
CERTIFIED HEALTH CARE PROFESSIONS COMMISSION

Presented by Shannon Harris, MBA HFA

7/9/2026

AGENDA

Commission Overview

Commission Members

Timeline

Cases

Policy and Procedures

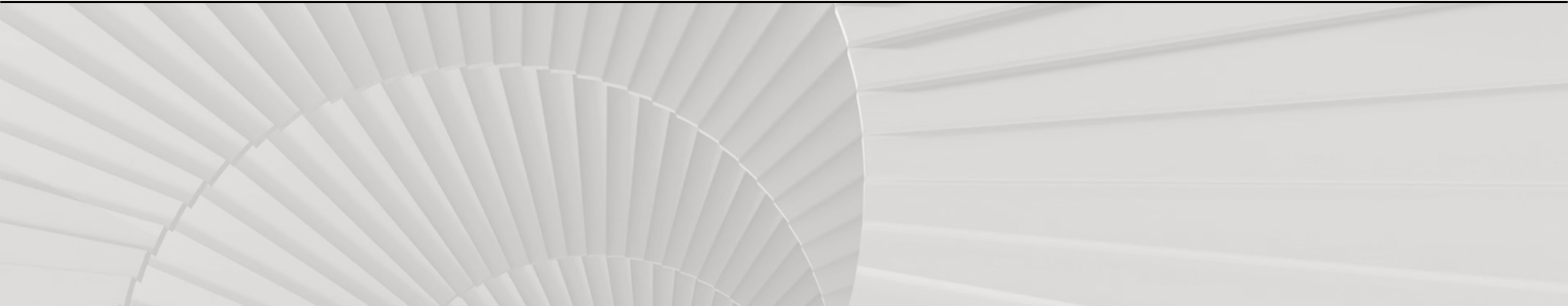
Education

OVERVIEW

Role of the Certified Health Care Professions Commission

The **Certified Health Care Professions Commission** oversees the certification, training, and professional standards of **Certified Nurse Aides (CNAs)**, **Qualified Medication Aides (QMAs)**, and **Home Health Aides (HHAs)**.

The commission was established through Senate Bill 473. Members were appointed by Governor Braun in the fall of 2025.



PRIMARY RESPONSIBILITIES

Evaluating applicants to determine if they meet the qualifications for certification or registration as a CNA, QMA, or HHA.

Renewing certifications and registrations for qualified individuals.

Approving instructors and training programs for CNA and QMA education.

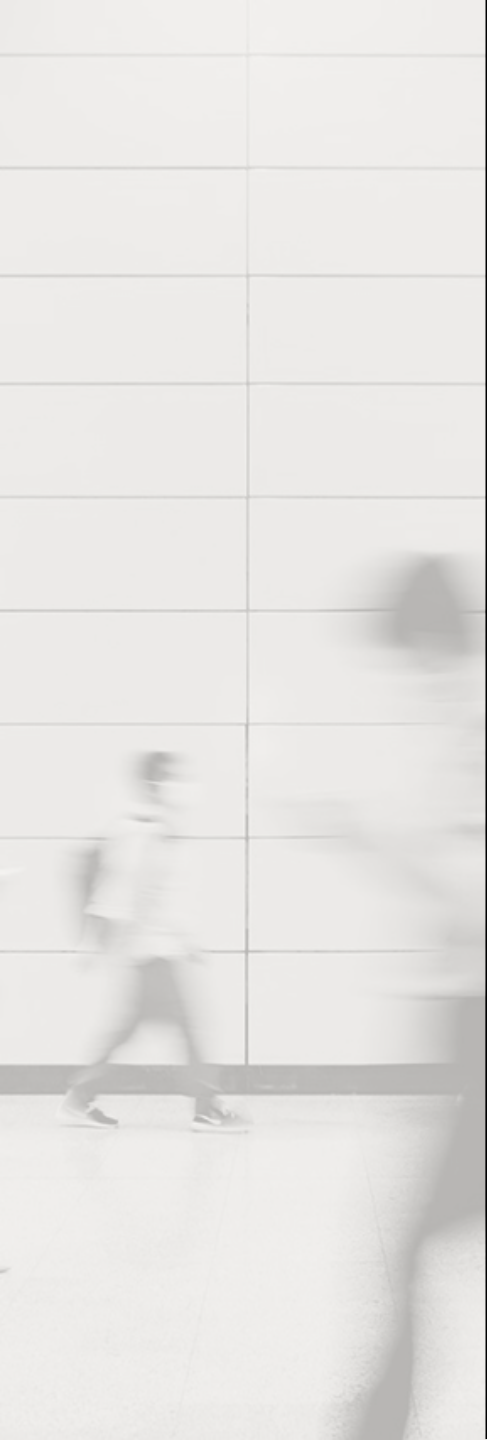
Reviewing and approving training curriculum for CNA, QMA, and HHA programs to ensure educational standards are met.

Providing direction to the Indiana Department of Health (IDOH) on implementing applicable regulations.

Reviewing allegations of misconduct submitted by the IDOH involving CNAs, QMA, or HHAs.

Ensuring due process by allowing the accused individual to present a written or oral response before the Commission.

Directing the IDOH to place findings on the state registry when the evidence supports disciplinary action.



COMMISSION MEMBERS

James Sizemore

Kelly Parker

Janet Terrill

Rebecca Bartle

Jill Dirbas

Shannon Harris

Lisa Kelley, Consumer

We are Administrators, CNAs, QMAs and HHAs. We bring a perspective of an operator or caregiver

WHERE CAN YOU FIND
THE INFORMATION?



INDIANA DEPARTMENT OF HEALTH: CERTIFIED HEALTHCARE PROFESSIONS COMMISSION

<https://www.in.gov/health/public-meetings/certified-health-care-professions-commission/>

Agenda – Names and License #s

Cases

Updates/Discussions to other responsibilities

Link to a Live Stream

We are attempting to streamline issues with CNA testing, in-service audits for QMAs and working to standardize HHA training curriculum.

Please share information you receive with your staff. It helps to know that our communications are shared through IDOH newsletter.



INVESTIGATIONS

A TOTAL OF 81 CASES HAVE COME BEFORE THE COMMISSION SINCE OCTOBER 2025

Allegation/Investigations	Total License Findings
<i>Abuse</i>	40
<i>Neglect</i>	12
<i>Misappropriations</i>	17
<i>QMA Misconduct</i>	6
<i>Emergency Order for Immediate Finding</i>	2

Timeframe:

Investigation/Allegation happens at the Building Level

Reportable complete/Potential Survey

IDOH Investigation/Survey sent to an Investigator

Investigator makes case to IDOH

IDOH notifies Licensee

IDOH adds name/investigation to the agenda of the Commission

Since October 2025, the timeframe from allegation to finding has decreased significantly. (Average 3-6 months)



If you have been sent a letter about a potential finding against your license:

1. Respond to the email
2. Share your side of the incident
3. Present yourself in front of the Commission





CONCERNING CASES

Abuse – grabbing Resident, pushing resident down, throwing objects at resident, cursing at resident, speaking negatively to the resident, holding resident down to provide incontinent care

Neglect – not providing care to resident, resident left unable to contact staff

Misappropriation – giving resident medications to someone other than prescribed for, using a resident's debit card for own goods/services, using a resident's debit card for DoorDash, theft of wallet, forging check from a resident, taking gifts/cash from a resident

QMA Misconduct – giving medications without an order, giving insulin without certification, allowing another person (child) to hand out medications to residents, impersonating another licensed staff member

	How can you protect your facility?
	*Provide your policy and procedures to staff *Have a policy on video recording devices = Remember, anyone could be on camera at any time, act accordingly *Have regular in-servicing on Abuse, Neglect, Misappropriations *How are you monitoring your front-line staff relating to Burnout, Emotional Intelligence, etc

Are we taking care of our staff?

“Soft skill issues can turn into a career ending decision.” ~ Lori Davenport

Q&A



What should I do if one of my employees is on the agenda to come before the commission?

Reach out to the employee if you are not informed of why there is an allegation against them. Understand that you may watch the live feed of the proceedings. If a finding is levied, the employee will receive a letter with the information on the finding placed on their license. They do have appeal rights.

If there is a finding on their QMA license, can they still work as a CNA?

In general, a finding restricts the individual from working entirely. The only caveat is when the finding is only on the QMA license, then the aide may continue to work as a CNA/HHA.

Where can I find updated information from the IDOH and the Commission?

IDOH newsletter comes out monthly.

Where can we ask general questions of the Department?

You can email aideinvestigations@health.in.gov or you can reach out to Nicole Tipton at IDOH directly.

Questions? How can we help?

Shannon Harris, MBA HFA

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