2. NURSING FACILITY LICENSING

2.7 Special Care Units

...(d) Dementia units shall meet the following staffing and staff training requirements:

(1) Dementia units must provide initial training in addition to general facility training to include eight hours of classroom orientation for all employees assigned to the unit and an additional eight hours of clinical orientation to all nursing employees assigned to the unit. The eight hours of classroom work must include:

(i) A general overview of Alzheimer's disease and related dementia;

(ii) Communication basics;

(iii) Creating a therapeutic environment;

(iv) Activity focused care;

(v) Dealing with difficult behaviors; and

(vi) Family issues.

(2) Ongoing in-service training shall be provided to all nursing and non-nursing staff, including volunteers, who have any direct contact with residents of the unit. Staff training shall occur at least quarterly. The facility will maintain records of all staff training provided and the qualifications of the presenter. Training over 12 months must include the following subjects:

(i) Alzheimer's disease and related dementias, including but not limited to, possible causes, general statistics, risk factors, diagnosis, stages and symptoms, and current treatments and research trends;

(ii) Communication, including training related to communication losses that result with dementia, non-verbal techniques, techniques to enhance communication, validation as an approach, and environmental factors that affect communication;

(iii) Ways to create a therapeutic environment, including safety issues, effective strategies for providing care, background noise, staff behavior, and consistency;

(iv) Activity-focused care, including personal care, nutrition and dining, structured leisure, and sexuality;

(v) Dealing with difficult behaviors, including but not limited to, strategies to deal with common behavioral issues such as wandering, sundowning, combativeness, paranoia and ignoring self-care; and

(vi) Family issues such as grief, loss education and support.
(e) Failure to provide the care, treatment, program or scope of services set forth in the request for approval from the licensing agency shall constitute a violation of these rules.

(f) Facilities with existing special care units shall comply with the requirements of subsections (b) and (d) on the date on which the rules take effect. Such facilities shall meet the requirements of subsection (c) as soon as practicable, but no later than six months from the effective date of the rules. Facilities that cannot come into compliance within that time period may request a variance pursuant to section 1.5 of these rules.

10. NURSE AIDE TRAINING

10.6 Regular In-Service Education

(a) Performance reviews. The facility must complete a performance review of every nurse aide at least once every 12 months, and must provide regular in-service education based on the outcome of these reviews.

(b) In-service training. The in-service training must:

1) be sufficient to ensure the continuing competence of nurse aides, but must be no less than 12 hours per year.

2) address areas of weakness as determined in nurse aide’s performance reviews and may address special needs of residents as determined by the facility staff; and

3) for nurse aides providing services to individuals with cognitive impairments, also address the care of the cognitively impaired.

14. DISASTER AND EMERGENCY PREPAREDNESS

14.2 Employee Training

The facility must train all employees in emergency procedures when they begin to work in the facility, periodically review the procedures with existing staff, and carry out unannounced staff drills using those procedures. Procedures shall include:

(a) At least an annual review of the facility disaster plan;

(b) Periodic staff instruction in disaster drills and information updates;

(c) Quarterly staff fire drills for all shifts; and

(d) Maintenance of written records and evaluations of all drills.