (employee under contract, volunteers)
* Documentation Considerations
	+ Paper vs. Electronic Health Record
	+ Assessment/Evaluation Forms
	+ Care Planning
	+ Implementation and documentation of interventions
	+ Documentation
* Education
	+ RN Nurse
	+ Licensed Nurses
	+ CNA’s
	+ Interdisciplinary Staff per facility specific policy (employee under contract, volunteers)
* Evaluation and Monitoring
	+ Identification of Responsibility
	+ System to Evaluate
	+ QAPI Considerations
* Supplies and Equipment
* Pharmacy Services

**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 and Medicaid Services: Specialized Rehabilitative or Restorative Services Critical Element Pathway, Form CMS 20080 (5/2017): <https://www.cms.gov/Medicare/Provider-Enrollment-and-Certification/GuidanceforLawsAndRegulations/Nursing-Homes.html>

1. 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)