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Seven horizontal lines for notes.

CDM®, CFPP®
Discover the Power of the Credential

Utilizing the CDM, CFPP Scope of Practice:
What it Means in CMS Regulations,
How it Sets CDM, CFPPs Apart

Barbara Thomsen, CDM, CFPP, RAC, QCP
Aging Rules in Healthcare Consulting

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Seven horizontal lines for notes.

Learning Objectives

- Understand the CMS regulations and how the CDM, CFPP credential meets qualifications across all healthcare settings
- Apply ways to advocate your credential to your employer and surveyor
- Implement tools and talking points to use within your practice

Questions to keep in mind:


- What story do the initials behind your name tell?
- Does your employer understand the level of expertise you have achieved by becoming a CDM, CFPP?
- What benefits does your credential bring to your clients and team?

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Seven horizontal lines for notes.

Understand:




Federal CMS Long-Term Care Regulations



How the CDM, CFPP Scope of Practice plays a vital role

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POLL

What's your work setting?

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Be Regulatory Savvy



CENTERS FOR MEDICARE & MEDICAID SERVICES



DEPARTMENT OF HEALTH & HUMAN SERVICES



CENTERS FOR DISEASE CONTROL AND PREVENTION



U.S. FOOD & DRUG ADMINISTRATION



U.S. DEPARTMENT OF AGRICULTURE

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Resources for CDM, CFPPs

www.ANFPonline.org/compliance

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CMS Regulations Overview

§483.60 Food and Nutrition Services

The facility must provide each resident with a nourishing, palatable, well-balanced diet that meets his or her daily nutritional and special dietary needs, taking into consideration the preferences of each resident

State Operations Manual
Appendix PP: Guidelines for the States for Long Term Care Facilities

Effective 1/1/2015
Amended 1/1/2023

Revised by January 02

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- 0001 01 Facilities
- 0002 02 Resident Rights
- 0003 03 Resident Care, Rights, and Expenses
- 0004 04 Admission, Transfer, and Discharge Rights
- 0005 05 Resident Assessment
- 0006 06 Resident Assessment
- 0007 07 Long-Term Care Resident Care Plans
- 0008 08 Quality of Care
- 0009 09 Resident Services
- 0010 10 Training Services
- 0011 11 Resident Services
- 0012 12 Laboratory, Radiology, and Other Diagnostic Services
- 0013 13 Infection Control
- 0014 14 Food and Nutrition Services
- 0015 15 Resident Assessment
- 0016 16 Quality, Assessment, and Performance Improvement
- 0017 17 Accreditation
- 0018 18 Infection Control
- 0019 19 Resident Care
- 0020 20 Training & Assessment

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Food & Nutrition Services F-Tags

483.60	Food and Nutrition Services
F800	Provided Diet Meets Needs of Each Resident
F801	Qualified Dietary Staff
F802	Sufficient Dietary Support Personnel
F803	Menus Meet Res Needs/Prep in Advance/Followed
F804	Nutritive Value/Appear, Palatable/Prefer Temp
F805	Food in Form to Meet Individual Needs
F806	Resident Allergies, Preferences and Substitutes
F807	Drinks Avail to Meet Needs/P references/ Hydration
F808	Therapeutic Diet Prescribed by Physician
F809	Frequency of Meals/Snacks at Bedtime
F810	Assistive Devices - Eating Equipment/Utensils

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§483.60(a) Food and Nutrition Services

Staffing

The facility must employ sufficient staff with **the appropriate competencies and skills sets to carry out the functions of the food and nutrition service**, taking into consideration resident assessments, individual plans of care and the number, acuity and diagnoses of the facility's resident population in accordance with the facility assessment required at §483.70(e).

§483.60(a)(2) If a qualified dietitian or other clinically qualified nutrition professional is not employed full-time, the facility must designate a person to serve as the director of food and nutrition services (i) The director of food and nutrition services must at minimum meet one of the following qualifications --



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§483.60(a) Food and Nutrition Services

A) Certified Dietary Manager; or

B) A Certified Food Service Manager; or

C) Has similar national certification for food service management and safety from a national certifying body; or

D) Has an associate's degree or higher degree in food service management or in hospitality, if the course study includes food service or restaurant management, from an accredited institution of higher learning

~~E) Has two or more years of experience in the position of director of food and nutrition services in a nursing facility setting and has by no later than October 1, 2023, completed a course of study in food safety and management.~~

Option E expired on October 1, 2023, and is no longer relevant to the regulations.



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§483.60(a) Food and Nutrition Services

(ii) In States that have established standards for food service managers or dietary managers, meets State requirements for food service managers or dietary managers, and

(iii) **Receives frequently scheduled consultations from a qualified dietitian or other clinically qualified nutrition professional.**

INTENT §483.60(a)(1)-(2) – To ensure there is sufficient and qualified staff with the appropriate competencies and skill sets to carry out food and nutrition services.

GUIDANCE: §483.60 – This requirement expects that there is ongoing communication and coordination among and between staff within all departments to ensure that the resident assessment, care plan and actual food and nutrition services meet each resident's daily nutritional dietary needs and choices



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§483.60(a) Food and Nutrition Services

CMS Person Centered Cares Culture Team Approach includes participation from you, the CDM, CFPP...

- §483.60(a)(3) and (b) Interdisciplinary Team (IDT)
- §483.21 (b)(ii)(b)(3) Comprehensive Care Planning Process
- §483.75 Quality Assurance and Performance Improvement (QAPI)



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Interdisciplinary Team (IDT)

§483.60(a)(3) and (b)

F802 (Rev. 173, Issued: 11-22-17, Effective 11-28-17, Implementation: 11-28-17).

§483.60(b) A member of the **Food and Nutrition Services staff** must participate on the interdisciplinary team as required in §483.21(b)(2)(ii).

Interdisciplinary Team (IDT) is a group of professional disciplines that combine knowledge, skills, and resources to provide the greatest benefit to the resident.

The IDT must, at a minimum, consist of the resident's attending physician, a registered nurse and nurse aide with responsibility for the resident, a **member of the food and nutrition services staff**, and to the extent possible, the resident and representative, if applicable.

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Comprehensive Care Planning Process

§483.21(b)(2)(ii)(b)(3)

F658 (Rev. 211; Issued: 02-03-23; Effective: 10-21-22; Implementation: 10-24-22)

§483.21(b)(3) Comprehensive Care Plans – The services provided or arranged by the facility, as outlined by the comprehensive care plan, must – (i) Meet professional standards of quality.

INTENT: §483.21(b)(3)(i) The intent of this regulation is to assure that services being provided meet professional standards of quality.

GUIDANCE: §483.21(b)(3)(i) **"Professional standards of quality"** means that care and services are provided according to **accepted standards of clinical practice**. Standards may apply to care provided by a particular clinical discipline or in a specific clinical situation or setting. **Standards regarding quality care practices may be published by a professional organization, licensing board, accreditation body or other regulatory agency.**

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QAPI

§483.75

GUIDANCE: §483.60(a)(1)-(2) Participating in the quality assurance and performance improvement (QAPI), as described in §483.75, **when food and nutrition services** are involved.

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POLL



Are you familiar with the CDM, CFPP Scope of Practice?

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What is a Scope of Practice?

The activities that an individual health care practitioner is permitted to perform within a specific profession. Those activities should be based on appropriate education, training, and experience.

Addresses who can do what for whom, in which clinical setting and under what circumstances.

Your scope of practice is the limit of your knowledge, skills and experience and is made up of the activities you carry out within your professional role. As a health and care professional, you must always keep within your scope of practice to ensure you are practicing safely, lawfully, and effectively.

The Scope of Practice ensures that CDM, CFPPs stay in their lane!

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CDM, CFPP Scope of Practice

CDM | CFPP

Certified Dietary Manager
 Certified Food Protection Professional

Scope of Practice March 2022

NUTRITION / FOODSERVICE MANAGEMENT / FOOD SAFETY / PERSONNEL MANAGEMENT / BUSINESS OPERATIONS

A Certified Dietary Manager, Certified Food Protection Professional (CDM, CFPP) has met eligibility requirements for and passed a nationally recognized credentialing examination offered by the Certifying Board for Dietary Managers. Continuing education is required to maintain this credential. CDM, CFPPs have the education and experience to competently perform the responsibilities of a foodservice manager in a non-commercial setting. The CDM, CFPP is qualified to perform the tasks within the following domains:

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CDM, CFPP Scope of Practice

Nutrition		Food Service	
Competency	Task	Competency	Task
Assess Nutrition Risk • Assess and identify nutrition risk factors for individuals and groups of individuals. • Identify and refer individuals and groups of individuals to appropriate resources for nutrition counseling and education. • Monitor and evaluate the effectiveness of nutrition counseling and education. • Provide and evaluate nutrition counseling and education to individuals and groups of individuals. • Monitor and evaluate the effectiveness of nutrition counseling and education. • Provide and evaluate nutrition counseling and education to individuals and groups of individuals.	Assess Nutrition Risk • Assess and identify nutrition risk factors for individuals and groups of individuals. • Identify and refer individuals and groups of individuals to appropriate resources for nutrition counseling and education. • Monitor and evaluate the effectiveness of nutrition counseling and education. • Provide and evaluate nutrition counseling and education to individuals and groups of individuals. • Monitor and evaluate the effectiveness of nutrition counseling and education. • Provide and evaluate nutrition counseling and education to individuals and groups of individuals.	Ensure Effectiveness of Standardized Recipes • Implement elements of a standardized recipe including portion control, cooking procedures, HACCP guidelines, food preparation procedures, nutritional analysis, cost analysis and client's acceptance.	Specify Standard/Procedures for Preparing Food • Develop menus and placement procedures to monitor food quality, appearance and temperature, production, and food waste in accordance with established recipe guidelines.
Personnel Management & Communications • Develop and implement policies and procedures for personnel management and communications. • Monitor and evaluate the effectiveness of personnel management and communications. • Provide and evaluate personnel management and communications to individuals and groups of individuals. • Monitor and evaluate the effectiveness of personnel management and communications. • Provide and evaluate personnel management and communications to individuals and groups of individuals.	Personnel Management & Communications • Develop and implement policies and procedures for personnel management and communications. • Monitor and evaluate the effectiveness of personnel management and communications. • Provide and evaluate personnel management and communications to individuals and groups of individuals. • Monitor and evaluate the effectiveness of personnel management and communications. • Provide and evaluate personnel management and communications to individuals and groups of individuals.	Sanitation and Safety • Develop and implement policies and procedures for sanitation and safety. • Monitor and evaluate the effectiveness of sanitation and safety. • Provide and evaluate sanitation and safety to individuals and groups of individuals. • Monitor and evaluate the effectiveness of sanitation and safety. • Provide and evaluate sanitation and safety to individuals and groups of individuals.	Sanitation and Safety • Develop and implement policies and procedures for sanitation and safety. • Monitor and evaluate the effectiveness of sanitation and safety. • Provide and evaluate sanitation and safety to individuals and groups of individuals. • Monitor and evaluate the effectiveness of sanitation and safety. • Provide and evaluate sanitation and safety to individuals and groups of individuals.
Business Operations • Develop and implement policies and procedures for business operations. • Monitor and evaluate the effectiveness of business operations. • Provide and evaluate business operations to individuals and groups of individuals. • Monitor and evaluate the effectiveness of business operations. • Provide and evaluate business operations to individuals and groups of individuals.	Business Operations • Develop and implement policies and procedures for business operations. • Monitor and evaluate the effectiveness of business operations. • Provide and evaluate business operations to individuals and groups of individuals. • Monitor and evaluate the effectiveness of business operations. • Provide and evaluate business operations to individuals and groups of individuals.	Business Operations • Develop and implement policies and procedures for business operations. • Monitor and evaluate the effectiveness of business operations. • Provide and evaluate business operations to individuals and groups of individuals. • Monitor and evaluate the effectiveness of business operations. • Provide and evaluate business operations to individuals and groups of individuals.	Business Operations • Develop and implement policies and procedures for business operations. • Monitor and evaluate the effectiveness of business operations. • Provide and evaluate business operations to individuals and groups of individuals. • Monitor and evaluate the effectiveness of business operations. • Provide and evaluate business operations to individuals and groups of individuals.

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CDM, CFPP Sample Job Description

Sample Job Description CBDM

Job Title: Certified Dietary Manager / Certified Food Protection Professional

Reporting To: Director of Foodservice Operations

Position Summary: The Certified Dietary Manager / Certified Food Protection Professional is responsible for the day-to-day operations of the foodservice department. This position involves the development and implementation of policies and procedures, the supervision of foodservice staff, and the management of foodservice operations. The Certified Dietary Manager / Certified Food Protection Professional is also responsible for the development and implementation of nutrition programs, the monitoring and evaluation of foodservice operations, and the provision of nutrition counseling and education to individuals and groups of individuals.

Essential Functions:

- Develop and implement policies and procedures for foodservice operations.
- Supervise and evaluate the performance of foodservice staff.
- Monitor and evaluate the effectiveness of foodservice operations.
- Provide and evaluate nutrition counseling and education to individuals and groups of individuals.
- Monitor and evaluate the effectiveness of nutrition counseling and education.
- Develop and implement nutrition programs.
- Monitor and evaluate the effectiveness of nutrition programs.
- Provide and evaluate nutrition counseling and education to individuals and groups of individuals.
- Monitor and evaluate the effectiveness of nutrition counseling and education.

Education and Experience:

Minimum Education: Bachelor's degree in Nutrition, Foodservice Management, or related field.

Minimum Experience: Two (2) years of experience in a foodservice management position.

CBDM Certifying Board for Dietary Managers

Position Summary: The Certified Dietary Manager / Certified Food Protection Professional is responsible for the day-to-day operations of the foodservice department. This position involves the development and implementation of policies and procedures, the supervision of foodservice staff, and the management of foodservice operations. The Certified Dietary Manager / Certified Food Protection Professional is also responsible for the development and implementation of nutrition programs, the monitoring and evaluation of foodservice operations, and the provision of nutrition counseling and education to individuals and groups of individuals.

Essential Functions:

- Develop and implement policies and procedures for foodservice operations.
- Supervise and evaluate the performance of foodservice staff.
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Education and Experience:

Minimum Education: Bachelor's degree in Nutrition, Foodservice Management, or related field.

Minimum Experience: Two (2) years of experience in a foodservice management position.

CBDM Certifying Board for Dietary Managers

AVAILABLE AT: www.CBDMonline.org/cdm-resources/cdm-cfpp-career-info/cdm-cfpp-job-description

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Staff Competencies

COMPETENCIES FOR FOOD AND NUTRITION SERVICES EMPLOYEES

Minimum Level and Function Rating

Minimum Level: The minimum minimum shall be consistent for all staff with varying levels of responsibility.

Minimum Function Rating:

Minimum Level Function-Response Rating:

- 1 - Cannot perform the function at all
- 2 - Can perform the function with significant supervision
- 3 - Can perform the function with some supervision
- 4 - Can perform the function with minimal supervision
- 5 - Can perform the function independently

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Resources

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ANFP Compensation & Benefits Survey

Compensation

Year-to-Date Hourly Wage

The average professional hourly wage equivalent (calculated if the professional reported annual salary) in 2023 is an average of \$17.54 and a median of \$16.76.

Hourly	Average: \$17.54	Median: \$16.76
Monthly	Average: \$525.72	Median: \$502.80

Hourly rate is roughly a 70% split between professionals reporting salary or wage, compared with those reporting hourly wages or wages for other employees.

Of all professionals who reported their salary or wage, 68% of respondents are in the following categories:

- **Registered Dietitians** (35%)
- **Registered Nutritionists** (20%)
- **Registered Food Service Sanitarians** (13%)
- **Registered Food Service Technicians** (10%)
- **Registered Food Service Managers** (12%)

Of all professionals who reported their hourly wage, 68% of respondents are in the following categories:

- **Registered Dietitians** (35%)
- **Registered Nutritionists** (20%)
- **Registered Food Service Sanitarians** (13%)
- **Registered Food Service Technicians** (10%)
- **Registered Food Service Managers** (12%)

Official/Actual Workweeks

Of all professionals who reported their official workweek, 68% of respondents are in the following categories:

- **Registered Dietitians** (35%)
- **Registered Nutritionists** (20%)
- **Registered Food Service Sanitarians** (13%)
- **Registered Food Service Technicians** (10%)
- **Registered Food Service Managers** (12%)

Of all professionals who reported their actual workweek, 68% of respondents are in the following categories:

- **Registered Dietitians** (35%)
- **Registered Nutritionists** (20%)
- **Registered Food Service Sanitarians** (13%)
- **Registered Food Service Technicians** (10%)
- **Registered Food Service Managers** (12%)

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ANFP Compensation & Benefits Survey

State	N	Average Median		Average Median		Average Median		Average Median		2018 Average Salary
		Wages	Salaries	Wages	Salaries	Total Comp.	Total Comp.	Change	Change	
Alabama	52	\$26,55	\$25,24	\$34,973	\$53,020	\$56,455	\$53,183	0.3%	2.2%	\$50,443
Alaska	6	\$40,13	\$41,83	\$60,700	\$87,000	\$82,353	\$85,560	2.9%	2.2%	\$76,379
Arizona	40	\$33,51	\$27,85	\$71,211	\$84,000	\$75,617	\$66,000	4.9%	3.9%	\$62,690
Arkansas	69	\$22,86	\$20,00	\$46,674	\$40,500	\$48,300	\$41,600	7.5%	4.5%	\$42,271
California	173	\$37,86	\$34,64	\$70,562	\$72,500	\$82,776	\$73,000	6.1%	3.6%	\$72,681
Colorado	27	\$29,84	\$29,00	\$61,848	\$58,000	\$66,870	\$68,700	10.4%	5.6%	\$58,930
Connecticut	10	\$35,14	\$32,45	\$75,892	\$68,750	\$80,053	\$68,950	3.9%	1.4%	\$60,182
Delaware	6	\$27,45	\$27,28	\$55,917	\$59,250	\$56,054	\$59,350	-4.5%	2.6%	\$52,332
Florida	172	\$30,98	\$29,81	\$65,440	\$63,000	\$68,135	\$63,000	6.3%	3.0%	\$58,350
Georgia	65	\$29,48	\$27,31	\$58,650	\$56,014	\$60,426	\$58,000	10.9%	4.6%	\$56,523
Hawaii	5	\$29,81	\$23,08	\$59,804	\$48,000	\$62,384	\$48,000	8.1%	8.5%	\$61,496
Idaho	30	\$28,93	\$26,96	\$56,319	\$52,500	\$61,686	\$55,500	8.0%	3.3%	\$47,644
Illinois	108	\$26,40	\$25,43	\$54,870	\$52,000	\$56,152	\$52,250	6.9%	4.0%	\$51,977
Indiana	93	\$26,17	\$25,00	\$51,200	\$52,624	\$57,689	\$54,000	7.7%	4.5%	\$48,452
Iowa	123	\$25,89	\$24,04	\$50,418	\$50,000	\$53,854	\$50,177	6.4%	4.4%	\$48,159
Kansas	111	\$24,22	\$23,00	\$49,686	\$47,800	\$52,156	\$50,000	8.2%	3.5%	\$45,276
Kentucky	47	\$28,75	\$27,40	\$57,622	\$57,000	\$61,266	\$58,240	3.7%	3.0%	\$48,986

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Salary & Benefits Survey Question

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Advocate for Yourself

- Comparison of Clinical Tasks for CDM, CFPPs vs. non-CDM, CFPPs for LTC Staffing Requirements
- CDM, CFPP Job Description
- CDM, CFPP Scope of Practice and the Competencies
- 2022 Compensation & Benefits Survey
- *Nutrition & Foodservice Edge* magazine articles
- CDM, CFPP Practice Standards
- ANFP Benchmarking Programs
- Regulations

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Helpful Handouts

- CDM, CFPP Job Description
- Comparison of Clinical Tasks for CDM, CFPPs vs. non-CDM, CFPPs for LTC staffing requirements
- How to Advocate for Yourself
- CDM, CFPP Scope of Practice

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Recognizing CDM, CFPPs

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Thank you to our sponsor:




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THANK YOU

Contact us for more information!

E-mail: info@ANFPonline.org | regs@ANFPonline.org
Phone: 800.323.1908, select option 1 (Mon – Fri, 8:00 a.m – 5:00 p.m. CT)



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