FOCUS POINT NEWSLETTER -- August 23, 2021

VIRGINIA TNA2CNA Update:

The Virginia Board of Nursing (BON) has updated its Temporary Nurse Aides to Certified Nurse Aides (TNA2CNA) *webpage* with information that it is again accepting TNA applications to take the National Nurse Aide Assessment Program (NNAAP) examination. As previously was the case, to be considered for the NNAAP, the TNA must first *complete an application through PearsonVUE* and the employer must provide written verification (attestation) of competency and employment as a TNA. (This *PearsonVUE webpage* has more info for test takers.)

An overview of the TNA2CNA process is outlined below:

- Employer must provide an *attestation* to the BON stating the TNA has been deemed competent and is working at their facility as a TNA.
- If the candidate is unsuccessful on the exam, pursuant to regulation, three (3) attempts are permitted in an effort to become successful. If the applicant is not successful in 3 attempts on the exam or after expiration of PHE CMS Waiver 1135 prior to success on the exam the TNA application will expire, and no further testing will be permitted for the TNA.
- The facility may consider *purchasing vouchers through PearsonVUE* for the TNA to take the NNAAP. Vouchers expire one (1) year from the date of purchase.
- The *candidate handbook* provides information regarding the test and will assist in increasing the TNAs awareness of what to expect during testing.
- **The program code for the TNA2CNA applicants is for use by facility administrators and Directors of Nursing only.**

COVID 19 VACCINATION MANDATE FROM CMS

There continues to be much confusion and controversy regarding vaccination and the recent announcement that CMS is going to mandate vaccinations for staff in nursing homes has not helped to clear any of the confusion. CHC encourages all long-term care facilities to continue to educate and offer COVID 19 vaccinations to staff while recognizing and respecting the staff's right to refuse to vaccinations. We encourage you to keep your staff informed as CMS prepares to issue updated regulation and guidance on this matter – *share information that is factual not speculative in nature*. So, what do we know now: we know that the President has directed CMS to develop regulations; those regulations have to go through a process for approval and implementation.

So, what we do not know is: who does this apply to; who may be exempt; when will this be effective; ? how will data be collected and analyzed; what is the quantifiable goal; what type of penalty may be applied; etc. ***Stay tuned for updates***

Join the Centers for Medicare and Medicaid Services and The Centers for Disease Control and Prevention for a National Nursing Home Stakeholder Call: August 25, 2021 -- 4:00pm-4:30pmET- *** Register in advance for this Zoom call: https://cms.zoomgov.com/webinar/register/WN_WreK5eubQsqGlWbvr7wbpQ. During this call, CMS will provide a recap of recent announcements and provide National Healthcare Safety Network (NHSN) updates.
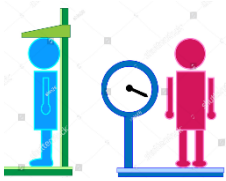
NEW TRAINING AVAILABLE – Section K: Height, Weight, and Nutritional Approaches for SNF Providers

The Centers for Medicare & Medicaid Services (CMS) is offering a *free* web-based training course that provides an overview of the assessment and coding of K0200: Height and Weight and K0500: Nutritional Approaches. This 30-minute course is intended for providers in Skilled Nursing Facilities (SNFs) and is designed to be used on demand anywhere you can access a browser. The course includes interactive exercises to test your knowledge related to the assessment and coding of K0200 and K0510. This course is appropriate for the interdisciplinary team, including CNAs, nurses, dietary managers, and registered dietitians. CLICK HERE to access the training.

Survey Focus – **Use of Agency Staff – Risks for Deficiency for Certification Surveys and Virginia Licensure Surveys**.

The use of agency/contract staff has exponentially increased over the past 18 months with the continued COVID pandemic. With this increase in use, we are also seeing the need to have more contracts to meet the demand and for quick response by the contracted agency. While the staffing crisis creates scheduling nightmares, it also creates greater opportunity for management with human resources in an effort to meet the demand in a timely fashion. During your licensure survey, personnel records will be reviewed to ensure that you are compliant with Virginia regulations. When you utilize staff from an agency, your organization should have arrangements with the contracted agency to ensure that all staff assigned to your facility meet all of the Virginia regulations, including:

- COV 32.1-126-01 (A) – requirements for sworn statements
- COV 32.1-138.01 (A) (8) / F600 – Free from Abuse or Neglect
- 12 VAC 5-371 140 (E)(3)(A) – Active/Current License
- 12 VAC 5-371.141:l (·E)(3)(B) ,and COV 32.1-126.01 (A) – Criminal Background Checks from Virginia State Police, Criminal Background Record Exchange
- 12 VAC 5-371-210 (F)(1) / F607 – Abuse Policies
- 12VAC 371-260 (B1-9 and 11) Staff Development and Training

Recent licensure surveys have resulted in deficiencies related to agencies using a source OTHER THAN the Virginia State Police Criminal Records Exchange to screen for barrier crimes, and agencies using a sworn disclosure statement that did not conform to Virginia Code requirements. This is a good time to ensure that your contracts require the agency to use the state-designated criminal records clearance database, that the sworn disclosure statements are completed, and that this information is readily obtainable by the facility.
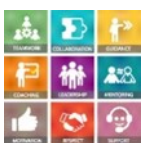
CHC Updates / Reminders

The CHC team has developed/updated the following policies and/or guidelines; if you are interested, please contact Mary at mary@chileshealthcare.com

- Updated COVID 19 Policies/Guidelines – reviewed and updated August 2021 to reflect current CMS, CDC and VDH guidelines: Each individual policy/guideline is $50; contact Mary for package prices
  - Admission / Re-Admission Guidelines
  - Optimizing The Use Of Personal Protective Equipment During an Infectious Disease Pandemic
  - Management of Hemodialysis Residents Residing in Long Term Care Facilities During COVID-19 Pandemic
  - Compassionate Care Visitation During COVID-19 Pandemic
  - COVID-19 Testing Plan
  - Coronavirus Disease - COVID-19 – Resident Cohorting
  - Notification to State Agencies of Suspected / Confirmed Covid-19 in the Facility
  - Reporting COVID-19 Data to CDC
  - COVID 19 Vaccination for Residents
  - COVID 19 Vaccination for Staff and Volunteers
- Non-Emergency Transportation policy for SNFs -- $50
- AED policy/protocol – appropriate for SNFs and ALFs -- $50

- SNF – Alcoholic Beverages Consumption / Storage in Nursing Homes -- $50
- TB Screening for Employees in Virginia Nursing Homes; includes policy and screening tools *and* TB Screening for Residents in Nursing Homes– package price of $75 for both or $50 individually

Avoiding the Pitfalls for Organizational Change

Leading organizational change can be challenging and hard work. Here are three common pitfalls and suggestions on how to avoid them.

1. Don't underestimate the timeline. Major change projects typically take more time than expected. Make sure you are realistic with goal setting and the timeline in which milestones should be accomplished. Make sure all the people who are leading the change efforts are aligned, communicate effectively, and avoid taking on overlapping or conflicting work.
2. Don't overestimate the capacity of employees. Many times, employees must take on added responsibilities to an already full workload. Leaders must listen for feedback about the employee's ability to meet the goals and be ready to adapt accordingly.
3. Don't understate the importance of the transformation. Be transparent and express why the organization should move in this new direction. You want to be the leader who inspires followers throughout the transition.