

1 10A NCAC 13B .1918 is proposed for reoption with substantive changes as follows:

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3 **10A NCAC 13B .1918 TRAINING**

4 (a) A licensed facility shall provide ~~for all~~ patient or resident care employees a planned orientation and continuing  
5 education program emphasizing patient or resident assessment and planning, activities of daily living, personal  
6 grooming, rehabilitative nursing or restorative care, other patient or resident care policies and procedures, patients'  
7 rights, and staff performance expectations. Attendance and subject matter covered shall be documented for each  
8 ~~session~~ session, retained in accordance with policy established by the facility, and available for licensure inspections.

9 (b) The administrator shall assure that ~~each employee is~~ employees are oriented within the first week of employment  
10 to the facility's philosophy and goals.

11 (c) ~~Each employee~~ Employees shall have specific on-the-job training as necessary ~~for the employee to properly~~  
12 perform ~~his~~ their individual job assignment.

13 (d) Unless otherwise prohibited, a nurse aide trainee may be employed to perform the duties of a nurse aide for a  
14 period of time not to exceed four months. During this period of time the nurse aide trainee shall be permitted to  
15 perform only those tasks ~~for which minimum acceptable~~ that competence has been demonstrated and documented on  
16 a skills check-off record. ~~Job applicants for nurse aide positions who were formerly qualified nurse aides but have not~~  
17 ~~been gainfully employed as such for a period of 24 consecutive months or more shall be employed only as nurse aide~~  
18 ~~trainees and must re-qualify as nurse aides within four months of hire by successfully passing an approved competency~~  
19 ~~evaluation. Any individual, nursing home, or education facility may offer Department approved vocational education~~  
20 ~~for nursing home nurse aides. An accurate record~~ Nurse aide I shall meet the training and competency evaluation  
21 standards in 10A NCAC 130 .0301, incorporated herein by reference including subsequent amendments and editions.  
22 A record of nurse aide qualifications shall be maintained for each nurse aide used by a facility and shall be retained in  
23 the general personnel files of the facility, facility in accordance with policy established by the facility.

24 (e) ~~The curriculum content required for nurse aide education programs shall be subject to approval by the Division~~  
25 ~~of Health Service Regulation and shall include, as a minimum, basic nursing skills, personal care skills, cognitive,~~  
26 ~~behavioral and social care, basic restorative services, and patients' rights. Successful course completion shall be~~  
27 ~~determined by passing a competency evaluation test. The minimum number of course hours shall be 75 of which at~~  
28 ~~least 20 hours shall be classroom and at least 40 hours of supervised practical experience. The initial orientation to the~~  
29 facility shall be exclusive of the 75 hour training program. Competency evaluation shall be conducted in each of the  
30 following areas:

- 31 (1) Observation and documentation,  
32 (2) Basic nursing skills,  
33 (3) Personal care skills,  
34 (4) Mental health and social service needs,  
35 (5) Basic restorative services, and  
36 (6) Residents' Rights.

1 ~~(f) Successful course completion and skill competency shall be determined by competency evaluation approved by~~  
2 ~~the Department. Commencing July 1, 1989, nurse aides who had formerly been fully qualified under nurse aide~~  
3 ~~training requirements may re-establish their qualifications by successfully passing a competency evaluation test.~~

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5 *History Note: Filed as a Temporary Rule Eff. October 1, 1990 For a Period of 142 Days to Expire on February*  
6 *28, 1991;*

7 *Authority G.S. 131E-79; 42 U.S.C. 1396 r (b)(5);*

8 *Eff. February 1, 1986;*

9 *Amended Eff. March 1, 1991; March 1, ~~1990~~ 1990;*

10 *Readopted Eff. April 1, 2020.*