SECTION 600 - STAFF/TRAINING

601. General

D. There shall be accurate current information maintained regarding all staff members of the facility that shall include:

...6. Documentation of orientation to the facility, including residents’ rights, regulation compliance, policies and procedures, job duties, in-service training and on-going education...

607. INSERVICE TRAINING (II)

A. Staff members shall be provided the necessary training to perform the duties for which they are responsible.

B. Before performing any duties, all newly-hired staff members shall be oriented to the facility organization and physical plant, specific duties and responsibilities of staff members, and residents' needs. All staff members shall be instructed in the provisions of S.C. Code Ann. Section 43-35-5 et seq. (1976, as amended), “Omnibus Adult Protection Act” and S.C. Code Ann. Section 44-81-10 et seq. (1976, as amended), “Bill of Rights for Residents of Long-Term Care Facilities” as well as other rights and assurances as required in this regulation.

C. All staff shall be provided inservice training programs that identify training needs related to problems, needs, care of residents and infection control and are sufficient to assure staff’s continuing competency. Training for the tasks each staff member performs shall be conducted in order to provide the care, treatment, procedures, and/or services delineated in Section 1000.

D. All licensed nurses shall possess a valid Healthcare Provider cardio-pulmonary resuscitation (CPR) certificate within six (6) months of their first day on the job in the facility.

E. Those staff members who operate motor vehicles that transport residents shall have a valid driver’s license.

F. Training shall be provided to staff members by appropriate resources, e.g., licensed or registered individuals, video tapes, books, in context with their job duties and responsibilities, prior to their date of initial resident contact (unless otherwise as noted below) and at a frequency determined by the facility, but at least annually.

1. All staff members:

a. Emergency procedures and disaster preparedness to address various types of potential disasters such as evacuation, bomb threat, earthquake, flood, hurricane, tornado and others within forty-eight (48) hours of their first day on the job in the facility (See Section 1500);
b. Fire response training (See Section 1603);

c. Confidentiality of resident information and records and the protection of resident rights (review of “Bill of Rights for Residents of Long-Term Care Facilities,” etc.).

2. Direct care staff members, all of the training listed in Section 607.F.1, and:

a. Management/care of individuals with contagious and/or communicable disease, e.g., hepatitis, tuberculosis, HIV infection;

b. Use of restraints that promote resident safety, including alternatives to physical and chemical restraints, in accordance with the provisions of Section 1012 (for designated staff members only);

c. Prevention of pressure-related wounds;

d. Aseptic techniques, such as handwashing and scrubbing practices, proper gowning and masking, dressing care techniques, disinfecting and sterilizing techniques, and the handling and storage of equipment and supplies.

609. VOLUNTEERS

...B. The licensee is responsible for all the activities that take place in the facility including the coordination of volunteer activities.

1. Volunteers shall receive the orientation, training, and supervision necessary to assure resident health and safety before performing any duties. The orientation program shall include, but not be limited to:

a. Resident rights;

b. Confidentiality;

c. Disaster preparedness;

d. Emergency response procedures;

e. Safety procedures and precautions; and

f. Infection control.

610. PRIVATE SITTERS

A. If a resident or responsible party has not agreed in writing with the facility to not have a private sitter and chooses to employ a private sitter for use in the facility, the facility may establish a formalized private sitter program that shall be directed by a facility staff member.

...2. The facility shall establish written policies and procedures for the private sitter program that includes an orientation to the facility consisting, at least, of the following:

a. Residents’ rights;
b. Confidentiality;
c. Disaster preparedness;
d. Emergency response procedures;
e. Safety procedures and precautions; and
f. Infection control.