

# Division of Aging Services State Review Guide

for

# **Homemaker Services**

PSA/County:	Site:	
	<del>_</del>	
Reviewer:	Date:	

Revised April 5, 2004

## Review Guide Purpose, Service Definitions and Abbreviations/Acronyms

### **Purpose and Scope:**

This guide is designed for the Area Agencies on Aging (AAA) to measure the compliance and performance of subcontractors for Homemaker Service for HCBS. It is intended to assist the AAA to measure the compliance and performance of homemaker services to frail elderly people in their places of residence. The provision of homemaker services does not include the provision of personal care services.

### **Definition:**

Area Agencies may contract for the provision of homemaker services only with private non-profit organizations or commercial businesses which have the capacity to perform the tasks necessary to improve residential environments and increase the safety and independence of frail community-dwelling elders.

If an Area Agency provides the service directly, the agency must be licensed according to the same rules and regulations and will be subject to being monitored by DAS using this review guide. Suggested monitoring activities are noted in italics to assist monitors

### Abbreviations and Acronyms (Peculiar to this guide/Service/Program):

AAA	Area Agency on Aging
ADL	Activities of Daily Living

DON-R Determination of Need - Revised
DAS Division of Aging Services
DHR Department of Human Resources

IADL Instrumental Activities of Daily Living

HHA Home Health Agency RN Registered Nurse

LPN Licensed Professional Nurse SOP Standard of promptness

	Section	Review Questions	Y	es/ No/ N/A
Number	Cited	Homemaker Services Requirements	(	Comments
1.	306.4	<ul> <li>Client eligibility: The provider is serving only clients whose care needs can be met in the home and meet the following criteria:         <ul> <li>Age 60 and over; and</li> <li>Have a physical/mental disability which limits ability to perform basic ADL's/IADL's</li> <li>Have limited access to persons who are able/or willing to assist them.</li> </ul> </li> <li>Monitor suggested activities-Review AIMS data for clients' age and impairment levels. (Reports available, DON-R scores and ADL/IADL counts).</li> </ul>	Yes □ Yes □ Yes □	No   NA   NA   No   NA   No   NA
2.	306.6b c b	Service Activities: The subcontractor provides planned and routine services that include:  1. Cleaning 2. Laundry 3. Ironing 4. Washing 5. Bagging 6. Making beds 7. Shopping 8. Assist in organizing household routines 9. Reading and writing tasks if client is unable to do 10. Performing essential errands 11. Client education  • Meal preparation • Escort assistance  Monitor suggested activity – Review care plan and client file.	Yes   Yes	No   NA   NA   No   NA   No   NA   NA

Number	Section Cited	Review Questions Homemaker Services Requirements		es/ No/ N/A Comments
3.	306.7	Prohibited activities: Homemakers are not providing personal care services unless they are trained, and the provider is licensed to provide such services, and the AAA is contracting with the provider for the provision of both homemaker and personal care services.		
		<ul> <li>-Homemakers are not performing the following activities: <ol> <li>Administering medications</li> <li>Performing household services not essential to client need</li> <li>Friendly visits only</li> <li>Performing therapeutic activities usually provided by LPN, RN or HHA</li> <li>Home repair</li> <li>Yard maintenance</li> <li>Moving heavy objects</li> <li>Performing services for other members of household</li> <li>Transporting the client in the workers or clients car unless proof of liability insurance is documented by employer</li> <li>Performing tasks not authorized by the case manager in the care plan</li> </ol> </li> </ul>	Yes   Yes	No
		Monitor suggested activity – Review the care plan/client file.	Comme	ents:
4.	306.8	Service Outcomes: Services are designed to meet the following outcomes:  (a) Reasonable cost (b) Staff demonstrates sensitivity to client special needs including nutrition. (c) Services are designed to capitalize on individuals' strengths, lessen burden of impairment and care giving (d) Services are provided based on individualized client need and ability	Yes  Yes  Yes  Yes  Yes  Yes	No   NA   NA   NO   NA   NO   NA   NA
		(e) Provider is able to expand service capacity and improve quality with revenue generated by voluntary contributions and client cost share	Yes □ Comme	No - NA -
		Monitor suggested activities – Review a sample of participant service plans.  Assure that participants were involved in the planning and that activities are appropriate to client needs, interest and ability.		

Number	Section Cited	Review Questions Homemaker Services Requirements		es/ No/ N Commen	
5.	306.10(a)	Assessment: Assessments are completed within ten (10) business days of the receipt of the service referral.	Yes 🗆	No □	NA 🗆
		-Applicants/clients were provided written notice of eligibility status for receiving services.	Yes 🗆	No 🗆	NA 🗆
		Monitor suggested activities: Pull a sample file/files to check for SOP.	Comme	ents:	
6.	306.10(b)	Service plan: The service plan is developed using a format provided or approved by DAS with the client and/or family during an in-home assessment visit.  -The plan at a minimum includes:	Yes 🗆	No 🗆	NA 🗆
		(a) Information that clearly links to impairments documented on the DON-R and other instruments used to assess clients and care givers.	Yes 🗆	No 🗆	NA 🗆
		(b) Types of services requested, tasks requested and performed.	Yes □	No □	$NA \square$
		(c) Expected days, times, frequency and expected duration of services in the home.	Yes 🗆	No 🗆	NA □
		(d) Names of assigned personnel including supervisors name.	Yes □	No □	$NA \square$
		(e) Expected duration of the need for service.	Yes □	No □	$NA \square$
		(f) Stated service goals and objectives.	Yes □	No □	$NA \square$
		(g) Discharge plans.	Yes □	$No \square$	$NA \square$
		-Service plan includes information on equipment needs and referrals	Yes □	No □	NA □
		-Service plan is completed within seven (7) working days of being initiated in the home.	Yes 🗆	No 🗆	NA 🗆
		- Plans are revised, reviewed and updated at each supervisory visit or more frequently if the client's condition or circumstances change.	Yes 🗆	No 🗆	$NA \square$
		Monitor suggested activity- Review the service plans for required elements and SOP.	Comme	ents:	

	Section	Review Questions	Yes/ No/ N/A
Number	Cited	Homemaker Services Requirements	Comments
7.	306.10(c)	Service initiation: Services are initiated within ten (10) working days from the date of referral and are continued on a regular basis in accordance with the established service plan  -A telephone or other contact was made within the first four (4) weeks of service delivery to assure client satisfaction and then annually thereafter.	Yes - No - NA -
		<b>Monitor suggested activities</b> – Review a sample of client files for documentation of timelines for initiation of services, and continued annual follow-up.	Comments:
8.	306.10(d)	<ul> <li>Supervisory/monitoring visits: Periodic visits are made to the client's residence from the date of initial service and as indicated by changes in the client's condition.         <ul> <li>The first visit was made within 30 days of the end of the first 6 months of service delivery.</li> <li>Supervisors have documented the appropriateness of the level of services provided.</li> <li>Provider agency staff or case management initiate a complete reassessment if significant changes in the client's condition or circumstances occur.</li> </ul> </li> <li>Monitors – Review a sample of client files with particular emphasis on:         <ul> <li>Standard of promptness</li> <li>Service plan and client needs</li> <li>Homemaker tasks</li> <li>Service appropriateness</li> </ul> </li> </ul>	Yes   No   NA   Yes   No   NA   Comments:
9.	306.10(e)	Reassessment: The client was reassessed at a minimum annually and when significant changes occur in the client's conditionReassessment was conducted using a format approved by DASThe assessor addressed at a minimum, changes in the clients cognitive, emotional, physical, economic, and social environmentWith feedback from the aide, the assessor evaluated the appropriateness of the	Yes - No - NA - Yes - No - NA - NA -

Number	Section Cited	Review Questions	Yes/ No/ N/A Comments
Number	Citeu	Homemaker Services Requirements service plan, adequacy of supplies and equipment and relationship with the client.	Yes  No  NA
		-The service plan was adjusted accordingly.	Yes D No D NA D
		The pervise plant was any access accessaringly.	
		Monitor suggested activity: Review a sample of client files.	Comments:
10.	306.10(f)	Emergency Contacts:	
		Emergency contact is listed in client record.	Yes □ No □ NA □
		Monitor suggested activity- Review client file or refer to client file check sheet.	Comments:
11.	306.10(g)	Termination and discharge: A written notice of termination and discharge is provided at least 21 calendar days prior to the date of discharge.  -The provider collaborates with the AAA and or case management to make appropriate discharge arrangements with the client/family  -The provider continues to provide care until alternate arrangements can be made.	Yes - No - NA - Yes - No - NA -
		Monitor suggested activity-Review a sample of discharged client files to determine reason for termination/discharge. Assure documentation of written notice of termination and interim provision of care.	Comments:
12.	306.11	Staffing: The provider has sufficient numbers of qualified staff to provide services.  All homemakers shall meet the following minimum qualifications:	
		(1) Be 18 years of age or older;	Yes □ No □ NA□
		(2) Have the ability to follow oral and written instructions and keep simple records;	Yes   No   NA
		(3) Have experience in providing care to aged or disabled adults;	Yes □         No □         NA □           Yes □         No □         NA □
		(4) Have experience or receive training in each service activity.	Yes   No   NA   Yes   No   NA
		(5) Be free of communicable/infectious disease and be able to provide certification of health status and fitness to perform duties;	100 110 1147
		(6) Have never been shown by credible evidence to have abused, neglected, sexually	Yes □ No □ NA □
		assaulted, exploited or deprived any person or to subject any person to a serious	

Number	Section Cited	Review Questions Homemaker Services Requirements		es/ No/ Comme	
	assaulted, exploited or deprived any person or to subject any per injury as a result of intentional or grossly negligent misconduct.  (7) Successful completion of orientation and training.	(7) Successful completion of orientation and training.	Yes   Commo		NA 🗆
		Monitor suggested activity: Review a sample of employee files for minimum qualifications, training, criminal records check and medical records. Note staff/client ratios.	Comments.		
12	306.12	Orientation and training: The homemaker service agency employs personnel who			
13.		have the qualifications and competencies to perform the services.  -The agency arranges for or provides "core" training prior to assigning aides to work.  -Training to be completed within the first year of employment consists of the following topics:	Yes □ Yes □		<b>N</b> A □ <b>N</b> A □
		<ul><li>(a) Agency policy/procedure.</li><li>(b) Orientation to the Aging network.</li></ul>	Yes □ Yes □	No □ No □	<b>NA</b> □ <b>NA</b> □
		<ul><li>(c) Recognizing and reporting neglect and abuse.</li><li>(d) Change in the client's health condition requiring emergency procedures.</li></ul>	Yes □ Yes □		$\mathbf{NA} \square$
		<ul><li>(e) Code of ethics and employee conduct.</li><li>(f) Client rights.</li></ul>	Yes □ Yes □	No □	NA □ NA □
		<ul> <li>(g) Complaint handling process.</li> <li>(h) Recognizing and reporting client progress to supervisor.</li> <li>(i) Obligation to inform application of contact with companying the disease.</li> </ul>	Yes □ Yes □	No   No   No   No   No   No   No   No	NA   NA   NA   NA   NA   NA   NA   NA
	306.12(2)	(i) Obligation to inform employer of contact with communicable disease.  The agency maintains documentation that an individual is able to perform assigned duties.	Yes □ Yes □		<b>NA</b> □ <b>NA</b> □
	306.12(4)	The agency requires at least 8 hours of in-service or additional training annually.	Yes □	No □	NA 🗆
	306.12(6)	Additional training topics include at a minimum the following: (1) Basic communication skills (1 hour) (2) Family relationships (1 hour)	Yes □ Yes □	No $\square$	NA 🗆
		<ul> <li>(3) Aging process (1 hour)</li> <li>(4) Working with adults; understanding impairments in ADL/IADL (1 hour)</li> <li>(5) Cognitive impairments (1 hour)</li> </ul>	Yes □ Yes □ Yes □		NA □ NA □ NA □

Number	Section Cited	Review Questions Homemaker Services Requirements	Yes/ No/ N/A Comments
		<ul> <li>(6) Nutrition (4 hours)</li> <li>(7) Cleaning and care tasks in the home. (3 hours)</li> <li>(8) The provider instructs each worker on procedures to obtain emergency healthcare assistance.</li> </ul>	Yes □       No □       NA □         Yes □       No □       NA □         Yes □       No □       NA □    Comments:
		Monitor suggested activity: Review a sample of employee files or the agency's training files for documentation of successful completion of orientation and training. Review sign in sheets and training agendas	Comments.
14.	306.13(a-c)	Administrative Requirements:  -The agency has written policies and procedures, which define the scope of services provided.  Monitor suggested activity: review policies and note last review and revision date.	Yes - No - NA - Comments:
		-The agency maintains accurate administrative, fiscal, personnel, and client case records that are accessible and available to authorized representatives of all regulatory agencies as required by law.  Monitor suggested activity—Coordinate with AAA fiscal staff and review results of	Yes - No - NA -
		any AAA desk reviews conducted prior to on-site monitoring.  -The agency has documentation that all employees have been screened through the state criminal records check process.	Comments:  Yes □ No □ NA □
		Monitor suggested activity – review records check results for all staff; note any staff that do not meet requirements. Can cross reference to 306.11	Comments:

	Section	Review Questions	Yes/ No/ N/A
Number	Cited	Homemaker Services Requirements	Comments
15.	306.13(d)	Service agreements: The homemaker service provider contracts for and provides only the services that it can reasonably expect to deliver.  -The provider has a written agreement that includes:	
		<ul> <li>(a) Date of referral.</li> <li>(b) Date of initial contact.</li> <li>(c) Description of services needed as stated by the client/responsible person.</li> <li>(d) Description of services to be provided.</li> <li>(e) For cost to client if any.</li> <li>(f) Special arrangements for supplies/equipment etc.</li> <li>(g) Information regarding the client's ability to contribute.</li> <li>(h) Client's acknowledgement of receipt of rights and responsibilities.</li> <li>(i) Telephone number client can call for information.</li> <li>(j) Written authorization from the client or responsible party for access to the client's personal funds for bill paying or any other activity that requires the use of client's funds such as shopping.</li> <li>(k) Signatures of the provider's representative and the client or responsible party and date.</li> </ul>	Yes   No   NA           Yes   No   NA
	306.13(2)	The provider completes the service agreement not later than the second (2 <sup>nd</sup> ) visit to the client's residence or not later than seven (7) calendar days after services are initially started.  -The agency revises the service agreement as appropriate to meet client needs.	Yes - No - NA -
		Monitor suggested activity-Request a copy of the provider's service agreement, to include a copy of the "Client's Rights and responsibilities'.  -Verify that the SOP for service agreements is met.  -Review service agreements for revisions.	Comments:
16.	306.13(e)	The provider maintains adequate professional liability insurance coverage on all staff.  Monitor suggested activity-Review documentation of insurance policies, certificates of binder and/or bond coverage. Note dates of coverage.	Yes   No   NA   Comments:

Number	Section Cited	Review Questions Homemaker Services Requirements	Yes/ No/ Commo		
17.	` /	The provider agency supplies employees with a form of identification that includes photograph of the employee.	The provider agency supplies employees with a form of identification that includes a photograph of the employee.	Yes   No   Comments:	NA 🗆
		Monitor suggested activity- Review agency policy for issuance and return of ID. Inspect an ID badge.	Comments		
18.	306.13(g)	The provider ensures that no homemaker is a member of the client's immediate family.	Yes - No -	NA 🗆	
		Monitors suggested activity-Review agency policy that addresses service delivery by family members.	Comments:		
19.	306.13(h)	The provider has established and enforces a code of ethics and employee conduct that			
		is distributed to all employees and client/families.		$NA \square$	
		The code of ethics shall include, at a minimum, prohibitions regarding:  (1) Consumption of clients' food or drink, except for water.	Yes   No	NA 🗆	
		<ul><li>(2) Use of clients' telephone for personal calls.</li><li>(3) Discussion of one's own or other's personal problems, religious or political</li></ul>	Yes   No	$NA \square$	
		beliefs with the client.  (4) Bringing any other persons, including children, not involved in providing services	Yes   No	$NA \square$	
		to the clients' homes.  (5) Solicitation or acceptance of tips, gifts or loans, in the form of money or goods for personal gain from clients or their families.	Yes   No	NA 🗆	
		(6) Consumption of alcoholic beverages, or use of medicines or drugs for any purpose, other than medical, in the clients' homes, or prior to being present in the home to provide services.	Yes   No	NA 🗆	
	306.13(h)	(7) Smoking in clients' homes	Yes  No	NA □	
	continued	(8) Breach of the clients'/caregivers' privacy and confidentiality of information and records;		NA 🗆	

Number	Section Cited	Review Questions Homemaker Services Requirements	Yes/ No/ N/A Comments	
1 ( 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		(9) Purchase of any item from the client/caregiver, even at fair market value. (10) Assuming control of the financial or personal affairs, or both, of the client or	(9) Purchase of any item from the client/caregiver, even at fair market value.	Yes □         No □         NA □           Yes □         No □         NA □
		<ul><li>(11) Taking anything from the client's home.</li><li>(12) Committing any act of abuse, neglect or exploitation.</li></ul>	Yes - No - NA - Yes - No - NA -	
		Monitors suggested activity—Request a copy of the code of ethics	Comments:	
20.	306.13(i)	Agency Administrator: The agency employs a staff person who shall have full authority and responsibility for the operation of the organization.	Yes - No - NA -	
		Monitors suggested activity—Review organizational structure and document the name and title of the agency administrator	Comments:	
21.	306.13(j)	Record Keeping: The service agency maintains a separate file on each client that includes at a minimum:  (a) Assessment/reassessment documentation.  (b) Identifying information.  (c) Current service agreement.  (d) Current service plan.  (e) Documentation of tasks performed by staff.  (f) Documentation of findings of supervisory visits.  (g) Progress notes; problems reported; communication with physicians, family	Yes   No   NA           Yes   No   NA	
		members and responsible parties.  (h) Date of referral.  (i) Any and all additional information requested by the division.	Yes □       No □       NA □         Yes □       No □       NA □         Yes □       No □       NA □         Comments:	
		<i>Monitors suggested activity</i> — Review a sample of client files for documentation of above items.		

Number	Section Cited	Review Questions Homemaker Services Requirements	Yes/ No/ N/A Comments
22.	306.13(2A,C)	Record retention and confidentiality: The provider has a written policy for the maintenance and security of client records, specifying who shall supervise the maintenance of records; who shall have custody of records; to whom records may be released and for what purposes.	Yes - No - NA -
		<b>Monitor suggested activity</b> – Request a copy of the written policy for record retention and confidentiality of records.	Comments:
23.	306.13(2B)	The provider retains client records for six (6) years from the date of last service provided.  *Monitor suggested activity*— Note compliance with record retention requirement.	Yes - No - NA - Comments:
24.	306.13(3)(A- I)	Personnel Records: The provider maintains separate records for each employee that includes the following:  (a) Identifying information. (b) Employment history. (c) Documentation of qualifications. (d) Initial TB screen and yearly. (e) Date of employment. (f) Individual job duties and description of duties. (g) Documentation of training requirements. (h) Employee performance evaluation. (i) Documentation of bonding if applicable.  Monitor suggested activity—Review personnel files for documentation of above.	Yes   No   NA   Yes   Yes   No   NA   Yes   Ye

Number	Section Cited	Review Questions Homemaker Services Requirements	Yes/ No/ N/A Comments
25.	306.13(4)	Reports of complaints and incidents: The provider maintains the following documentation:  (A) Files of all documentation of complaints submitted in accordance with Rules and Regulations of the State of Georgia.	Yes   No   NA
		<ul><li>(B) All incident reports or reports of unusual occurrences (falls, accidents, etc.) that affect the health, safety and welfare of the clients, for a minimum of six years.</li><li>(C) Documentation of action taken by the provider to resolve clients' complaints and</li></ul>	Yes - No - NA -
		Monitors suggested activity—Review the complaint files, incident reports and follow up documentation. Note the number of complaints, patterns of complaints identified, and degree of satisfactory resolution. Did any of the complaints result in disciplinary action with employees? Describe.	Yes - No - NA - Comments:
26.	306.14	Reporting of suspected abuse, neglect or exploitation: The provider assures that all staff complies with procedures for reporting suspected abuse, neglect or exploitation to the appropriate authority.  Monitors suggested activity - Request a copy of the procedures homemaker staff use to report appropriately.	Yes - No - NA - Comments:
27.	306.15	<ul> <li>Service Availability: The provider has assessed the need for services outside the core hours and days.</li> <li>If applicable, the provider has developed and implemented plans to address the need for expanded service.</li> </ul>	Yes - No - NA - Comments:
		Monitor suggested activity- Review current year service proposal.  Check with the screening staff to see if the provider has turned down clients because the agency could not serve them beyond the 5 days a week, 8 a.m. – 5 p.m. hours.	15, 2004

Number	Section Cited	Review Questions Homemaker Services Requirements	Yes/ No/ N/A Comments
28.	306.16	Provider Quality Assurance and Program Evaluation: The homemaker program has developed and implemented an annual Quality Assurance (QA) plan and submits an annual written report to the AAA. The report is submitted no later than the end of the first quarter of the new fiscal year (September 30).	Yes - No - NA -
		-The provider involves direct care service workers and supervisory staff in the QA process.	Yes - No - NA -
		-The process includes, but is not limited to: (1) A review of existing operations. (2) Satisfaction surveys from care receivers and job satisfaction surveys. (3) Program modifications in response to changing needs of clients. (4) Program and administrative improvements.	Yes ::       No ::       NA ::         Yes ::       No ::       NA ::         Yes ::       No ::       NA ::         Yes ::       No ::       NA ::
		Monitors suggested activity – Review QA plan and most recent report. Check SOP.	Comments: