**Please Note: HR.02.01.04 replaces HR.02.01.03. The shaded elements of performance are formerly of HR.02.01.03 and have been modified for this new standard. Element of Performance 4, in bold, is new.**

HR.02.01.04  
The organization permits licensed independent practitioners to provide care, treatment, and services.

Elements of Performance for HR.02.01.04

1. Before permitting licensed independent practitioners new to the organization to provide care, treatment, and services, the organization does the following: The organization documents current licensure and any disciplinary actions against the license available through the primary source.

2. Before permitting licensed independent practitioners new to the organization to provide care, treatment, and services, the organization does the following: The organization verifies the identity of the individual by viewing a valid state or federal government-issued picture identification (for example, a driver's license or passport).

3. Before permitting licensed independent practitioners new to the organization to provide care, treatment, and services, the organization does the following: The organization obtains and documents information from the National Practitioner Data Bank (NPDB) on physicians and dentists. The medical director evaluates this information.

4. Before permitting licensed independent practitioners new to the organization to provide care, treatment, and services, the organization does the following: The organization determines and documents that the practitioner is currently privileged at a Joint Commission-accredited organization; this determination is verified through the accredited organization. If the organization cannot verify that the practitioner is currently privileged at a Joint Commission-accredited organization, the medical director oversees the monitoring of the practitioner's performance and reviews the results of the monitoring. This monitoring continues until it is determined that the practitioner is able to provide the care, treatment, and services that he or she is being permitted to provide. Note: The methodology used to perform monitoring of the licensed independent practitioner is determined by the organization. Some methods for monitoring that can be used by the organization include: periodic chart review, direct observation, and discussion with others involved in the care of the resident such as physicians, nurses, and administrative personnel. Some areas to monitor might include: resident care, clinical knowledge, interpersonal and communication skills, and professionalism.

5. At least every two years, before permitting licensed independent practitioners to continue to provide care, treatment, and services, the organization does the following: The organization documents current licensure and any disciplinary actions against the license available through the primary source.

6. At least every two years, before permitting licensed independent practitioners to continue to provide care, treatment, and services, the organization does the following: The organization obtains and documents information from the National Practitioner Data Bank (NPDB) on physicians and dentists. The medical director evaluates this information.

7. At least every two years, before permitting licensed independent practitioners to continue to provide care, treatment, and services, the organization does the following: The medical director reviews any clinical performance in the organization that is outside acceptable standards.
8. At least every two years, before permitting licensed independent practitioners to continue to provide care, treatment, and services, the organization does the following: The medical director reviews information from any of the organization's performance improvement activities pertaining to professional performance, judgment, and clinical or technical skills.

9. At least every two years, before permitting licensed independent practitioners to continue to provide care, treatment, and services, the organization does the following: The organization confirms the licensed independent practitioner's adherence to organization policies, procedures, rules, and regulations.

10. The Medical Director provides the licensed independent practitioner with a written list of any limitations on the care, treatment, and services he or she can provide.

11. The licensed independent practitioner provides only the care, treatment, and services that he or she has been permitted to perform.

12. The organization grants a licensed independent practitioner permission to provide care, treatment, and services for no longer than a two-year period.

13. In order to make a decision to allow a licensed independent practitioner to provide or continue to provide care, treatment, and services, the governing body reviews the following:
   - Recommendations made by the medical director (see LD.01.06.01, EP3)
   - Documentation on which the recommendations are based
   Note: The organization administrator or a committee of two or more governing body members may substitute for a governing body.

14. The governing body designates, in writing, those licensed independent practitioners who it has determined can provide care, treatment, and services.
   Note: The governing body may delegate to the organization administrator or a committee of two or more voting members of the governing body the authority to designate these individuals.

15. All licensed independent practitioners that provide care, treatment, and services possess a current license, certification, or registration, as required by law and regulation.

16. At the time of licensure expiration, the organization documents the licensed independent practitioner’s current licensure and any disciplinary actions against the license available through the primary source.