

SENIOR LIVING AND SKILLED NURSING STAFF COMPLIANCE CHECKLIST

Hiring And Retaining Staff Across Senior Living And Skilled Nursing Facilities Means Managing A Long List Of Health Screening And Documentation Requirements. Surveyors Expect Records That Are Current, Complete, And Well Organized, And Gaps Can Slow Onboarding Or Create Compliance Risk. Use This Checklist To Track The Screenings Most Facilities Need At Hire And On An Ongoing Basis.

Requirements Vary By State, Facility Type, And Role, So Confirm The Specifics With Your Compliance Team And Applicable State And Federal Guidance.

PRE-HIRE AND ONBOARDING SCREENING

- ☐ Pre-Employment Physical Exam Or Fitness-For-Duty Evaluation
- ☐ Baseline TB Screening At Hire (See TB Section Below)
- ☐ Vaccine And Titer Verification (Collect Records Or Order Titers)
- ☐ Drug And Alcohol Testing Per Facility Policy
- ☐ Physical Abilities Testing For Direct-Care And Lifting-Heavy Roles
- ☐ Vision And Hearing Screening Where The Role Requires It
- ☐ License, Certification, And Credential Verification

TB SCREENING

- ☐ Baseline TB Test At Hire (TST Skin Test Or IGRA Blood Test)
- ☐ Individual TB Risk Assessment And Symptom Screening
- ☐ Annual Or Recurring Testing If Required By Facility, State, Or Exposure Risk
- ☐ Documentation Of Results And Any Required Follow-Up

VACCINES AND TITERS

Confirm Immunity Through Documented Vaccination Or Titers. Common Items For Senior Living And Skilled Nursing Staff Include:

- ☐ Hepatitis B (Series And/Or Titer)
- ☐ MMR (Measles, Mumps, Rubella) Immunity
- ☐ Varicella (Chickenpox) Immunity
- ☐ Tdap (Tetanus, Diphtheria, Pertussis)
- ☐ Seasonal Influenza Per Facility And State Policy
- ☐ COVID-19 Per Current Facility And State Policy

ONGOING AND ANNUAL REQUIREMENTS

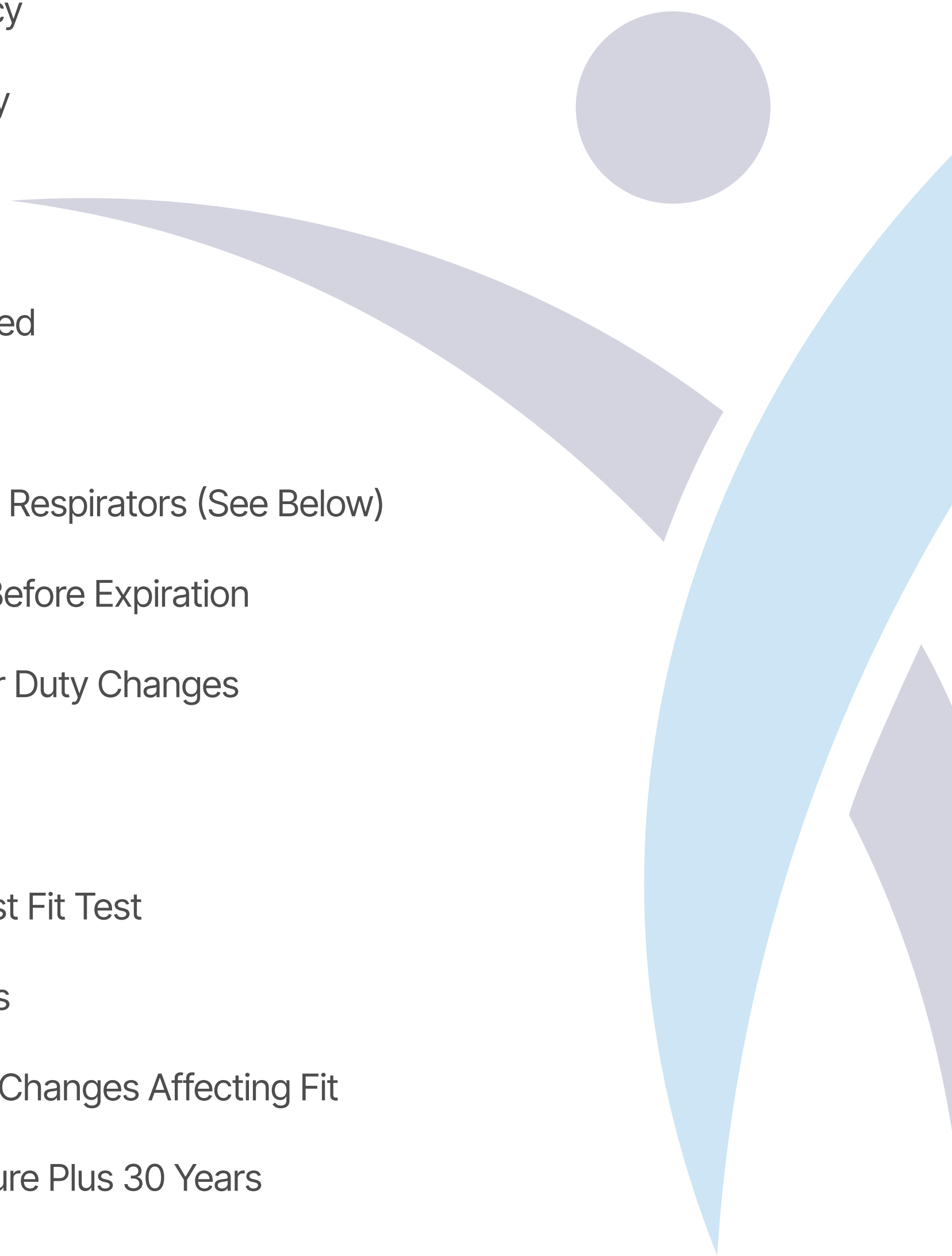
- ☐ Annual Or Recurring TB Testing Where Required
- ☐ Seasonal Flu Vaccination Each Year
- ☐ Respirator Fit Testing If Staff Use Tight-Fitting Respirators (See Below)
- ☐ License And Certification Renewals Tracked Before Expiration
- ☐ Updated Screenings For Role, Department, Or Duty Changes

RESPIRATOR FIT TESTING

- ☐ Medical Evaluation Completed Before The First Fit Test
- ☐ Annual Fit Testing For Tight-Fitting Respirators
- ☐ Retest After A Respirator Change Or Physical Changes Affecting Fit
- ☐ Medical Evaluation Records Retained For Tenure Plus 30 Years

DOCUMENTATION AND AUDIT READINESS

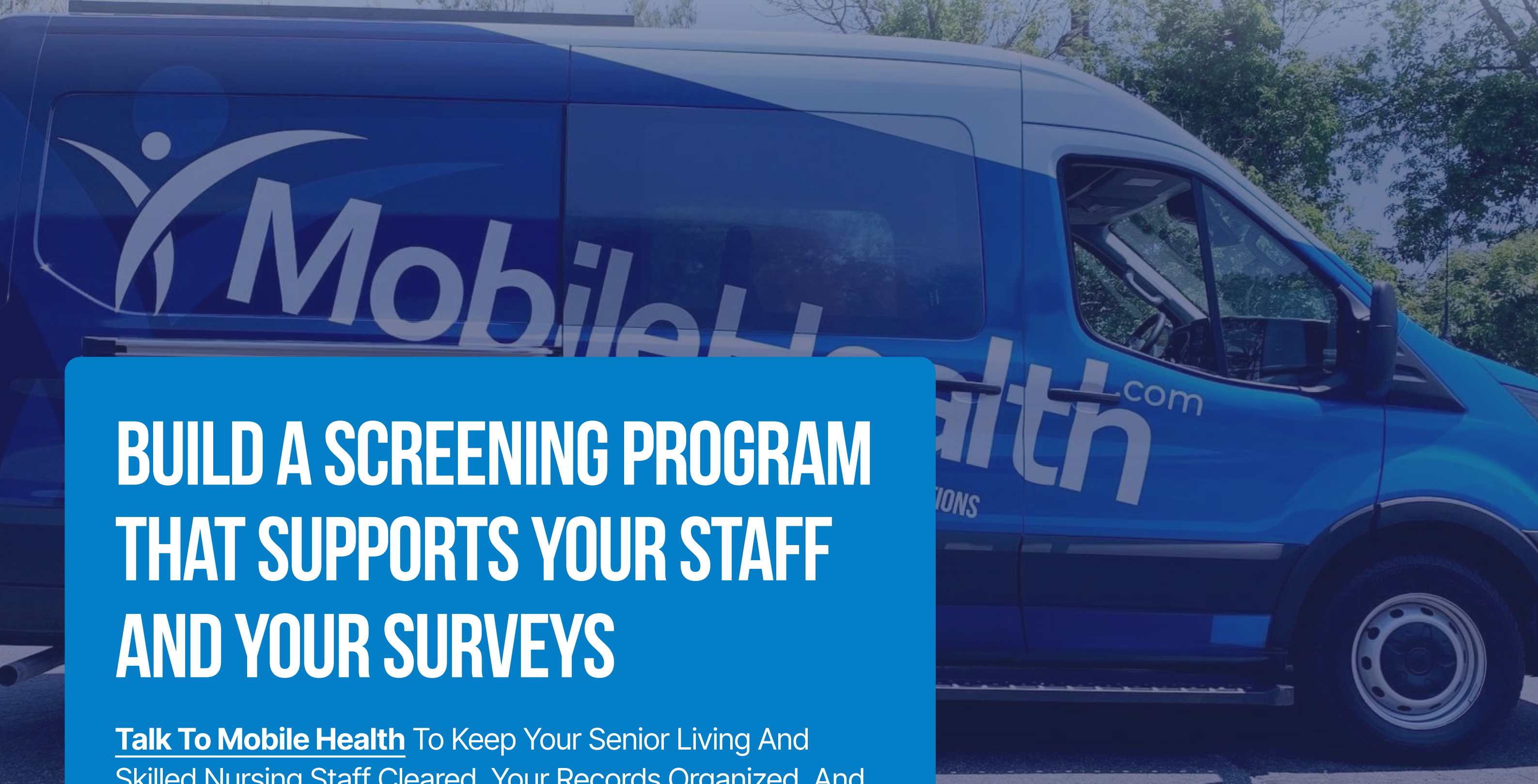
- ☐ Centralize Records In One System Rather Than Scattered Files
- ☐ Track Due Dates And Expirations For Recurring Items
- ☐ Keep Results Organized And Ready For Surveyors
- ☐ Confirm Staff And Managers Can Quickly Access What They Need



HOW MOBILE HEALTH SUPPORTS SENIOR LIVING AND SKILLED NURSING

Mobile Health Has Served Employers Since 1984 And Provides Occupational Health And Employee Screening Through 6,500+ Clinics Nationwide, Plus [On-Site Services](#) For High-Volume Hiring, Annual Exams, Tight Timelines, And Multi-Location Workforces. Clinic-Based Testing Works Well For Steady Individual Screening, While On-Site Testing Helps When You Need To Clear Larger Groups Quickly Or Across Several Locations.

Records Stay Organized Through The [Client Portal](#) And [Patient Portal](#), And Comprehensive Pre-Employment Screening Returns Results In An Average Of 1.9 Business Days.

A blue van with the Mobile Health logo and website address "mobilehealth.com" on its side. The van is parked outdoors with trees in the background.

BUILD A SCREENING PROGRAM THAT SUPPORTS YOUR STAFF AND YOUR SURVEYS

[Talk To Mobile Health](#) To Keep Your Senior Living And Skilled Nursing Staff Cleared, Your Records Organized, And Compliance Easier To Manage.