ACHC revised one Hospice Accreditation Standard and updated the Glossary of Personnel Qualifications in 2024. Changes align with 2023 updates from the Centers for Medicare & Medicaid Services (CMS) that focus on the addition of Marriage and Family Therapists (MFTs) or Mental Health Counselors (MHCs) to the hospice interdisciplinary team. Summaries of the changes and effective dates are provided.

Organizations must be compliant with changes on the effective date and must maintain compliance throughout their accreditation period.

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| HSP4-11P      | HSP, HIC            | Added: Hospice Counseling Services are provided by a qualified therapist and/or counselor in accordance with the state’s practice act and the hospice’s policies and procedures (418.114(b)(9-10).  
  - Counseling services are provided by a qualified licensed marriage and family therapist and/or qualified licensed mental health counselor in accordance with the appropriate state’s practice act, the hospice’s policies and procedures and/or job descriptions, and the ACHC Glossary of Personnel Qualifications as defined by the Medicare Conditions of Participation.  
  - Current copies of applicable rules and regulations and the state’s practice act are available for personnel. | March 1, 2024 |

| Glossary of Personnel Qualifications | HSP, HIC | Added: Marriage and Family Therapist. An individual who:  
  - Possesses a master's or doctor's degree that qualifies them for licensure or certification as a marriage and family therapist pursuant to state law of the state in which such individual furnishes the services defined as marriage and family therapist services.  
  - Has performed at least two years or 3,000 hours of post-master's degree clinical-supervised experience in marriage and family therapy in an appropriate setting, such as a hospital, skilled nursing facility, private practice, or clinic.  
  - Is licensed or certified as a marriage and family therapist by the state in which the services are performed. | March 1, 2024 |
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| Glossary of Personnel Qualifications | HSP, HIC | Added: Mental Health Counselor. An individual who:  
- Possesses a master's or doctor's degree that qualifies them for licensure or certification as a mental health counselor, clinical professional counselor, or professional counselor under the state law of the state in which such individual furnishes the services defined as mental health counselor services.  
- Has performed at least two years or 3,000 hours of post-master's degree clinical-supervised experience in mental health counseling in an appropriate setting, such as a hospital, skilled nursing facility, private practice, or clinic.  
- Is licensed or certified as a mental health counselor, clinical professional counselor, or professional counselor by the state in which the services are performed. | March 1, 2024 |