

**WAC 246-320-156 Management of human resources.** This section ensures that hospitals provide competent staff consistent with scope of services.

Hospitals must:

- (1) Establish, review, and update written job descriptions for each job classification;
- (2) Conduct periodic staff performance reviews;
- (3) Assure qualified staff available to operate each department including a process for competency, skill assessment and development;
- (4) Assure supervision of staff;
- (5) Document verification of staff licensure, certification, or registration;
- (6) Complete tuberculosis screening for new and current employees consistent with the *Guidelines for Preventing the Transmission of Mycobacterium Tuberculosis in Healthcare Facilities*, 2005. *Morbidity Mortality Weekly Report (MMWR)* Volume 54, December 30, 2005;
- (7) Orient staff to their assigned work environment;
- (8) Give infection control information to staff upon hire and annually which includes:
  - (a) Education on general infection control according to chapter 296-823 WAC bloodborne pathogens exposure control;
  - (b) Education specific to infection control for multidrug-resistant organisms; and
  - (c) General and specific infection control measures related to the patient care areas where staff work.

[Statutory Authority: RCW 18.19.050, 18.29.130, 18.29.210, 18.34.120, 18.46.060, 18.55.095, 18.84.040, 18.88B.060, 18.89.050, 18.130.050, 18.138.070, 18.155.040, 18.200.050, 18.205.060, 18.215.040, 18.230.040, 18.240.050, 18.250.020, 18.290.020, 18.360.030, 18.360.070, 70.41.030, 70.230.020, 71.12.670, and 18.108.085. WSR 21-02-002, § 246-320-156, filed 12/23/20, effective 1/23/21. Statutory Authority: Chapter 70.41 RCW and RCW 43.70.040. WSR 09-07-050, § 246-320-156, filed 3/11/09, effective 4/11/09.]