

Hospice Aide Supervision PC.H30

Regulation(s):	42 CFR 418.76(h)(1); 418.76(h)(1)(ii); 418.76(h)(1)(iii); 418.76(h)(2); 418.76(h)(3)
L-Tag(s):	629, 630, 631, 632, 633

POLICY: Hospice aides are supervised by a registered nurse in a manner and frequency that assures the safety of patients and the quality of aide services provided.

PROCEDURE:

1. A registered nurse makes an on-site visit to the patient's home no less frequently than every 14 days to ensure that the services ordered by the IDG and provided by the hospice aide are meeting the patient's need.
2. If the supervising RN notes an area of concern, s/he makes an on-site visit to the location where the patient is receiving care to observe and assess the aide while the aide is providing care.
3. If an area of concern is verified by the hospice RN, the aide must complete a competency evaluation.
4. A hospice RN makes an annual on-site visit to the location where a patient is receiving care in order to observe and assess each aide while s/he is performing care.
5. The supervising RN assesses an aide's ability to demonstrate initial and continued satisfactory performance in meeting outcome criteria that include, but are not limited to:
 - a. following the patient's plan of care for completion of assigned tasks;
 - b. creating successful interpersonal relationships with the patient and family;
 - c. maintaining healthy boundaries
 - d. demonstrating competency with assigned tasks;
 - e. complying with infection control practices; and
 - f. reporting changes in the patient's condition.
6. The supervisory visits are documented in the patient's clinical record every two weeks and include notations regarding the aide's competency, whether the aide is following the patient's plan of care and whether aide services are satisfactory to the patient/family.
7. Documentation of the annual hospice aide supervisory visit is maintained in the hospice aide's personnel record.

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