February 15, 2016

Q: Is there any requirement that CNAs have full access to the care plan or is giving them pertinent information for their role on a kardex (or something similar) sufficient?

A: F282 states “The services provided or arranged by the facility must be provided by qualified persons in accordance with each resident’s plan of care.

Probes under 483.20 (k)(3)(ii) state: Can direct care-giving staff describe the care, services, and expected outcomes of the care they provide; have a general knowledge of the care and services being provided by other therapists; have an understanding of the expected outcomes of this care, and understand the relationship of these expected outcomes to the care they provide.”

We don’t find a reference in the regulation as to specifics as to where the information must be—just that staff need to have access to and implement the care plan.