The Joint Commission recently completed revisions to the “Human Resources” (HR) chapter in the Comprehensive Accreditation Manual for Behavioral Health Care (CAMBHC). The revisions, which are effective January 1, 2015, are intended to assure that the requirements remain up-to-date and relevant. The main aspects of these revisions are as follows:

- Several requirements, recognized as better suited to other chapters, have been moved.
- A number of requirements, considered no longer relevant or valuable to the behavioral health care field, have been deleted.
- A number of requirements have been revised for clarity.
- Several new requirements have been added to make the HR standards more relevant to the field.
- The sequence of some of the standards has been changed to preserve the logical flow of the chapter.
- The name of the chapter has been changed to “Human Resources Management” (HRM).

Requirements related to opioid treatment programs (OTPs) were not part of this review because they are aligned to federal regulations and guidelines.

**Revisions of Note**

A couple of the revisions to the HR chapter for behavioral health care are of particular significance. First, the language of Standard HR.01.02.01 has been changed from “The organization defines staff qualifications” to “The organization develops written job descriptions.” This new language and the standard’s new requirements more accurately reflect current practice in the field.

Second, the language of Standard HR.02.01.03 has been changed to “The organization evaluates information related to licensure or registration of staff.” However, the concepts expressed through the standard’s former language (“The organization assigns initial, renewed, or revised clinical responsibilities to staff who are permitted by law and the organization to practice independently”) and several of its elements of performance (EPs) have been retained within other standards in the revised chapter.

Finally, EPs 1, 2, and 3 in Standard HR.02.01.07 will be deleted. The accreditation manual’s definition of staff includes temporary staff. Standard HR.01.02.05 states, “The organization verifies and evaluates staff qualifications.” Based on the current definition, it was determined that this standard applies to all—including temporary—staff, thereby making Standard HR.02.01.07 unnecessary. EP 3 will be relocated to Care, Treatment, and Services (CTS) Standard CTS.04.01.01.

The revised requirements appear on The Joint Commission website at http://www.jointcommission.org/standards_information/prepublication_standards.aspx and will be published in the fall 2014 E-dition® update as well as the 2014 Update 2 to the CAMBHC scheduled for publication in fall 2014. Questions may be directed to Lynn Berry, project director, Department of Standards and Survey Methods, The Joint Commission, at lberry@jointcommission.org.