

Prepublication Requirements

• Issued July 20, 2021 •



New and Revised Requirements to the Health Care Staffing Services Certification

The Joint Commission has approved the following revisions for prepublication. While revised requirements are published in the semiannual updates to the print manuals (as well as in the online *E-dition*®), accredited organizations and paid subscribers can also view them in the monthly periodical *The Joint Commission Perspectives*®. To begin your subscription, call 800-746-6578 or visit <http://www.jcrinc.com>.

Please note: Where applicable, this report shows current standards and EPs first, with deleted language struck-through. Then, the revised requirement follows in bold text, with new language underlined.

APPLICABLE TO THE HEALTH CARE STAFFING SERVICES CERTIFICATION

Effective January 1, 2022

Leadership (HSLD) Chapter

HSLD.9

The HCSS firm addresses emergency management.

Element(s) of Performance for HSLD.9

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|----|---|--|--|---|
| 5. | The firm tests the emergency management plan at least annually. | <table border="1" style="border-collapse: collapse;"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table> | | |
| | | | | |
| 5. | The firm tests the emergency management plan at least annually <u>documenting the test date and any opportunities to improve the plan.</u> | <table border="1" style="border-collapse: collapse;"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px; text-align: center;">D</td> </tr> </table> | | D |
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Human Resources Management (HSHR) Chapter

HSHR.3

The HCSS firm provides orientation to clinical staff ~~regarding initial job training and information.~~

The HCSS firm provides **new employee** orientation to clinical staff **before their first assignment start date.**

HSHR.4

The HCSS firm assesses and reassesses the competence of clinical staff ~~and clinical staff supervisors.~~

The HCSS firm assesses and reassesses the competence of clinical staff.

Element(s) of Performance for HSHR.4

Key: **D** indicates that documentation is required; **R** indicates an identified risk area;

5. ~~The firm assesses the competency of clinical staff supervisors regarding their understanding of the scope of services related to the disciplines they supervise.~~ □ □

6. ~~The firm assesses the competency of clinical staff supervisors regarding their understanding of the responsibilities associated with the care, treatment, and services provided by the clinical staff under their supervision.~~ □ □

8. **The firm engages clinical professionals in competence assessment–related activities when necessary. These clinical professionals have both knowledge and experience in the care, treatment, and services provided by the firm’s clinical staff.**
Note: The clinical professionals can be employees of the firm or contracted consultants. □ □

9. **The firm implements documented procedures that include predefined circumstances in which clinical professionals will be engaged in the following competence assessment–related activities:** □ (D)

- **Determining if clinical staff have the background and experience necessary to fulfill an assignment**
- **Supporting clinical staff while on assignments**
- **Assessing and reassessing clinical staff competence**
- **Developing remediation plans, including the required frequency of reassessment**
- **Reviewing results of skills assessments**
- **Reviewing customer-supplied evaluations of clinical performance**
- **Addressing customer concerns and complaints about performance, both clinical and professional**
- **Contributing to performance evaluations of clinical staff**
- **Determining staffing firm action(s) in response to clinical staff performance issues (for example, recommending restricted assignments or permanent separation or reporting to professional boards, licensing authorities, law enforcement)**

Key: (D) indicates that documentation is required; (R) indicates an identified risk area;