

G768

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§484.80(c) Standard: Competency evaluation.

An individual may furnish home health services on behalf of an HHA only after that individual has successfully completed a competency evaluation program as described in this section.

Interpretive Guidelines §484.80(c)

The HHA may not allow an aide to provide services to patients independently until they have successfully completed competency testing either at that HHA or at another training facility and successful completion is verified through documentation provided by the applicant or the training facility.

§484.80(c)(1) The competency evaluation must address each of the subjects listed in paragraph (b)(3) of this section. Subject areas specified under paragraphs (b)(3)(i), (iii), (ix), (x), and (xi) of this section must be evaluated by observing an aide's performance of the task with a patient or pseudo-patient. The remaining subject areas may be evaluated through written examination, oral examination, or after observation of a home health aide with a patient, or with a pseudo-patient as part of a simulation.

§484.80(c)(2) A home health aide competency evaluation program may be offered by any organization, except as specified in [paragraph \(f\)](#) of this section.

§484.80(c)(3) The competency evaluation must be performed by a registered nurse in consultation with other skilled professionals, as appropriate.

Interpretive Guidelines §484.80(c)(1)

The following skills must be evaluated by observing the aide's performance while carrying out the task with a patient *or pseudo-patient*.

- (i) Communication skills, including the ability to read, write, and verbally report clinical information to patients, representatives, and caregivers, as well as to other HHA staff;
- (iii) Reading and recording temperature, pulse, and respiration;
- (ix) Appropriate and safe techniques in performing personal hygiene and grooming tasks that include—
 - (A) Bed bath;
 - (B) Sponge, tub, and shower bath;
 - (C) Hair shampooing in sink, tub, and bed;
 - (D) Nail and skin care;
 - (E) Oral hygiene;
 - (F) Toileting and elimination;
- (x) Safe transfer techniques and ambulation;
- (xi) Normal range of motion and positioning.

In accordance with §484.80(c)(3), a registered nurse, in consultation with other skilled professionals (as appropriate), must observe the HHA aide candidate perform each of the tasks above in its entirety to confirm the competence of the candidate.

HHA aides who successfully completed a competency evaluation prior to January 13, 2018, do not need to repeat the portions of the competency evaluation required to be done while providing services to a patient under §§484.80 (b) (i), (iii), (ix), (x), and (xi). For all HHA aides who receive a competency evaluation after January 13, 2018, however, these skills must be tested while the aide is providing care to a patient *or pseudo-patient*. *A pseudo-patient is a person who is trained to participate in a role-play situation, or a computer-based mannequin device. A pseudo-patient must be capable of responding to and interacting with the home health aide trainee, and must be similar in characteristics to the primary patient population served by the HHA in key areas such as age, frailty, functional status, and cognitive status.*

When pseudo-patients are used to test home health aide competency, the simulated environment must mimic the reality of the homecare environment, including environmental distractions and constraints that evoke or replicate substantial aspects of the real world in a fully interactive fashion, to assess proficiency in performing skills.