116 RESIDENTS RIGHTS

116.01 General... In-service on residents' rights and responsibilities shall be conducted annually.

117 STAFF DEVELOPMENT

117.01 Orientation. Each employee shall receive thorough orientation to the position, the facility, and its policies.

117.02 In-service Training. Appropriate in-service education programs shall be provided to all employees on an on-going basis.

117.03 Training Records. A written record shall be maintained of all orientation and in-service training sessions.

117.04 Administrator Mentoring. Administrators shall be scheduled to spend two (2) concurrent days with the licensing agency for the purpose of training and mentoring. Placement of an administrator with the licensing agency may include, but not be limited to, assignments within the licensing agency's central offices or placement with a survey team. Any costs associated with placements for the purposes of this section shall be borne by the licensed facility at which the administrator is employed. The administrator shall keep confidential and not disclose to any other persons any identifying information about any person or entity that he/she learned while observing operations as required by this section, except as otherwise mandated by law. This section shall apply to administrators who: 1. received their license from the Mississippi Board of Nursing Home Administrators on or after January 1, 2002; and

2. have been employed by a licensed facility for less than six (6) months, during which time the placement must be completed. This section shall not apply to administrators who: 1. received a license from the Mississippi Board of Nursing Home Administrators on or prior to December 31, 2001; or 2. who were previously employed by the licensing agency in a surveyor capacity. Failure to successfully complete the placement required under this section shall disqualify the administrator from serving in such capacity for a licensed facility until a placement is completed.

This section shall go into effect January 1, 2002 and thereafter.

PART VI SOCIAL SERVICES AND RESIDENT ACTIVITIES

125 SOCIAL SERVICES

...125.03 Training. All nursing personnel and employees having contact with resident shall receive social service orientation and in-service training toward understanding emotional problems and social needs of residents.
CHAPTER 50 MINIMUM STANDARDS OF OPERATION FOR ALZHEIMER’S
DISEASE/DEMENTIA CARE UNIT

101 STAFFING

101.02 Staff Orientation. The goals of training and education for A/D Units are to enhance staff understanding and sensitivity toward the A/D Unit residents, to allow staff to master care techniques, to ensure better performance of duties and responsibilities, and to prevent staff burnout. The trainer(s) shall be qualified individuals with experience and knowledge in the care of individuals with Alzheimer’s Disease and other forms of dementia. The licensed facility shall provide an orientation program to all new employees assigned to the A/D Unit. The orientation program shall be outlined in an orientation manual and shall include, but not be limited to:

1. The licensed facility’s philosophy related to the care of residents with Alzheimer’s Disease and other forms of dementia in the A/D Unit;

2. A description of Alzheimer’s Disease and other forms of dementia;

3. The licensed facility’s policies and procedures regarding the general approach to care provided in the A/D Unit, including therapies provided; treatment modalities; admission, discharge, and transfer criteria; basic services provided within the A/D Unit; policies regarding restraints, wandering and egress control, and medication management; nutrition management techniques; staff training; and family activities; and

4. Common behavior problems and recommended behavior management.

101.03 In-Service Training. Ongoing in-service training shall be provided to all staff who may be in direct contact with residents of the A/D Unit. Staff training shall be provided at least quarterly. The licensed facility will keep records of all staff training provided and the qualifications of the trainer(s). The licensed facility shall provide hands on training on at least three (3) of the following topics each quarter:

1. The nature of Alzheimer’s Disease, including the definition, the need for careful diagnosis, and knowledge of the stages of Alzheimer’s Disease;

2. Common behavioral problems and recommended behavior management techniques;

3. Communication skills that facilitate better resident-staff relations;

4. Positive therapeutic interventions and activities, such as exercise, sensory stimulation, activities of daily living skills, etc.;

5. The role of the family in caring for residents with Alzheimer’s Disease, as well as the support needed by the family of these residents;

6. Environmental modifications to avoid problems and create a therapeutic environment;

7. Development of comprehensive and individual care plans and how to update and implement them consistently across shifts, establishing a baseline and concrete treatment goals and outcomes; and

8. New developments in diagnosis and therapy.