12VAC5-371-140. POLICIES AND PROCEDURES.

...E. Personnel policies and procedures shall include, but are not limited to:

...2. An on-going plan for employee orientation, staff development, in-service training and continuing education;

3. An accurate and complete personnel record for each employee including:

...d. Orientation to the nursing facility, its policies and to the position and duties assigned;

e. Completed continuing education program approved for the employee as determined by the outcome of the annual performance evaluation...

12 VAC 5-371-150. RESIDENT RIGHTS.

A. The nursing facility shall develop and implement policies and procedures that ensure resident's rights as defined in ' 32.1-138 and 32.1-138.1 of the Code of Virginia.

B. The procedures shall:

...2. Provide staff training to implement resident's rights...


...C. The infection control program addressing the surveillance, prevention and control of facility wide infections shall include:

...3. Training of staff in proper handwashing techniques, according to accepted professional standards, to prevent cross contamination...

...10. Staff education regarding infection risk-reduction behavior.

12 VAC 5-371-190. SAFETY AND EMERGENCY PROCEDURES.

...B. All staff shall participate in periodic emergency preparedness training.

12 VAC 5-371-200. DIRECTOR OF NURSING.
B. The duties and responsibilities of the director of nursing shall include, but are not limited to:

...3. Participating in the employment of nursing personnel, including: ...(iv) orientation, (v) in-service education...

... 9. Recommending and coordinating the training needs of nursing staff with the individual responsible for in-service training.

12 VAC 5-371-260. STAFF DEVELOPMENT AND INSERVICE TRAINING.

A. All full time, part-time and temporary personnel shall receive orientation to the facility commensurate with their function or job-specific responsibilities.

B. All resident care staff shall receive annual inservice training commensurate with their function or job-specific responsibilities in at least the following:

1. Special needs of residents as determined by the facility staff;
2. Prevention and control of infections;
3. Fire prevention or control and emergency preparedness;
4. Safety and accident prevention;
5. Restraint use, including, alternatives to physical and chemical restraints;
6. Confidentiality of resident information;
7. Understanding the needs of the aged and disabled;
8. Resident rights, including personal rights, property rights and the protection of privacy, and procedures for handling complaints;
9. Care of the cognitively impaired;
10. Basic principles of cardiopulmonary resuscitation for licensed nursing staff and the Heimlich maneuver for nurse aides; and

C. The nursing facility shall have an ongoing training program that is planned and conducted for the development and improvement of skills of all personnel.

D. The nursing facility shall maintain written records indicating the content of and attendance at each orientation and in service training program.

E. The nursing facility shall provide inservice programs, based on the outcome of annual performance evaluations, for nurse aides.

F. Nurse aide inservice training shall consist of at least 12 hours per anniversary year.
G. The nursing facility shall provide training on the requirements for reporting adult abuse, neglect, or exploitation and the consequences for failing to make such a required report to all its employees who are licensed to practice medicine or any of the healing arts, serving as a hospital resident or intern, engaged in the nursing profession, working as a social worker, mental health professional or law-enforcement officer and any other individual working with residents of the nursing facility.

D. The dietitian's duties shall include the following:

...3. Assisting in planning and conducting regularly scheduled inservice training that includes, but is not limited to:

a. Therapeutic diets;

b. Food preparation requirements; and

c. Principles of sanitation.