
 **Staffing**
For Home Dialysis Programs


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 **Agenda**

- Clinical Considerations
- Operational Considerations



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★ Who Determines the Clinical Staffing Requirements?

- CMS
- State Regulations
- Setting & Patient Acuity



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★ Clinical Staff Members

- Medical Director
- Clinical Nurse Manager/
Facility Administrator
- Nurse
- Technician
- Social Worker
- Registered Dietician



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★ Current Educational Requirements

- **Medical Director**
 - Board Certified Internal Medicine, Pediatrics or Nephrology
 - Board approved nephrology training
 - 12 months experience w/ nephrology pts
- **Facility Administrator** – Qualifications not specified by CFC
- **Registered Nurse (RN)**
 - 12 months experience in nursing
 - Plus 3 months experience w/modality
- **Registered Dietitian** – 1 year experience in clinical nutrition as an RD
- **Social Worker** – accredited masters, specialization in clinical practice
- **Technician** – HS diploma; certification within 18 months of hire

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★ Clinical Tasks
Variable Labor Hours

• Patient admissions	• Management of co-morbidities
• Patient training	• Complications management
• Training follow-up/ home visits	• Retraining
• SNF oversight	• After hours call
• Hospitalization follow-up	• Documentation
• Clinic visits/lab/medication	• Plan of care/QIP
• Modality education	• Supply management
• Urgent starts	• Pediatrics
• Nocturnal HHD	• Technology

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★ Operational Considerations

- Geography
 - Urban
 - Rural
 - Proximity to another Home unit



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★ Clinic Specific

- Number of training rooms
- Number of physicians
- Nursing/staff turnover



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★ Growth Potential

- Modality Education
- Patient Pipeline
- Experience of the Nurse
- PCT/LPN Support



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★ Adding Staff

- Educational requirements
- Pipeline patients



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★ Resources

- Randolph, Gina, RN, MSN, MBA. ASN Dialysis Curriculum, "Staffing in Dialysis Units."
- Centers for Medicare and Medicaid Version 1.4

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