

# Personnel & Medical Director

Matthew Howard  
Director of Information Systems  
ESRD Network #15

# Personnel Requirements

Position	Minimum Education	Minimum Experience	Minimum Competence
Medical Director	Medical degree	<ul style="list-style-type: none"> <li>12 mo providing care to dialysis patients</li> </ul>	Board certified internal medicine, nephrology or pediatrics *
Nurse Manager	Nursing degree (RN)	<ul style="list-style-type: none"> <li>12 mo experience in clinical nursing</li> <li>6 additional mo in dialysis</li> </ul>	Registration by State
Self-care & Home Dialysis Training Nurse	Nursing degree (RN)	<ul style="list-style-type: none"> <li>12 mo nursing experience</li> <li>3 additional mo in specific modality</li> </ul>	Registration by State
Charge Nurse	Nursing degree (RN, LPN/LVN)	<ul style="list-style-type: none"> <li>9 mo nursing experience</li> <li>3 additional mo in dialysis</li> </ul>	Registration or licensure by State
Staff Nurse	Nursing degree (RN, LPN/LVN)	<ul style="list-style-type: none"> <li>No experience required</li> </ul>	Registration or licensure by State
Social Worker	Masters degree in social work or Qualified under the grand-father clause	<ul style="list-style-type: none"> <li>No experience required for masters prepared social worker</li> <li>2 yrs social work experience of which 1 yr in dialysis or transplant prior to 9/1/76 &amp; consultation with masters prepared social worker</li> </ul>	Licensure or certification by State if required by State
Patient Care Dialysis Technician	High school diploma or equivalent. Complete training program approved by medical director under direction of RN	<ul style="list-style-type: none"> <li>None required</li> </ul>	Certified by CMS-approved State or national certifying agency *
Water Treatment Technician	Complete training program approved by medical director and governing body	<ul style="list-style-type: none"> <li>None required</li> </ul>	No certification or licensure required
Reuse Technician	Complete training program with specified curriculum	<ul style="list-style-type: none"> <li>None required</li> </ul>	Successful completion of the training course certified by medical director or designee
Dietitian	Registered Dietitian (RD)	<ul style="list-style-type: none"> <li>1 year professional work experience in clinical nutrition as a registered dietitian</li> </ul>	Registration with the Commission on Dietetic Registration

# Personnel Issues

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- Medical Director: *board-certified*
- Nurse Manager: *full-time employee*
- Training Nurse: *responsible*
- LPN/LVN: *charge nurse*
- Staff Nurse: *graduate nurse*
- Dietitian: *1 yr of post-registration experience*

# Personnel Issues (cont.)

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- Social worker: *specialization in clinical practice and grandfathered*
- Patient care dialysis technicians: Who is included?
  - dialysis assistant
  - bio-med technician
  - machine technician
  - technician 1 or technician 2
- State certification programs

# Medical Director

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- Qualifications under Personnel Condition
- Responsibilities under Medical Director Condition

# Condition: Responsibilities of Medical Director

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- Lead QAPI program
- Assure staff education, training, & performance
- Develop policies and procedures
- Ensure all staff (including medical staff) adhere to policies
- Initial assessment/orders
- Signed order for involuntary discharge

# Medical Director: Other Conditions Include Additional Responsibilities

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- Infection Control: Informed of issues (V144)
- Water/dialysate: Responsible to ensure the design and use of water treatment system provides AAMI quality water (V179)
- Reuse: Responsible for program, training curriculum (V308), certifies techs successfully complete program(V309), and quality assurance (V361)

# Single Medical Director

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- Why? One person coordinates QAPI and responsible for continuous data review
- What happens to existing shared medical director partnerships? CMS requires one coordinating medical director; facility may designate sub directors for special programs (e.g., PD, home HD).

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Questions?