

§482.23(a) Standard: Organization

The hospital must have a well-organized service with a plan of administrative authority and delineation of responsibilities for patient care. The director of the nursing service must be a licensed registered nurse. He or she is responsible for the operation of the service, including determining the types and numbers of nursing personnel and staff necessary to provide nursing care for all areas of the hospital.

Interpretive Guidelines §482.23(a)

The hospital may have only one nursing service hospital-wide and the single nursing service must be under the direction of one RN.

The director of the nursing service must be a currently licensed RN and he/she is responsible for the operation of the nursing service. The operation of the nursing service would include the quality of the patient care provided by the nursing service.

The director of the nursing service must determine and provide the types and numbers of nursing care personnel necessary to provide nursing care to all areas of the hospital.

The organization will include various configurations of the following hospital personnel as determined necessary by the hospital and the Director of Nursing:

- Assistant/Associate Director(s);

- Supervisors/Coordinators;
- Head Nurses/Nurse Managers;
- Staff Nurses;
- Unit Secretaries/Clerks;
- Nurses Aide/Orderlies.

Survey Procedures §482.23(a)

- Review the organizational chart or plan for nursing services. Determine that the organizational chart(s) displays lines of authority that delegates responsibility within the department.
- Read the position description for the director of nursing (DON) to determine that it delegates to the DON specific duties and responsibilities for operation of the service.
- Verify that the director is currently licensed in accordance with state licensure requirements.
- Verify that the DON is involved with or approved the development of the nursing service staffing policies and procedures.
- Verify that the DON approves the nursing service patient care policies and procedures.