



CPAC Crosswalk To HCBS Regulatory Requirements

The Centers for Medicare and Medicaid Services (CMS) is engaged in an ongoing effort to improve quality management expectations for providers of Home and Community Based Services (HCBS).

As part of this effort they have released new service requirements effective March, 2015.

Home and community-based services (HCBS) provide opportunities for Medicaid beneficiaries to receive services in their own home or community. These programs serve a variety of targeted populations groups, such as people with mental illnesses, intellectual or developmental disabilities, and/or physical disabilities.

The Community Living Policy Center (formerly the Center for Personal Assistance Services) at the University of California, San Francisco has created this crosswalk for the College of Personal Assistance and Caregiving (CPAC). This curriculum gives personal care assistants, home care providers, and family caregivers the skills to better meet the needs of people with physical disabilities and older adults.

See the crosswalk below. **For more information, please visit directcourseonline.com/hcbs**

Regulatory Requirements for Home and Community-Based Settings	College of Personal Assistance & Caregiving (CPAC) <i>Aging & Physical Disabilities</i>
SECTION A	New HCBS Setting Requirements
Is integrated in and supports access to the greater community	CPAC Disability Rights and Independent Living-L4 CPAC Dementia Care-L10
Provides opportunities to seek employment and work in competitive integrated settings, engage in community life, and control personal resources	CPAC Disability Rights and Independent Living-L3,4,5
Ensures the individual receives services in the community with the same degree of access as individuals not receiving Medicaid HCBS	CPAC Disability Rights and Independent Living-L3,4
Allows full access to the greater community	CPAC Disability Rights and Independent Living-All CPAC Safety at Work: Information for Home Care Providers-L5
Is chosen by the individual from among residential and day options that include generic settings (Choice of provider in provider owned and operated settings guidance- CMS clarified that choice of provider is intrinsic to the setting.)	CPAC Disability Rights and Independent Living-L3,4,5
Respects the participant's option to choose a private unit in a residential setting (Private rooms/roommate choice guidance - Needs, preferences, resources are relevant to option of private versus shared residential unit. Providers must offer roommate choice for shared rooms.)	CPAC Disability Rights and Independent Living-L3
Ensures right to privacy, dignity and respect and freedom from coercion and restraint	CPAC Roles and Responsibilities of a Home Care Provider-L1,3,5 CPAC Disability Rights and Independent Living-L3,5
Optimizes autonomy and independence in making life choices	CPAC Disability Rights and Independent Living-All CPAC Healthy Lives Two-L2
Facilitates choice of services and who provides them	CPAC Disability Rights and Independent Living-L3,5

SECTION B	HCBS Setting Requirements for Provider Owned/Operated Residential Settings
A lease or other legally enforceable agreement to protect from eviction	CPAC Disability Rights and Independent Living-L3
Privacy in their unit including entrances lockable by the individual (staff have keys as needed)	CPAC Disability Rights and Independent Living-L3,5 CPAC Roles and Responsibilities of a Home Care Provider-L4,5
Choice of roommates	CPAC Disability Rights and Independent Living-L3,5
Freedom to furnish and decorate their unit	NA
Control of their schedule and activities	CPAC Disability Rights and Independent Living-L3
Access to food at any time	CPAC Healthy Lives Two-L2,3 CPAC Disability Rights and Independent Living-L3,5
Visitors at any time	CPAC Disability Rights and Independent Living-All
Setting is physically accessible to individual	CPAC Disability Rights and Independent Living-All CPAC Healthy Lives One-L1

SECTION C	New HCBS Person-Centered Service Plan Process Requirements
Service planning process is driven by the individual	CPAC Disability Rights and Independent Living-All
Includes people chosen by the individual	CPAC Disability Rights and Independent Living-All CPAC Dementia Care-L8,9,10
Provides necessary information and support to ensure that the individual directs the process to the maximum extent possible	CPAC Disability Rights and Independent Living-All CPAC Roles and Responsibilities of a Home Care Provider-L2,3,4
Is timely; occurs at times and locations convenient to the individual	CPAC Disability Rights and Independent Living-All CPAC Roles and Responsibilities of a Home Care Provider-L1,2,3
Reflects cultural considerations	CPAC Disability Rights and Independent Living-All CPAC Roles and Responsibilities of a Home Care Provider-L1,2,4
Plan discussions are in plain language. Information is available in a manner that is accessible to individuals	NA
Includes strategies for solving disagreement within the process, including clear conflict of interest guidelines for all planning participants	CPAC Disability Rights and Independent Living-All CPAC Roles and Responsibilities of a Home Care Provider-L1,2 CPAC Dementia Care-L10,12
Offers choices to the individual regarding the services and supports the individual receives and from whom	CPAC Disability Rights and Independent Living-All
Provides a method for individual to request updates	CPAC Disability Rights and Independent Living-All CPAC Roles and Responsibilities of a Home Care Provider-L1,2,4
May include whether and what services are self-directed	CPAC Disability Rights and Independent Living-L3,5
Signed by all individuals and providers responsible for its implementation. A copy of plan must be provided to individual and his/her representative	NA
Includes individually identified goals and preferences related to relationships, community participation, employment, income and savings, healthcare and wellness, education and others	CPAC Disability Rights and Independent Living-L3,4,5 CPAC Roles and Responsibilities of a Home Care Provider-L1,2,3 CPAC Healthy Lives One-L1,2 CPAC Healthy Lives Two-L1,2,3,5
Identifies the strengths, preferences, needs (clinical and support), and desired outcomes of individual	CPAC Healthy Lives One-All CPAC Healthy Lives Two-All
Includes risk factors and plans to minimize them	CPAC Disability Rights and Independent Living-All CPAC Roles and Responsibilities of a Home Care Provider-All CPAC Safety at Work: Information for Home Care Providers-All
Conducted to reflect what is important to the individual to ensure delivery of services in a manner reflecting personal preferences and ensuring health and welfare	CPAC Disability Rights and Independent Living-L5 CPAC Healthy Lives One-L1,2 CPAC Healthy Lives Two-L1,2,3,5

SECTION D	New HCBS Person-Centered Service Plan Documentation
Person-centered Service Plan Documentation Requirements	CPAC Roles and Responsibilities of a Home Care Provider-L3
Setting is chosen by the individual and supports full access to the community	CPAC Disability Rights and Independent Living-L3,4
There are opportunities to seek employment and work in competitive integrated settings	NA
Supports are in place to assist the individual to engage in community life, control personal resources, and receive services in the community	CPAC Disability Rights and Independent Living-All
Supports and services are linked to individual's strengths and preferences	CPAC Disability Rights and Independent Living-All
Supports and services align with assessed clinical and support needs	CPAC Health Lives One-All CPAC Healthy Lives Two-L2,3,5
Individual's goals and desired outcomes are included	CPAC Disability Rights and Independent Living-All
Any risk factors are identified and measures are in place to minimize risk	CPAC Disability Rights and Independent Living-L3,4,5 CPAC Safety at Work: Information for the Home Care Provider-L1,3,4,5
Individualized backup plans and strategies are present when needed	CPAC Disability Rights and Independent Living-L3,4,5 CPAC Safety at Work: Information for the Home Care Provider-L1,3,4,5
Providers of services and supports, including unpaid supports provided voluntarily in lieu of waiver or state plan HCBS	CPAC Personal Care-All CPAC Dementia Care-L7,8,10
The individuals responsible for monitoring plan	CPAC Roles and Responsibilities of a Home Care Provider-L1,2,4 CPAC Dementia Care-L7,8,9,10
Informed consent of the individual in writing	CPAC Roles and Responsibilities of a Home Care Provider-L3,4
Service plan has been given to the individual and others involved in plan	NA
Any self-directed services and supports	CPAC Disability Rights and Independent Living-L2,3
Justification for any restrictions or modifications that are not consistent with the HCBS guidelines (e.g., with respect to specific choices, roommates, access to food, etc.)	NA
Plan has been reviewed and revised upon reassessment of functional need as required every 12 months, when the individual's circumstances or needs change significantly, and/or at the request of the individual.	CPAC Disability Rights and Independent Living