

Nurse Competencies – Home Health Care

Both the preceptor and student are required to initial components and sign off these competencies. This validates that the student has demonstrated knowledge and skills and the preceptor has observed accurate knowledge and skills.

	Roles	Competencies	Student Initials	Preceptor Initials
1.	Manager			
		A. Demonstrates ability to assess and establish continuity of care utilizing the form “HCFA 485 Plan of Care”.		
		B. Evaluate and determine eligibility of payer sources based on Medicare, Medicaid, private, managed care and third party payers.		
		C. Define functions and apply rules and regulations of six agencies that govern home health care. (OSHA, Colorado Department of Employment, Department of Commerce, State Department of Health, Department of Regulatory Agencies, Center for Medicare/Medicaid (CMS) (HCFA) Services.)		
		D. Explain the difference between certification and accreditation.		
		E. Evaluate and determine payer sources for reimbursement of patient services		
		F. Identify and apply the components of a skilled nursing visit.		
		G. Describe and apply the Conditions of Participation described in the HIM-11.		
		H. Describe the role of different home health professionals.		
		I. Explain the five conditions that must always be met for a patient to qualify for Medicare reimbursement.		
		J. Differentiate and apply the characteristics and criteria of three different types of home health agencies (Private duty/private pay, Medicaid/home and Community Based Services (HCBS) and Medicare.		
		K. Discuss and apply the requirements for documentation and the reimbursement process.		
2.	Provider			
		A. Utilizes the nursing process, provides patient and family education and practices health promotion.		

		B. Identifies and apply nurse responsibilities required for reimbursement.		
		C. Describe and apply methods to prevent and control at least five potential violent situations in home health care.		
		D. Apply the skills, knowledge and concepts of Chronic Obstructive Pulmonary Disease (COPD) in the home care environment.		
		E. Apply the skills knowledge and concepts of Congestive Heart Failure (CHF) in the home care environment.		
		F. Apply the skills, knowledge and concepts of Diabetes Mellitus (DBM) in the home care environment.		
		G. Apply the skills, knowledge and concepts of HIV/AIDS in the home care environment.		
		H. Apply the skills, knowledge and concepts of wound and skin care in the home care environment.		
		I. Apply the skills, knowledge and concepts of neurological disorders in the home care environment.		
		J. Apply the skills, knowledge and concepts of intravenous therapy in the home care environment.		
		K. Apply the rehabilitation skills, knowledge and concepts in the home care environment.		
		L. Apply skills, knowledge and concepts of hospice and end of life issues in the home care environment.		
		M. Apply skills knowledge and concepts of mental health nursing in the home care environment.		
		N. Apply skills, knowledge and concepts of pediatric nursing care in the home care environment.		
		O. Apply the skills, knowledge and concepts of maternal child health nursing in the home care environment.		
		P. Apply the skills, knowledge and concepts of infection control in the home care environment.		
		Q. Apply the skills, knowledge and concepts of oxygen therapy in home care environment.		
		R. Apply the skills, knowledge and concepts of pain assessment and management.		
		S. Apply the skills, knowledge and concepts required for age specific home care.		

3.	Advocate			
		A. Treats the patient and family with respect and dignity		
		B. Practices and identifies the right of the patient confidentiality. (Verbal, written, telephone and clinical records).		
		C. Establishes a climate in which patients and families act in their own interest and intervenes when they are unable to do so.		
4.	Professional			
		A. Accountable for ethical, legal and professional responsibilities related to all nursing functions.		
		B. Practices self-development in the continuing education process.		
		C. Promotes maintains and enhances collaborative working relationships.		
		D. Practice and promotes personal and environment safety.		
		E. Practice efficient and effective time management skills. (Nursing responsibility, nursing skills, time management and stress reduction)		
5.	Teacher			
		A. Uses the nursing process to provide patient and family education.		
		B. Uses and collaborates with interdisciplinary resources to implement teaching plans and instructional materials for patient and family.		
		C. Provides information and includes the patient and family to participate in discussions regarding care, privacy and financial information.		
		D. Provides and teaches the patient all three components of Advanced Directives (CPR, Living Will and Medical Durable Power of Attorney).		

Certification

Date: _____

1. I certify that I have completed and understand these competencies required of a Home Health Nurse

Name of Student

2. I have precepted/supervised _____ and certify that he/she understands and can apply the standards required of a home health nurse.

Name of Preceptor