

POLICY REVIEW GUIDE · F725 · F726 · F727 · F731 · F838

Staffing and Facility Assessment

F725 sufficient staffing · F726 competencies · F727 RN coverage · F731 director of nursing · F838 facility assessment

REGULATION

42 CFR 483.35 /
483.71

F-TAG

F725–F727, F731,
F838

SOURCES CHECKED

October 1, 2026

REVIEW FORMAT

Facility-led team
review

How to Use This Guide

1 Read the reference

Review each requirement, its source, and where surveyors look.

PAGES 2–3

2 Compare the evidence

Check the written policy first, then records and observed practice.

WORKSHEETS · PAGES 4–7

3 Assign and follow up

Log each gap with an owner, a target date, and a verification step.

ACTION PLAN · PAGE 8

Before You Begin

WHO TO INVOLVE

Administrator, director of nursing, staffing lead, HR, and the facility assessment team.

WHAT TO BRING

Current staffing policy, staffing plans, facility assessment, schedules, and state requirement references.

Review Areas at a Glance

NO.	REVIEW QUESTION	REFERENCE	WORKSHEET
01	Does the policy remove obsolete federal minimums?	Page 2	A · Page 4
02	How does the policy require sufficient staffing?	Page 2	A · Page 4
03	Does the facility assessment drive staffing decisions?	Page 2	B · Page 5
04	Are required competencies and skill sets defined?	Page 2	B · Page 5
05	How are nights, weekends, and emergencies covered?	Page 3	C · Page 6
06	When is the facility assessment reviewed and updated?	Page 3	C · Page 6
07	Are continuing RN, DON, and state rules addressed?	Page 3	D · Page 7

Scope. CMS repealed the federal minimum staffing standards effective February 2, 2026. Unless waived, an RN must still serve at least 8 consecutive hours a day, 7 days a week, with a full-time RN director of nursing. Sufficient-staffing, facility-assessment, and state requirements also still apply.

Educational review aid; not a complete staffing policy, legal opinion, or assurance of compliance. The federal repeal did not remove all staffing obligations. Verify current federal and state requirements and use resident-specific and facility-specific judgment.

PART 1 · REFERENCE

Key Review Areas After the Staffing Rule Change

01 Does the policy remove obsolete federal minimums?

Find language based on the repealed 24/7 RN and federal hours-per-resident-day minimums. Decide whether the policy needs revision while preserving any separately applicable state or facility commitments. [1, 2]

WHERE TO LOOK

Staffing policy, board or ownership directives, state-law references, and revision history.

02 How does the policy require sufficient staffing?

F725: federal rules still require sufficient numbers of licensed nurses and other nursing personnel to provide care according to resident care plans and needs. [2]

WHERE TO LOOK

Staffing standards, schedules, assignments, acuity information, and care-plan needs.

03 Does the facility assessment drive staffing decisions?

F838: the facility assessment must identify the resources needed for routine operations and emergencies, include input from leadership, direct care staff and their representatives, and residents and families, and inform a plan to recruit and retain direct care staff. [3]

WHERE TO LOOK

Current facility assessment, participant input records, resident-population and acuity data, staffing rationale, and recruitment and retention plan.

04 Are required competencies and skill sets defined?

F726: review how the facility identifies and verifies the staff competencies and skill sets needed for its resident population and services. [3]

WHERE TO LOOK

Competency lists, orientation and training records, job descriptions, and shift assignments.

PART 1 · KEY REVIEW AREAS (CONTINUED)

05 How are nights, weekends, and emergencies covered?

The facility assessment must consider day-to-day operations, including nights and weekends, and inform contingency planning for staffing disruptions that do not require activating the emergency plan. [3]

WHERE TO LOOK

On-call plan, staffing contingency plan, weekend schedules, emergency plan, and recent staffing exceptions.

06 When is the facility assessment reviewed and updated?

The assessment must be reviewed and updated as necessary, at least annually, and when a substantial change affects the resident population or resources. [3]

WHERE TO LOOK

Dated assessments, meeting minutes, change logs, approvals, and documented update triggers.

07 Are continuing RN, DON, and state rules addressed?

Unless waived, an RN must serve at least 8 consecutive hours a day, 7 days a week (F727), and the facility must have a full-time RN director of nursing (F731). The repeal did not displace these or separately applicable state staffing requirements. [1, 2]

WHERE TO LOOK

RN and DON schedules, waiver records if applicable, state citations, and policy cross-references.

TEAM DISCUSSION · FICTIONAL EXAMPLE

A policy still promises 24/7 registered-nurse coverage because it copied the repealed federal rule, while the facility assessment does not explain weekend skill needs. Which language should change, and what evidence supports the facility's current staffing approach?

Sources and Resources

[1] [Federal Register: staffing standards repeal](#)

[2] [42 CFR 483.35: Nursing services](#)

[3] [42 CFR 483.71: Facility assessment](#)

[4] [CMS Appendix PP: surveyor guidance](#)

Sources checked October 1, 2026. Federal staffing repeal effective February 2, 2026.

PART 2 · REVIEW WORKSHEET A OF D

Review Areas 1-2

FACILITY _____ REVIEWERS _____ DATE _____

POLICY / PROCEDURE TITLE AND VERSION _____

REVIEW AREA 01

Does the policy remove obsolete federal minimums?

WHAT TO CHECK

Whether your policy clearly distinguishes repealed federal minimums from requirements that still apply. [1, 2]

WHERE TO LOOK

Staffing policy, board or ownership directives, state-law references, and revision history.

1 What does your policy or procedure say?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

POLICY SECTION

2 What does your evidence show?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

EVIDENCE LOCATION

REVIEW AREA 02

How does the policy require sufficient staffing?

WHAT TO CHECK

How your policy turns resident needs and care plans into staffing decisions for every shift. [2]

WHERE TO LOOK

Staffing standards, schedules, assignments, acuity information, and care-plan needs.

1 What does your policy or procedure say?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

POLICY SECTION

2 What does your evidence show?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

EVIDENCE LOCATION

Status key. Supported = found in the material reviewed · Gap = missing, unclear, or inconsistent · N/A = explain why · Not checked = review remains open. Review the written policy first, then the evidence. Carry every gap to the action plan on page 8.

PART 2 · REVIEW WORKSHEET B OF D

Review Areas 3-4

FACILITY _____ REVIEWERS _____ DATE _____

POLICY / PROCEDURE TITLE AND VERSION _____

REVIEW AREA 03

Does the facility assessment drive staffing decisions?

WHAT TO CHECK

Whether the assessment supports actual schedules, documents required participant input, and feeds a recruitment and retention plan. [3]

WHERE TO LOOK

Current facility assessment, resident-population analysis, acuity or census data, and staffing rationale.

1 What does your policy or procedure say?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

POLICY SECTION

2 What does your evidence show?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

EVIDENCE LOCATION

REVIEW AREA 04

Are required competencies and skill sets defined?

WHAT TO CHECK

Whether policy, training, and assignments match the clinical and behavioral needs identified in the assessment. [3]

WHERE TO LOOK

Competency lists, orientation and training records, job descriptions, and shift assignments.

1 What does your policy or procedure say?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

POLICY SECTION

2 What does your evidence show?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

EVIDENCE LOCATION

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PART 2 · REVIEW WORKSHEET C OF D

Review Areas 5-6

FACILITY _____ REVIEWERS _____ DATE _____

POLICY / PROCEDURE TITLE AND VERSION _____

REVIEW AREA 05

How are nights, weekends, and emergencies covered?

WHAT TO CHECK

Coverage, escalation, backup, and staffing contingency plans for periods when resources or leadership may be limited. [3]

WHERE TO LOOK

On-call plan, staffing contingency plan, weekend schedules, emergency plan, and recent staffing exceptions.

1 What does your policy or procedure say?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

POLICY SECTION

2 What does your evidence show?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

EVIDENCE LOCATION

REVIEW AREA 06

When is the facility assessment reviewed and updated?

WHAT TO CHECK

Ownership, review dates, approval steps, and triggers for an off-cycle update. [3]

WHERE TO LOOK

Dated assessments, meeting minutes, change logs, approvals, and documented update triggers.

1 What does your policy or procedure say?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

POLICY SECTION

2 What does your evidence show?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

EVIDENCE LOCATION

Status key. Supported = found in the material reviewed · Gap = missing, unclear, or inconsistent · N/A = explain why · Not checked = review remains open. Review the written policy first, then the evidence. Carry every gap to the action plan on page 8.

PART 2 · REVIEW WORKSHEET D OF D

Review Area 7 and Summary

FACILITY _____ REVIEWERS _____ DATE _____

POLICY / PROCEDURE TITLE AND VERSION _____

REVIEW AREA 07

Are continuing RN, DON, and state rules addressed?

WHAT TO CHECK

RN coverage of at least 8 consecutive hours daily, 7 days a week, unless waived; a full-time RN DON; and applicable state rules. [1, 2]

WHERE TO LOOK

RN and DON schedules, waiver records if applicable, state citations, and policy cross-references.

1 What does your policy or procedure say?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

POLICY SECTION

2 What does your evidence show?STATUS ☐ Supported ☐ Gap ☐ N/A ☐ Not checked

EVIDENCE LOCATION

Review Summary

Circle one per column: S = Supported · G = Gap · N/A = explain why · NC = Not checked

NO.	REVIEW AREA	POLICY				EVIDENCE				TARGET DATE	OWNER
01	Obsolete federal minimums	S	G	N/A	NC	S	G	N/A	NC		
02	Sufficient staffing standard	S	G	N/A	NC	S	G	N/A	NC		
03	Assessment-driven staffing	S	G	N/A	NC	S	G	N/A	NC		
04	Competencies and skill sets	S	G	N/A	NC	S	G	N/A	NC		
05	Nights, weekends, emergencies	S	G	N/A	NC	S	G	N/A	NC		
06	Assessment review and updates	S	G	N/A	NC	S	G	N/A	NC		
07	RN, DON, and state rules	S	G	N/A	NC	S	G	N/A	NC		

Status key. Supported = found in the material reviewed · Gap = missing, unclear, or inconsistent · N/A = explain why · Not checked = review remains open. Carry every gap to the action plan on page 8.

PART 3 · ACTION PLAN

Action Plan and Follow-Up

Log each gap or unresolved question from the review summary. Copy this page as needed.

FACILITY _____ SHEET _____ OF _____

REVIEW AREA NO. / NAME _____	IDENTIFIED _____	REVIEWER _____
GAP / UNRESOLVED QUESTION + EVIDENCE REFERENCE _____		
PLANNED ACTION / POLICY WORDING OR WORKFLOW TO REVISIT _____		
OWNER _____	TARGET DATE _____	FOLLOW-UP DATE _____
HOW WE WILL VERIFY THE CHANGE IS WORKING _____		
FOLLOW-UP RESULT / REMAINING ACTION _____		
STATUS ☐ Open ☐ In progress ☐ Verified complete		

REVIEW AREA NO. / NAME _____	IDENTIFIED _____	REVIEWER _____
GAP / UNRESOLVED QUESTION + EVIDENCE REFERENCE _____		
PLANNED ACTION / POLICY WORDING OR WORKFLOW TO REVISIT _____		
OWNER _____	TARGET DATE _____	FOLLOW-UP DATE _____
HOW WE WILL VERIFY THE CHANGE IS WORKING _____		
FOLLOW-UP RESULT / REMAINING ACTION _____		
STATUS ☐ Open ☐ In progress ☐ Verified complete		

Address immediate resident-safety or coverage concerns promptly — do not hold them for the next review cycle.