

3220 Training and Qualifications for Nursing Assistants and Certified Nursing Assistants



*Division of Long Term Care Residents Protection
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Section 1: Definitions



- Nursing Assistant (NA)
- Certified Nursing Assistant (CNA)

Section 2. General Training Requirements and Competency Test

CNA Certification Routes

- Enrolled in a state approved training program/pass state competency test
- Expired DE CNA certification
- Hold a current out of state certification
- Enrolled in a LPN or RN program or have recently graduated



CNA Renewal Requirements

- ❑ Each CNA during the 24 month certification period must perform 64 work hours performing nursing related duties for pay and under the supervision of a licensed nurse or physician and
- ❑ Complete 24 hours of continuing education credit hours which has been approved by the Division.

Requirements regarding CNA continuing education (CE)



Nursing homes and Assisted Living Facilities are Education Providers for CNAs.

Education providers are required to:

- ❑ Enter education courses in CE Track at www.cnadece.org for Division approval prior to offering a class
- ❑ Enter classes into CE Track
- ❑ Enter CNA class attendance into CE Track within 14 working days of class completion.

Requirements regarding: prohibition of charges for CNA training (for federally certified skilled nursing facilities)

- No nurse aide who is employed by, or who has received an offer of employment from, a facility on the date on which the aide begins a nurse aide training and competency evaluation program may be charged for any portion of the program
- If an individual who is not employed, or does not have an offer to be employed, as a nurse aide becomes employed by, or receives an offer of employment from, a facility not later than 12 months after completing a nurse aide training and competency evaluation program, the facility must provide for the reimbursement of costs incurred
- The facility shall notify the Division of such reimbursement.

Section 3. CNA Training School / Program Requirements



- Program approval must be obtained from the Division
- The program shall consist of at least 150 hours of training
- The training must be done by or under the supervision of an RN

Training Program Requirements Continued

- ❑ Required Equipment and supplies
- ❑ Curriculum Content



Section 4 Mandatory Orientation Program Requirements for Skilled Care Facilities (SNF) and Licensed Nursing Facilities (NF)

- ❑ All nursing assistants and certified nursing assistants hired to work in a skilled or intermediate facility must undergo a minimum of 80 hours of orientation at least 40 of which shall be clinical
- ❑ An exception to this requirement is if the nursing assistant has undergone their 150 hours of training at the same facility that they are employed by immediately thereafter, shall only be required to complete an facility specific orientation of 40 hours.

Orientation Program Content for SNF/NF

**Emergency Equipment
and supplies**

**Review of
Care Plan**

**Facility
Tour**

**Clinical Skill
Demonstrations**

**Facility Policy and
Procedures**

**Operation of Facility
Equipment and Supplies**

**Fire and
Disaster Plans**

4.2 General Orientation Requirements for Assisted Living (AL) Facilities

- ❑ Nursing Assistants and CNAs hired to work in an assisted living facility shall undergo a minimum of 64 hours of orientation at least 24 of which shall be clinical.
- ❑ An exception to this requirement is if the nursing assistant has undergone their 150 hours of training at the same facility that they are employed by immediately thereafter, shall only be required to complete an facility specific orientation of 32 hours.



AL Program Requirements

**Emergency Equipment
and supplies**

**Facility Policy and
Procedures**

**Review of Care
Plan**

Communication

**Facility
Tour**

Fire and Disaster Plans

**Clinical Skill
Demonstrations**

4.3 Orientation Requirements for Temporary Agency Staff

- ❑ All CNAs employed by a temporary agency and placed in a facility in which they have not worked for 6 months shall undergo a minimum of 2 hours of orientation prior to beginning their first shift at the facility. All temp agency CNAs undergoing orientation, shall not be considered a facility employee for purposes of satisfying the minimum staffing requirements.
- ❑ Orientation program requirements for temporary staff also include a tour of facility, fire and disaster plans, emergency equipment and supplies, communication and documentation requirements, reporting emergencies, change of condition, operation of facility equipment and supplies and review of the plan of care for assigned residents.

Section 5 Voluntary Senior Certified Nursing Assistant Certification Requirements



Section 6 Train the Trainer Program Requirements

References

- <http://regulations.delaware.gov/AdminCode/title16/Department%20of%20Health%20and%20Social%20Services/Division%20of%20Long%20Term%20Care%20Residents%20Protection/3220.shtml>
- <http://delcode.delaware.gov/title29/c079/sc06/index.shtml>.
- <http://www.ecfr.gov/cgi-bin/text-idx?c=ecfr&sid=c9922f75378406dd5efe905d1308e340&rgn=div6&view=text&node=42:5.0.1.1.2.4&idno=42>

The End!

