

Updated Accreditation Manual: Human Resources and Leadership Chapters

Accreditation 360 Hospitals and Critical Access Hospitals On Demand Webinar September 2025 release CE Credit Available for 6 weeks after release

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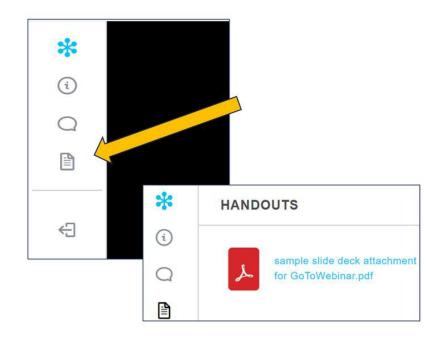
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- Entities providing credit
- Requirements to earn credit
- Survey/attestation and certificate

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Participant Learning Objectives



Discuss the rationale for the Human Resources and Leadership standards rewrite/reorganization

Define the structure, organization, and requirements of the new Human Resources and Leadership chapters

Apply guidance and resources to inform implementation



Disclosure Statement

All staff and subject matter experts have disclosed that they do not have any conflicts of interest. For example, financial arrangements, affiliations with, or ownership of organizations that provide grants, consultancies, honoraria, travel, or other benefits that would impact the presentation of this webinar content.





Content Outline

Human Resources (HR) & Leadership (LD) Updates

- New Numbering
- New Chapter Locations

Survey Process

- Orientation to Survey Process Guide (SPG)
- SPG Modules
- Compliance Evaluation Tools

Resources to Navigate Revisions

- Disposition Report
- Crosswalk Compare Report

Commonly Identified Opportunities for Improvement



Part 1 - Human Resources (HR) Updates



Numbering and Location Changes

Current Standard Numbering

HR.01.01.01

HR.01.02.01

HR.01.02.05

HR.01.02.07

HR.01.04.01

HR.01.05.03

HR.01.06.01

HR.01.07.01

Future Standard Numbering

HR.11.01.01

HR.11.01.03

HR.11.02.01

HR.11.03.01

HR.11.04.01

Future Standard Numbering

NPG.02.04.01

NPG.12.01.01

NPG.12.04.01

NPG.12.05.01

NPG.13.01.01



Concepts Remaining in the HR Chapter

Dietetic Staff

HR.11.01.01

Verification of Credentials

HR.11.01.03

Staff

Qualifications

HR.11.02.01

Training, and Education HR.11.03.01

Competence Evaluation HR.11.04.01



HR Concepts in the NPG Chapter

Workplace
Violence
Training
NPG.02.04.01

Pharmacist & Dietician NPG.12.01.01

Criminal
Background
Checks
NPG.12.04.01

Health Screenings NPG.12.04.01

Scope of Practice NPG.12.04.01

Hospital
Orientation
NPG.12.05.01

Staff Evaluations NPG.12.05.01

Imaging Services
CT/MRI Staff
NPG.13.01.01



HR Chapter Standard Example

Competence and Evaluation of Performance HR.11.04.01

Standard, EP and HR chapter example

HR.11.04.01, EP 1

Staff competence is initially assessed and documented as part of orientation and once every three years, or more frequently as required by hospital policy or in accordance with law and regulation.



NPG Chapter Standard Example

Workplace
Violence
Training
NPG.02.04.01

Standard, EP and NPG chapter example

NPG.02.04.01, EP 2

As part of its workplace violence prevention program, the hospital provides training, education, and resources (at time of hire, annually, and whenever changes occur regarding the workplace violence prevention program) to leaders, staff, and licensed practitioners...etc.



Notable Changes in the HR Requirements

Deleted

• HR.01.02.01, EP 1

The equivalent process for credentialing and privileging physician assistants and advanced practice registered nurses who practice within the hospital is approved by the governing body.

Deleted

• HR.01.02.01, EP 2

The equivalent process for credentialing and privileging physician assistants and advanced practice registered nurses who practice within the hospital...etc.



Part 2 - Leadership (LD) Chapter Updates



Numbering and Location Changes

Current Standard Numbering		
LD.01.01.01	LD.03.02.01	
LD.01.02.01	LD.03.03.01	
LD.01.03.01	LD.03.04.01	
LD.01.04.01	LD.03.05.01	
LD.01.05.01	LD.03.06.01	
LD.02.01.01	LD.03.07.01	
LD.02.02.01	LD.03.08.01	
LD.02.04.01	LD.03.09.01	
LD.03.01.01	LD.03.10.01	

LD.04.01.01 through LD.04.03.13

Future STD Numbering - LD LD.11.01.01

LD.11.01.03 (CAH ONLY)

LD.11.02.01

LD.12.01.01

LD.13.01.01

LD.13.01.03

LD.13.01.05

LD.13.01.07

LD.13.01.09

LD.13.02.01

LD.13.03.01

LD.13.03.03



Numbering and Location Changes (2)

Current Standard Numbering		
LD.01.01.01	LD.03.02.01	
LD.01.02.01	LD.03.03.01	
LD.01.03.01	LD.03.04.01	
LD.01.04.01	LD.03.05.01	
LD.01.05.01	LD.03.06.01	
LD.02.01.01	LD.03.07.01	
LD.02.02.01	LD.03.08.01	
LD.02.04.01	LD.03.09.01	
LD.03.01.01	LD.03.10.01	



LD.04.01.01 through LD.04.03.13



Future STD Numbering – NPG

NPG.02.01.01	NPG.12.01.01
NPG.02.02.01	NPG.12.03.01
NPG.02.03.01	NPG.12.06.01
	(HAP only)
NPG.02.04.01	NPG.13.02.01
NPG.06.01.01	

Future STD Numbering - Other

HR.11.02.01	PI.11.01.01
(CAH)	(CAH)
PC.14.02.01	RC.11.01.01
(CAH)	CAH)



Concepts in the LD Chapter

LD.11.01.01

Accountability

LD.11.01.03

(CAH only)

Responsibility

LD.11.02.01

Medical Staff

LD.12.01.01

Performance Improvement LD.13.01.01

Law & Regulation

LD.13.01.03

Medical Necessity



Concepts in the LD Chapter (2)

LD.13.01.05

Fiduciary Responsibilities LD.13.01.07

Management

LD.13.01.09

Policy & Procedures

LD.13.02.01

Ethical Principles

LD.13.03.01

Meeting Patient Needs

LD.13.03.03

Contractual Agreements



LD Concepts in the NPG Chapter

Mission, Vision, Goals NPG.02.01.01 Conflicts of Interest & Ethics NPG.02.02.01

Work Process
Design
NPG.02.03.01

Workplace Violence Prevention NPG.02.04.01

Opioid Safety NPG.06.01.01 Staffing NPG.12.01.01 NPG.12.03.01

Staffing & PI

NPG.12.06.01

Imaging Staff

NPG.13.02.01



Survey Process



Survey Process Guide (SPG) – Overview

- Replaces Survey Activity Guide (SAG)
- Closely follows CMS's interpretive guidelines and survey procedures
- Same version shared between surveyors and accredited organizations



Hospital Accreditation

Survey Process Guide



Survey Process Guide (SPG) – Overview (2)

- Organized into modules based on the CMS CoP structure
- Contains separate module for NPG Chapter
- Includes updated Compliance Evaluation Tools



Hospital Accreditation

Survey Process Guide



Survey Process Remains the Same

Surveyors will continue to conduct activities for:

- Competence Assessment
- Leadership (Organization Governance, Administration, and Management)



Hospital Accreditation

Survey Process Guide



Survey Process Guidance - Modules

Hospital Nursing Services Evaluation Module (482.23)

	Joint Commission Standards / EPs	Hospital CoP	Hospital Survey Process
	HR.11.01.03, EP 3: All staff who provide	482.23(b)(2) The nursing service must have a	Document Review
ı	patient care, treatment, and services are	procedure to ensure that hospital nursing	General
	qualified and possess a current license,	personnel for whom licensure is required have	□ Review the nursing service licensure verification
	certification, or registration, in accordance	valid and current licensure.	policies and procedures. Is licensure verified for
	with law and regulation. The hospital		each individual nursing services staff person for
	develops and implements a procedure to		whom licensure is required?
	verify and document the following:		Demons of Orandor Holl File
	- Credentials of staff using the primary		Personnel/Credential File
	source when licensure, certification, or		Review hospital personnel records or records kept
	registration <u>is</u> required by federal, state, or		by the nursing service to determine that RNs, licensed practical nurses (LPNs), and other
	local law and regulation. This is done at the		nursing personnel for whom licensure is required
	time of hire and at the time credentials are		have current valid licenses.
ı	renewed.		navo canone vana neoneco.
ı	- Credentials of staff (primary source not		
	required) when licensure, certification, or		
	registration is not required by law and		
	regulation. This is done at the time of hire		
	and at the time credentials are renewed.		

New Standard/EP

CoP

Survey Process Guidance (Interview, Document Review, Observation)



Survey Process Guidance - Modules (2)

Hospital Respiratory Care Services Evaluation Module (482.57)

HR.11.02.01, EP 1 The hospital defines starr qualifications specific to their job responsibilities.

Note 1: Qualifications for infection control may be met through ongoing education, training, experience, and/or certification

§482.57(b)(1)

Personnel qualified to perform specific procedures and the amount of supervision required for personnel to carry out specific procedures must be designated in writing.

Document Review

- □ Review treatment logs, job descriptions of respiratory care staff, and policies and procedures to determine the following:
 - Duties and responsibilities of staff
 - Qualifications and education required, including licensure, consistent with state law

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Hospital Accreditation Survey Process Guide

Page 338 of 629

Hospital Emergency Services Evaluation Module (482.55)

	Joint Commission	Hospital CoP		Hospital Survey Process
	Standards / EPs			
	LD.13.03.01, EP :: The hospital	§482.55 Condition of Participation:	Int	erview
-	provides services directly or through	Emergency Services	Ge	neral
	referral, consultation, contractual	The hospital must meet the emergency		Ask staff how the hospital meets the emergency needs of its
	arrangements, or other agreements that	needs of patients in accordance with		patients in accordance with acceptable standards of
	meet the needs of the nonulation(s)	acceptable standards of practice.		nractice and as ner annlicable law and regulation



Compliance Evaluation Tools

- Compliance Evaluation Tools:
 - CMS A-Tag Summary Review Sheet
 - Infection Prevention & Control Program
 Assessment Tool
 - Kitchen Tracer Survey Tool
 - Performance Improvement Evaluation Tool



Infection Prevention and Control Program Assessment Tool

Required Documents and Data

Assessment of infection risks

Note: Performed at least annually, the format is determing • Results of infection control surveillance

Note: Infection control surveillance includes surveillance Network (NHSN) for Centers for Medicare & Medicaid (C have impacted the hospital during the preceding 12 more

- Infection prevention and control policies and p
- Documentation of completed job-specific staff
- Program documents demonstrating that the p collaboration with the hospital's quality asses executive, and administrative leaders).

Note: The format of this documentation is determined by reports, planning documents.

Documentation demonstrating the governing b

Table: Elements of Compliance and Scoring Guidance

intection Prevention and Control Program & Leader(s

 An infection preventionist(s) or infection control pl based on the recommendation of the medical staff and experience, or

The hospital defines the qualifications for the infemet

through ongoing education, training, experience, and/ Infection Control)

CMS A-Tag Summary Review Sheet – Deemed Hospital Medical Record Review

Introduction to Medical Record Reviews

- Review a sample of active and closed medical records for completeness and accuracy in accordance with Federal and State laws and regulations and hospital policy.
- The sample should be 10 percent of the average daily census and be no less than 30 records.
 Within the sample, select at least one patient from each nursing unit (e.g., med/surg, ICU, OB, pediatrics, specialty units, etc.). In addition to the inpatient sample, select a sample of outpatients in order to determine compliance in outpatient departments, services, and locations. The sample size may be expanded as needed to assess the hospital's compliance with the COPs.
- Request patient care policies and other supporting documents prior to reviewing medical records

eference	Admission - Registration - Patient Rights
482.13(a)(1)	➤ Records of Medicare beneficiaries contain a signed and dated standardize notice, "An Important Message from Medicare" (IM) provided to inpatient within 2 days of the admission. For patients whose discharge occurred mor than 2 days after the initial IM notice was issued, determine whether the hospital provided another copy of the IM to the patient prior to discharge in timely manner.
482.13(b)(3)	Advanced directives - record contains documentation that notice of the hospital's advance directives policy was provided at the time of admission of registration; document in a prominent part of the patient's medical record whether or not the patient has executed an advance directive; if yes, a copy of the patient's advance directive is in the medical record.
482.13(b)(4)	
482.13(h)(1)	 Patient informed of visitation rights; records contain documentation that the required notice was provided
482.24(c)(4)(v)	Informed Consent: Properly executed informed consent forms for procedures and treatment specified by the medical staff, or by Federal or State law if applicable, to require written patient consent. (The medical record must contain a document recording the patient's informed consent for those procedures and treatment that have been specified as requiring informed consent). A properly execute informed consent form contains the following minimum elements: Name of the hospital, Name of the specific procedure, Name of the responsible practitioner, Statement that the procedure or treatment, including the anticipated benefits, material risks, and alternative therapies, was explained to the patient Signature of the patient Date and time the informed to the patient Signature of the patient Date and time the informed to the patient



Resources



Pre-Publication Webpage Resources

https://www.jointcommission.org/en-us/standards/prepublication-standards/critical-access-hospital-and-hospital-requirements-streamlined-to-reduce-burden

Accreditation Requirements

These documents contain all requirements for the accreditation programs, alon regulations displayed below the EP.

- Accreditation Requirements for Critical Access Hospitals
- Accreditation Requirements for Hospitals

Crosswalks

These documents display the CoPs for each deemed program and the equivaler

- Critical Access Hospital Crosswalk
- Critical Access Hospital DPU Crosswalk
- · Hospital Crosswalk
- · Psychiatric Hospital Crosswalk

Survey Process Guides (SPGs)

These guides replace the Survey Activity Guides previously used. This guide will be used by both organizations and surveyors. The SPGs closely follow CMS's interpretive guidelines and survey procedures, providing a direct correlation between the survey process and the associated EPs and CoPs.

- SPG for Critical Access Hospitals
- · SPG for Hospitals

Disposition Reports

These documents contain information regarding where concepts have moved from their previous EP location to their revised EP location with a Disposition column to describe the type of change that occurred (such as

Crosswalk Compare Reports

These documents display the CoPs for each deemed program, the previous equivalent Joint Commission EPs, and the revised equivalent Joint Commission EPs.

- Critical Access Hospital Crosswalk Compare
- Critical Access Hospital DPU Crosswalk Compare
- Hospital Crosswalk Compare



Tracking Revisions: Disposition Report

Standard/EP	EP Text	Disposition	New Standard/EP	New EP Text
HR.01.01.01, EP 1	The hospital defines staff qualifications specific to their job responsibilities. Note 1: Qualifications for infection control may be met through ongoing education, training, experience, and/or certification (such as that offered by the Certification Board for Infection Control). Note 2: Qualifications for laboratory personnel are described in the Clinical	Moved and Revised	HR.11.02.01, EP 1	The hospital defines staff qualifications specific to their job responsibilities. Note 1: Qualifications for infection control may be met through ongoing education, training, experience, and/or certification (such as that offered by the Certification Board for Infection Control). Note 2: Qualifications for laboratory personnel are described in the Clinical
	Laboratory Improvement Amendments of 1988 (CLIA '88), under Subpart M: "Personnel for Nonwaived Testing" §493.1351-§493.1495. A complete description of the requirement is located at https://www.ecfr.gov/cgi-bin/text- idx?SID=0854acca5427c69e771e5beb52b0b986&mc=true&node=sp42.5.493.m&rg n=div6.			Laboratory Improvement Amendments (CLIA), under Subpart M: "Personnel for Nonwaived Testing" §493.1351-§493.1495. A complete description of the requirement is located at https://www.ecfr.gov/cgi-bin/text-idx?SID=0854acca5427c69e771e5beb52b0b986&mc=true&node=sp42.5.493.m&rg n=div6.
	Note 3: For hospitals that use Joint Commission accreditation for deemed status purposes: Qualified physical therapists, physical therapist assistants, occupational therapists, occupational therapy assistants, speech-language pathologists, or audiologists (as defined in 42 CFR 484.4) provide physical therapy, occupational therapy, speech-language pathology, or audiology services, if these services are			Note 3: For hospitals that use Joint Commission accreditation for deemed status purposes: Qualified physical therapists, physical therapist assistants, occupational therapists, occupational therapy assistants, speech-language pathologists, or audiologists, as defined in 42 CFR 484, provide physical therapy, occupational therapy, speech-language pathology, or audiology services, if these services are

Current Standard/EP

Examples of Disposition:

- Moved/Revised
- Split or Consolidated
- Deleted EP/Replaced w/more Direct EP/

Moved to Guidance within SPG

New Standard/EP



Current State to Future State Organized by CoP

Crosswalk Compare Reports

These documents display the CoPs for each deemed program, the previous equivalent Joint Commission EPs, and the revised equivalent Joint Commission EPs.

- Critical Access Hospital Crosswalk Compare
- Critical Access Hospital DPU Crosswalk Compare
- Hospital Crosswalk Compare
- Psychiatric Hospital Crosswalk Compare

Prepublication standards: effective January 1, 2026



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Current State Compared to Future State

Hospital Crosswalk - Current State Compared to Future State

CoP Requirement	CoP Text	Current EP Mapping	Future EP Mapping
		written peer evaluation of physician- or other licensed	
		practitioner-specific data collected from various	
		sources for the purpose of validating current	
		competence.	
§482.12	§482.12 Condition of Participation:	LD.01.01.01, EP 1	LD.11.01.01, EP 1
	Governing Body There must be an effective	The hospital identifies those responsible for	The hospital has a governing body that assumes full legal
	governing body that is legally responsible for	governance.	responsibility for the conduct of the hospital. If the hospital does
	the conduct of the hospital. If a hospital does		not have an organized governing body, the persons legally
	not have an organized governing body, the	LD.01.01.01, EP 2	responsible for the conduct of the hospital carry out the functions
	persons legally responsible for the conduct	The governing body identifies those responsible for	that pertain to the governing body.
	of the hospital must carry out the functions	planning, management, and operational activities.	
	specified in this part that pertain to the		
	governing body.	LD.01.03.01, EP 1	
		The governing body defines in writing its responsibilities.	
		LD 04 00 04 ED 0	
		LD.01.03.01, EP 2	
		The governing body provides for organization	
		management and planning.	
		LD.01.03.01, EP 5	
		The governing body provides for the resources needed to	
		maintain safe, quality care, treatment, and services.	
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
		LD.01.03.01, EP 12	
		For hospitals that use Joint Commission accreditation	

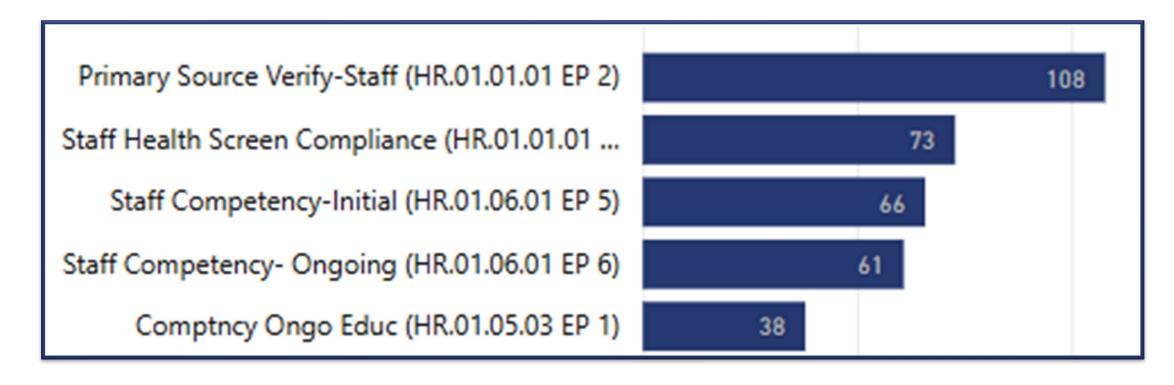


Commonly Identified Opportunities for Improvement

Human Resources (HR) and Leadership (LD)



Top 5 HR Opportunities – Hospital



Data from 05/01/2024 - 05/31/2025



New Standard Location – Hospital

Current Standard/EP – 2025	New Standard/EP - January 1, 2026
Primary Source Verification – Staff HR.01.01.01, EP 2	Staff Qualifications HR.11.01.03, EP 3
Staff Health Screening Compliance HR.01.01.01, EP 5	Staff Health Screening Compliance NPG.12.04.01, EP 2
Staff Competency – Initial HR.01.06.01, EP 5	Staff Competency – Initial & Ongoing HR.11.04.01, EP 1
Staff Competency – Ongoing HR.01.06.01, EP 6	Staff Competency – Initial & Ongoing HR.11.04.01, EP 1
Competency Ongoing Education HR.01.05.03, EP 1	Competency Ongoing Education HR.11.03.01, EP 1



Top 5 HR Opportunities – Critical Access Hospital



Data from 05/01/2024 - 05/31/2025

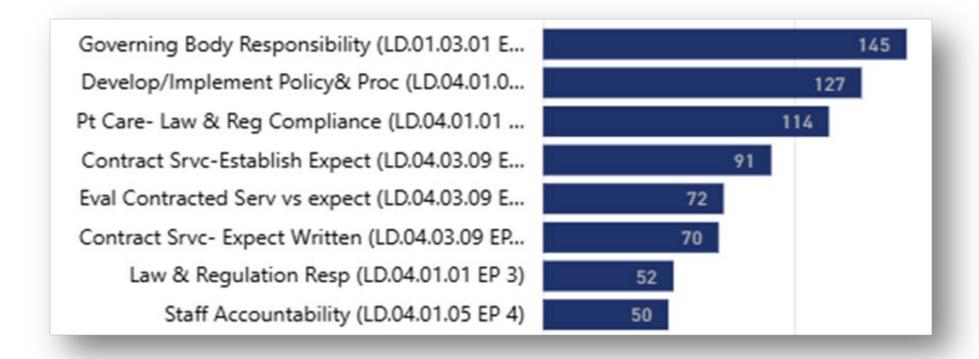


New Standard Location – Critical Access Hospital

Current Standards/EPs – 2025	New – Standards/EPs - January 1, 2026
Primary Source Verify – Staff	Staff Qualifications
HR.01.01.01, EP 2	HR.11.01.03, EP 3
Staff Competency – Ongoing HR.01.06.01, EP 6	Staff Competency – Initial & Ongoing HR.11.04.01, EP 1
Verify Education and Experience	Staff Qualifications
HR.01.01.01, EP 3	HR.11.01.03, EP 1
Staff Competency – Initial HR.01.06.01, EP 5	Staff Competency – Initial & Ongoing HR.11.04.01, EP 1
Staff Health Screening Compliance	Staff Health Screening Compliance
HR.01.01.01, EP 5	NPG.12.04.01, EP 2



Top Leadership Opportunities – Hospital



Data from 05/01/2024 - 05/31/2025



New Standard Location – Hospital

Current Standards/EPs – 2025	New Standards/EPs – January 1, 2026
LD.01.03.01 EP 2: Governing Body Responsibility	LD.11.01.01 EP1: Governing Body Resp
LD.04.01.07 EP 1: Develop/Implement Policy & Proc	
LD.04.01.01 EP 2: Pt Care – Law & Reg Compliance	LD.13.01.01 EP 2: Pt Care – Law & Reg Compliance
LD.04.03.09 EP 4: Contract Srvc – Establish Expect	LD.13.03.03 EP 2: Governing Body Resp Contracted Serv
LD.04.03.09 EP 6: Eval Contract Serv vs Expect	
LD.04.03.09 EP 5: Contract Srv – Expect Written	
LD.04.01.01 EP 3: Law & Regulation Resp	LD.11.01.01 EP1: Governing Body Resp
LD.04.01.05 EP 4: Staff Accountability	



Top LD Opportunities – Critical Access Hospital



- 1. LD.04.01.01 EP 2
- 2. LD.04.03.09 EP 4
- 3. LD.04.01.07 EP 1
- 4. LD.04.03.09 EP 6
- 5. LD.04.03.09 EP 5

Data from 05/01/2024 - 05/31/2025



New Standard Location – Critical Access Hospital

Current Standards/EPs – 2025	New Standards/EPs – January 1, 2026
LD.04.01.01 EP 2	LD.13.01.01 EP 1
Pt Care – Law & Reg Compliance LD.04.03.09 EP 4	Pt Care – Law & Reg Compliance LD.13.03.03 EP 2
Contract Srvc – Establish Expect	Governing Body Resp Contracted Serv
LD.04.01.07 EP 1 Develop/Implement Policy & Proc	LD.13.01.09 EP 1 Develop/Implement Policy & Proc
LD.04.03.09 EP 6 Eval Contracted Serv vs Expect	LD.13.03.03 EP 2 Governing Body Resp Contracted Serv
LD.04.03.09 EP 5 Contract Srvc – Expect Written	



Questions



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https://web.jointcommission.org/sigsubmission/sigquestionform.aspx

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Webinars & Videos

The Joint Commission offers a variety of educational measurement-related webinars (live and on-demand), and other recorded video content. Topics include specific performance measures, reporting requirements, and topics that are clinically-, technically-, or statistically-focused. Webinars and videos address electronic clinical quality measures (eCQMs) and chart-abstracted measures used for accreditation and certification purposes. For additional information on each webinar or video series, see below.



Webinar Series







Pioneers in Quality General Sessions

Pioneers in Quality General Sessions provide information such as measurement requirements, changes in reporting, opportunities for engagement and/or recognition, and insights regarding data analysis of national clinical quality measurement data received. This generalized content is meant as education for hospitals and health systems to assist them in meeting current and future requirements.

eCQM Expert to Expert Series Video Shorts

Expert to Expert Webinar Series provides a deep-dive into measure intent, logic, and other clinical/technical aspects of electronic clinical quality measures (eCQMs) to assist hospitals and health systems in their efforts to improve eCQM data use for quality improvement. This series incorporates expertise from Joint Commission and other key stakeholders.

...

Joint Commission produces a series of on-demand educational video shorts about electronic Clinical Quality Measures (eCQMs). Episodes are approximately 2-3 minutes in length and offer an engaging and contemporary approach to teach these complex and comprehensive topics. The eCQM video shorts lead the viewer to understand application of eCQM resources, eCQM constructs and Logic expression language concepts (CQL, FHIR).





Measure-Specific Webinars

Continuous Customer



Continuing Education Survey and Certificate

Also see the separate handout detailing the CE requirements.



Access survey via QR code

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Access survey via link in email

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Survey open for 6 weeks

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