R432-150-10. STAFF AND PERSONNEL.

...(5) The facility shall plan and document in-service training for all personnel.

(a) The following topics shall be addressed at least annually:

(i) fire prevention;

(ii) review and drill of emergency procedures and evacuation plan;

(iii) the reporting of resident abuse, neglect or exploitation to the proper authorities;

(iv) prevention and control of infections;

(v) accident prevention and safety procedures including instruction in body mechanics for all employees required to lift, turn, position, or ambulate residents; and proper safety precautions when floors are wet or waxed;

(vi) training in Cardiopulmonary Resuscitation (CPR) for licensed nursing personnel and others as appropriate;

(vii) proper use and documentation of restraints;

(viii) resident rights;

(ix) A basic understanding of the various types of mental illness, including symptoms, expected behaviors and intervention approaches; and

(x) confidentiality of resident information.

(6) Any person who provides nursing care, including nurse aides and orderlies, must work under the supervision of an RN or LPN and shall demonstrate competency and dependability in resident care.

...(d) The facility shall conduct regular performance reviews and regular in-service education to ensure that individuals used as nurse aides are competent to perform services as nurse aides.

R432-150-23. ANCILLARY HEALTH SERVICES.

...(3) The facility must provide or arrange for regular and emergency dental care for residents.

(a) Dental care provisions shall include:

... (c) presentation of oral hygiene in-service programs by knowledgeable persons;
R432-200-7. Administration and Organization. [small health care facilities]

...(4) Administrator Responsibilities. The administrator shall have the following responsibilities:

... (c) Assure that employees are oriented to their job functions and receive appropriate in-service training;

...(9) In-service Training. There shall be planned and documented in-service training for all facility personnel. The following topics shall be addressed annually:

(a) Fire prevention (see R432-200-11);
(b) Accident prevention and safety procedures including instruction in the following:
(i) Body mechanics for all employees required to lift, turn, position, or ambulate residents;
(ii) Proper safety precautions when floors are wet or waxed;
(iii) Safety precautions and procedures for heat lamps, hot water bottles, bathing and showering temperatures;
(c) Review and drill of emergency procedures and evacuation plan (See R432-20011);
(d) Prevention and control of infections (see R432-150-25);
(e) Confidentiality of resident information;
(f) Residents’ rights;
(g) Behavior Management and proper use and documentation of restraints;
(h) Oral hygiene and first aid; and
(i) Training in the principles of Cardiopulmonary Resuscitation (CPR) for licensed nursing personnel and others as appropriate;
(j) Training in habilitative care;
(k) Reporting abuse, neglect and exploitation.

R432-200-11. EMERGENCY AND DISASTER. [SMALL HEALTH CARE FACILITIES]

...(4) Emergency Procedures. The facility’s response procedures shall address the following:
...(d) There shall be regular in-service training on disaster preparedness.

R432-200-15. NURSING CARE. [SMALL HEALTH CARE FACILITIES]
...(2) Responsibilities of the Health Services Supervisor. The health services supervisor shall have the following responsibilities and comply with R432-1-3(55):

...(n) Plan and conduct documented orientation and in-service programs for staff.

R432-200-26. DENTAL SERVICES. [SMALL HEALTH CARE FACILITIES]

The facility shall make provision for annual and emergency dental care for residents. Such provisions shall include:

...(2) Presenting oral hygiene in-service programs by knowledgeable persons to both staff and residents...