# SECTION ONE PERSONNEL ADMINISTRATION

Policy/Procedure	Policy No.
Personnel Policies	1-001
Human Resources	1-002
Equal Opportunity Employer	1-003
Categories/Qualifications of Personnel	1-004
Selection/Hiring of Personnel	1-005
Licensure/Certification/Registration	1-006
Recruitment, Retention, Development, and Continuing Education	1-007
Scope of Assessments/Qualifications	1-008
Termination	1-009
Personnel Turnover	1-010
Attendance and Absenteeism	1-011
On-Call/Weekend Services	1-012
Personnel Grievance Process	1-013
Personal Vehicle Use/Mileage Requirements	1-014
Vehicle Accident Reporting	1-015
Dress and Appearance	1-016
Sexual Harassment	1-017
Organization Personnel Safety - Personal Safety	1-018
Organization Personnel Safety - Unsafe Home Visits	1-019
Whistleblower Protection	1-020
Workplace Violence Prevention Plan	1-021
Addendum: Workplace Violence Prevention Incident Report Form	1-021.A
Progressive Discipline Policy	1-022
Social Media	1-023
Addendum: Social Media and Blog Guidelines	1-023.A
Standards of Conduct/Ethical Behavior	1-024
Personnel Record Contents	1-025
Performance Evaluations	1-026
Orientation	1-027
Addendum: Personnel Orientation Checklist	1-027.A
Addendum: Comprehensive Controlled Substances Diversion Prevention Program	1-027.B
Personal Development	1-028
Addendum: Personnel Development/Inservice Needs Assessment Personnel Survey	1-028.A
Resource Information	1-029
Supervision	1-030
Responsibilities/Supervision of Clinical Services	1-031
Requirements for Supervisors/Preceptors	1-032
Addendum: <u>Performance Observation Report (Sample)</u>	1-032.A
Training/Inservice Education	1-033
Orientation of Hospice Personnel to Assigned Responsibilities	1-034
Contracted Service Providers	1-035
Hospice Aide Training	1-036
Hospice Aide Supervisory Visits	1-037
Hospice Homemaker Training	1-038
Volunteer Staff	1-039
Volunteer Documentation	1-040

#### **Organization's Name**

Documentation of Volunteer Utilization	1-041
Team Access to Emotional Support	1-042
Specialized Services	1-043
Access to Qualified Consultation	1-044
Communication with Office	1-045
COVID-19 Vaccination	1-046

# SECTION TWO JOB DESCRIPTIONS

Policy/Procedure	Policy No.
Job Descriptions	2-001
Policy Statement	2-002
Addendum: Job Description (Template)	2-002.A
Addendum: Physical Requirements	2-002.B
Professional Services Agreement for Medical Director	2-003
Addendum: Professional Services Agreement for Medical Director (Sample)	2-003.A
Addendum: Medical Director Job Description	2-003.B
Addendum: Sample Evaluation Criteria	2-003.C
Job Descriptions	
Executive Director/Administrator	
Finance Director	
Controller	
Human Resources Director	
Information Systems Director	
Marketing/Community Relations Director	
<u>Clinical Director</u>	
Clinical Records Manager	
<u>Clinical Supervisor</u>	
Managed Care Coordinator	
Referral/Intake Supervisor	
Performance Improvement Coordinator	
Nurse Practitioner	
Physician Assistant	
Registered Nurse	
Addendum A: Performance Evaluation for the Registered Nurse (Template)	
Licensed Practical/Vocational Nurse	
Addendum A: <u>Performance Evaluation for the Licensed Practical/Vocational Nurse</u>	2
( <u>Template</u> )	
<u>Certified Hospice Alde</u>	
Addendum A: <u>Performance Evaluation for the Certified Hospice Aide (Template)</u> Addendum B: Hospice Aide Training Agreement	
Homemaker	
Physical Therapy	
Physical Therapy Assistant	
Speech-Language Pathologist	
Occupational Therapist	
Certified Occupational Therapy Assistant	
Social Services Supervisor	
Social Worker	
Registered Dietician	
Volunteer Coordinator	
Volunteer	
Chaplain	
Bereavement Coordinator	
Secretary/Receptionist	
Billing Manager	

#### **Organization's Name**

Accounting Clerk Data Entry/Computer Operator Billing/Collections Clerk Filing/Data Processing Clerk Office Manager Payroll & Benefits Coordinator



# SECTION THREE CLINICAL COMPETENCY PROGRAM

Policy/Procedure	Policy No.
Competency Program	3-001
Competency Based Orientation	3-002
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.A
Registered Nurse)	5-002.11
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.B
Licensed Practical/Vocational Nurse)	5 002.D
Addendum: Initial Competency Assessment Skills Checklist (Sample for the Infusion	3-002.C
<u>Nurse</u> )	5-002.0
Addendum: Initial Competency Assessment Skills Checklist (Sample for the Hospice	3-002.D
<u>Aide</u> )	J-002.D
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.E
Physical Therapist)	J-002.L
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.F
Physical Therapy Assistant)	5-002.1
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.G
Occupational Therapist)	5-002.0
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.H
Occupational Therapy Assistant)	5-002.11
Addendum: Initial Competency Assessment Skills Checklist (Sample for the Social	3-002.I
Worker)	5 002.1
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.J
Registered Dietician)	5-002.5
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.K
Volunteer Coordinator/Volunteer)	J-002.IX
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.L
<u>Chaplain)</u>	J-002.L
Addendum: Initial Competency Assessment Skills Checklist (Sample for the	3-002.M
Bereavement Coordinator)	5 002.101
Addendum: Initial Competency Assessment Skills Checklist (Sample for the Hospice	3-002.N
Physician)	
Competency Assessment	3-003
Core Competency Skills	3-004
Annual Core Competence	3-005
Addendum: Performance Criteria (Template)	3-005.A
Addendum: Performance Criteria (Sample)	3-005.B
Addendum: Performance Criteria (Sample for the Infusion Nurse)	3-005.C
Addendum: Performance Criteria (Sample for the Chaplain)	3-005.D
Addendum: Performance Criteria (Sample for the Hospice Physician)	3-005.E
Competency Requirements for Supervisors/Preceptors	3-006

# ATTACHMENTS

CHAP Crosswalk Glossary

Attachment I Attachment II



#### SECTION ONE ASSESSMENT PLANNING & COORDINATION

Policy/Procedure F	Policy No.
Clinical Policies and Procedures	1-001
Physician Licensure Verification	1-002
Physician Services - Medical Director Role	1-003
Physician Services - Attending Physician's Role	1-004
Physician Responsibility in Managing Hospice Patients	1-005
Care/Service Coordination	1-006
Addendum: Complementary/Alternative Medicine*	1-006.A
Certification of Terminal Illness	1-007
Addendum: Face-to-Face Policy	1-007.A
Intake Process	1-008
Admission Criteria and Process	1-009
Monitoring Patient's Response/Reporting to Physician	1-010
Patient Notification of Changes in Care	1-011
Internal Referral Process	1-012
Initial Assessment	1-013
Comprehensive Assessment	1-014
Ongoing Assessment	1-015
Functional Assessment	1-016
Nutritional Assessment	1-017
Pain Assessment	1-018
Psychosocial Assessment	1-019
Spiritual Assessment	1-020
Bereavement Assessment	1-021
Transfer Information	1-022
Change of Designated Hospice	1-023
Revocation of Hospice Benefit	1-024
Discharge from Hospice Program	1-025
Discharge Summary	1-026
Missed Visits	1-027
Continuity of Care Between Inpatient Setting and Home	1-028
Coordination of Care With Contracts/Agreements	1-029
Provision of Care to Residents of SNF/NF or ICF/IID	1-030
Addendum: Compliance Tool for Hospices that Provide Care to Residents of a	
SNF/NF, IFC/IID or Other Facility	1-030.A
Hospice Election Statement	1-031
Addendum: Example Hospice Election Statement	1-031.A
Addendum: Example Patient Notification of Hospice Non-Covered Items, Services, and Drugs	1-031.B
Availability of Family/Caregiver	1-032
Prioritizing Patient Problems/Needs	1-033
Interdisciplinary Group Membership and Responsibilities	1-034
Interdisciplinary Group Coordination of Care	1-035
Interdisciplinary Group Meeting	1-036
Community Education	1-037

# SECTION TWO CARE DELIVERY & TREATMENT

Policy/Procedure	Policy No.
Standards of Care, Services, and Practices	2-001
Verification of Physician Orders	2-002
Identification, Prevention, and Treatment of Secondary Symptoms	2-003
Medication Profile	2-004
Identification of Medication for Administration	2-005
Administration and Documentation of Medications	2-006
Addendum: Drug Classifications and Their Routes	2-006.A
Addendum: Medications Not Approved For Safe Home Administration	2-006.B
Addendum: Drug Information for the Nurse	2-006.C
Addendum: Advice for the Patient - Drug Information in Lay Language	2-006.D
Patient Self-Administration of Medication	2-007
Home Use and Disposal of Controlled Substances	2-008
Addendum: List of Controlled Substances Available	2-008.A
Addendum: Drug Disposal Instructions	2-008.B
Intravenous Administration of Medications/Solutions	2-009
Addendum: Medications Approved/Not Approved for Home Administration	2-009.A
Intravenous Administration of Chemotherapy	2-010
Addendum: Antineoplastic and Other Hazardous Medications Approved/Not	2-010.A
Approved for Administration	
First Dose Policy	2-011
Crushing of Medications	2-012
Addendum: Oral Dosage Forms that Should Not Be Crushed	2-012.A
Pulse Rate Determination with Certain Drugs	2-013
Storage of Medications and Nutritional Products	2-014
Medication Labeling	2-015
Adverse Drug Reactions	2-016
Addendum: Advice About Voluntary Reporting	2-016.A
Anaphylaxis Protocol	2-017
Medication Error	2-018
Medication Monitoring	2-019
Investigational Medications	2-020
Home Glucose Monitoring	2-021
Waived Testing	2-022
Addendum: Organization List and Criteria for Waived Tests Performed	2-022.A
Safe/Effective Use of Medications	2-023
Storage, Handling, and Access to Supplies and Gases	2-024
Patient Education Process	2-025
Pain Management Education	2-026
Transportation Services	2-027
Emergency Care	2-028
Access to Emergency Room, Pharmacy, Radiology, Laboratory	2-029
Rehabilitation Techniques	2-030
Appropriate Use of Restraints and Supplies	2-031
Signs and Symptoms of Approaching Death	2-032
Care of the Dying Patient	2-033
Death at Home	2-034

#### Organization's Name

Suicide	2-035
Safe/Effective Use of Equipment and Supplies	2-036
Durable Medical Equipment and Supplies	2-037
Safe, Operable Equipment	2-038
Environmental Safety Program	2-039
Environmental Safety - Office	2-040
Addendum: Office Environment Checklist	2-040.A
Fire Safety - Office	2-041
Utilities Management - Office	2-042
Equipment Management - Office	2-043
Environmental Safety - Patient	2-044
Fire Safety - Patient	2-045
Utilities Management - Patient	2-046
Natural Disasters/Emergencies	2-047
Addendum: Guidelines for Emergency Management	2-047.A
Basic Home Safety	2-048
Addendum: Fall Reduction Program	2-048.A
Education Resources	2-049
Community Resources	2-050
Telemedicine Program	2-051
Addendum: Telemedicine Equipment and Procedures	2-051.A
Telemedicine Admission Criteria	2-052
Telemedicine Patient Education	2-053
Telemedicine Discharge Criteria	2-054

# SECTION THREE CONTINUOUS QUALITY IMPROVEMENT

Policy/Procedure	Policy No.
Improving Organizational Performance	3-001
Addendum: Prioritization of Important Processes	3-001.A
Addendum: Sample QAPI Plan	3-001.B
Patient Focused Performance Improvement	3-002
Family/Caregiver Experience of Care Survey	3-003
Addendum: Family/Caregiver Experience of Care Survey for Exempt or Non-	3-003.A
Participating Hospice	J-00J.A
Incident Reporting	3-004
Addendum: Examples of Specific Events or Occurrences That Must Be Reported	3-004.A
Serious Adverse Events	3-005
Root Cause Analysis/Action Plan	3-006
Addendum: Root Cause Analysis/Action Plan Form	3-006.A
Clinical Record Review	3-007
External Databases	3-008

SP

•

## SECTION FOUR EMERGENCY PREPAREDNESS

Policy/Procedure	Policy No.
Emergency Management Plan	4-001
Addendum: Pyramid Phone Communication Plan*	4-001.A
Addendum: Command Structure*	4-001.B
Addendum: Flow Chart of Alternate Roles and Responsibilities*	4-001.C
Addendum: <u>Hazard Vulnerability Analysis</u> *	4-001.D
Addendum: <u>Plans for Priority Events</u> *	4-001.E
Addendum: Weather Report/Road Conditions*	4-001.F
Addendum: Emergency Management Plan Evaluation Form*	4-001.G
Addendum: Integrated Healthcare Systems*	4-001.H
Pandemic Influenza Preparedness	4-002
Addendum: <u>Reference for Pandemic Influenza Preparedness</u>	4-002.A

C

#### SECTION FIVE FINANCIAL STEWARDSHIP

Policy/Procedure	Policy No.
Financial Management and Control	5-001
Financial Reports	5-002
Certificates of Insurance	5-003
Fiscal Solvency	5-004
Fee Determination	5-005
Annual Operating Budget	5-006
Fixed Assets and Depreciation	5-007
Charge Verification	5-008
Billing and Collections	5-009
Accounts Receivable Review	5-010
Bad Debt Policy	5-011
Contractual Allowances	5-012
Cash Receipts	5-013
Purchasing Authorization and Accounts Payable	5-014
Payroll Processing	5-015
Allocation of Time Worked	5-016
Charity Care	5-017
Donated Funds	5-018

S

# SECTION SIX INFORMATION MANAGEMENT

Policy/Procedure	Policy No.
Record Retention	6-001
Access to Information	6-002
Principles of Information Management	6-003
Patient Privacy Rights	6-004
Addendum: Notice of Privacy Practices	6-004.A
Minimum Necessary Uses of PHI	6-005
Minimum Necessary Disclosure of PHI	6-006
Uses and Disclosures of PHI	6-007
Authorization for Uses or Disclosure of PHI	6-008
Minimum Necessary Requests for PHI	6-009
Privacy of Health Information of Deceased Individuals	6-010
Patient Requests for Privacy Restrictions	6-011
Patient Requests for Confidential Communications	6-012
Patient Requests for Access to PHI	6-013
Patient Requests to Amend PHI	6-014
Patient Requests for Accounting of PHI Disclosures	6-015
Fundraising and PHI	6-016
Marketing and PHI	6-017
Privacy Training	6-018
Sanctions for Privacy and Security Violations	6-019
Safeguarding/Retrieval of Clinical/Service Record	6-020
Computer Access to Information	6-021
Clinical/Service Data Collection	6-022
Abbreviations and Symbols	6-023
Addendum: Approved Home Care/Service Abbreviations	6-023.A
Addendum: Unacceptable Home Care/Service Abbreviations	6-023.B
Privacy of PHI	6-024
Breach Analysis	6-025
Breach Notification	6-026
Security Management Process	6-027
Workforce Security	6-028
Information Access Management	6-029
Security Awareness and Training	6-030
Security Incident Procedures	6-031
Contingency Plan	6-032
Evaluation Excility Access Controls	6-033
Facility Access Controls	6-034
Workstation Use and Security	6-035
Device and Media Controls	6-036 6-037
Access Controls: Technical Safeguards HIPAA Security Audit Controls	6-037
Integrity Controls	6-038
Person or Entity Authentication	6-040
Transmission Security	6-040
Contents of Clinical Record	6-042
Assembly of Clinical Record	6-042
Assembly of Childen Record	0-043

## SECTION SEVEN INFECTION PREVENTION & CONTROL

Policy/Procedure	Policy No.
Infection Control Plan	7-001
Tuberculosis Exposure Control Plan	7-002
Addendum: Individual TB Risk Assessment	7-002.A
Bloodborne Pathogens and Hepatitis B Exposure Control Plan	7-003
Addendum: Hepatitis B Vaccination Documentation Form	7-003.A
Addendum: Hepatitis B Vaccination Declination Form	7-003.B
Addendum: <u>Recognizing the Dangers</u>	7-003.C
Addendum: Occupational Exposure Risk by Job Classification	7-003.D
Management of Exposures in Personnel	7-004
Record Keeping	7-005
Occupational Exposure Information and Training	7-006
Standard Precautions	7-007
Addendum: Standard Precautions Information for Personnel	7-007.A
Personal Protective Equipment	7-008
Addendum: Protective Device Checklist	7-008.A
Addendum: Required Personal Protective Equipment Form	7-008.B
Hand Hygiene	7-009
Clean vs. Aseptic Technique	7-010
Infection Control/Expanded Precautions	7-011
Addendum: Bed Bug Guidance	7-011.A
Contaminated Materials Disposition	7-012
Contaminated Waste Disposal	7-013
Hazardous Waste Handling	7-014
Addendum: Hazardous Waste Disposal State and Local Regulations*	7-014.A
Accidental Exposure to Blood	7-015
Bag Technique	7-016
Evaluating and Maintaining Records of Infections Among Patients	7-017
Addendum: Infection Identification - Patient Report	7-017.A
Evaluating and Maintaining Records of Infections Among Personnel	7-018
Addendum: Infection Identification - Personnel Report	7-018.A
Reporting of Communicable Diseases	7-019
Communication of Hazards to Personnel	7-020
Equipment Management - Patient	7-021
Safe and Appropriate Use of Medical Equipment Supplies	7-022
Storage of Medications and Nutritional Therapies	7-023
Medical Equipment Malfunction	7-024
Safe Medical Device Act	7-025
Identification, Handling, and Disposal of Hazardous Waste	7-026
Infection Control Precautions	7-027

### SECTION EIGHT LEADERSHIP & GOVERNANCE

Policy/Procedure	Doliay No
Philosophy, Mission, and Purpose	<b>Policy No.</b> 8-001
Mission Statement	8-001
Governing Body	8-002
Addendum: <u>Governing Body Members</u> *	8-003.A
Addendum: <u>Governing Body Orientation Checklist</u> *	8-003.A 8-003.B
Conflict of Interest	8-003.B 8-004
Public Disclosure Statement	8-004
	8-005
Administrative Qualifications and Responsibilities	8-008
Appointment of Executive Director/Administrator	
Administrator	8-008
Designation of Individual in Absence of Executive Director/Administrator	8-009
Policy Decisions	8-010
Development of Policies and Procedures	8-011
Addendum: <u>Required Policy Checklist</u>	8-011.A
Addendum: Administrative Policy Renewal/Revision Flow Sheet	8-011.B
Ethical Issues	8-012
Nondiscrimination of Policy and Grievances	8-013
Uniform Quality of Care	8-014
Experimental Research and Investigational Studies	8-015
Branch Control	8-016
Aggregation of Data/Information	8-017
Written Agreements for Contracted Services	8-018
Addendum: Written Agreement for Nome Care Services*	8-018.A
Addendum: Contract Services Review	8-018.B
Business Associates	8-019
Listing of Services Provided	8-020
Regulatory Compliance	8-021
Organizational Chart	8-022
Addendum: Organizational Charts*	8-022.A
Corporate Compliance Nan	8-023
Addendum: Sample Compliance Report	8-023.A
Corporate Compliance Officer	8-024
Internal Control Systems/Accountabilities	8-025
Addendum: Kickbacks, Inducements and Self-Referral	8-025.A
Contracted Services	8-026
Addendum: Contracted Services Review	8-026.A
Business Planning	8-027
Medicare Hospice Benefit	8-028
Medicaid Hospice Benefit	8-029
Site Visitor Home Visit Consent	8-030
Professional Advisory Committee	8-031
Addendum: Professional Advisory Committee Members*	8-031.A
Contingency Plan if Organization Closes	8-032
Annual Organization Evaluation	8-033
Addendum: Self-Assessment of Health Care Organizational Performance (Sample)	8-033.A

### SECTION NINE PATIENT-CENTERED CARE

Policy/Procedure	Policy No.
Scope of Services	9-001
Financial Responsibility and Medicare Written Notice	9-002
Addendum: Advance Beneficiary Notice (ABN) of Noncoverage	9-002.A
Addendum: Notice of Medicare Provider Noncoverage	9-002.B
Addendum: FFS Expedited Review Detailed Notice	9-002.C
Addendum: Additional CMS Resources for ABN and Expedited Notices	9-002.D
Complaint/Grievance Process	9-003
Referral Disclosure and Care Decisions	9-004
Bill of Rights	9-005
Facilitating Communication*	9-006
Addendum: Organization List of Interpreters*	9-006.A
Advance Directives	9-007
Addendum: Advance Directives Information Statement	9-007.A
Addendum: Durable Power of Attorney for Health Care*	9-007.B
Do Not Resuscitate/Do Not Intubate Orders	9-008
Cardiopulmonary Resuscitation	9-009
Withdrawal of Life-Sustaining Care	9-010
Informed Consent for Patient and Family/Caregiver	9-011
Informed Consent/Refusal of Treatment	9-012
Addendum: Sample Informed Consent for Medical Photography	9-012.A
Assessment of Possible Abuse/Neglect	9-013
Addendum: Organization List of Private and Public Community Agencies that	9-013.A
Provide or Arrange for Assessment of Suspected or Alleged Abuse/Neglect Victims	
Admission for General Inpatient Care	9-014
Admission for Respite Care	9-015
Unit of Care	9-016
The Plan of Care	9-017
Interdisciplinary Group Plan of Care	9-018
Nursing Care	9-019
Hospice Aide Services	9-020
Psychosocial Services	9-021
Spiritual Care Counseling Services	9-022
Addendum: Hospice Spiritual Concerns	9-022.A
Bereavement Services	9-023
Volunteer Services	9-024
Rehabilitative Services	9-025
Speech Therapy Services	9-026
Nutritional Services	9-027
Continuous Care Services	9-028
Addendum: Responsibilities of Continuous Care Personnel	9-028.A
Addendum: Charting Guidelines for Continuous Care	9-028.B
Inpatient Services	9-029
Pharmacy Services	9-030

# ATTACHMENTS

Crosswalk Glossary of Terms Attachment I Attachment II

