

10A NCAC 13B .1918 TRAINING

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

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

(c) Employees shall have specific on-the-job training as necessary to perform their individual job assignment.

(d) A nurse aide trainee may be employed to perform the duties of a nurse aide for a period of time not to exceed four months. During this period of time the nurse aide trainee shall be permitted to perform only those tasks that competence has been demonstrated and documented on the record. Nurse aide I shall meet the training and competency evaluation standards in 10A NCAC 13O .0301, incorporated herein by reference including subsequent amendments and editions. A record of nurse aide qualifications shall be maintained for each nurse aide used by a facility and shall be retained in the general personnel files of the facility in accordance with policy established by the facility.

(e) The initial orientation to the facility shall be exclusive of the Nurse Aide I training program. Competency evaluation shall be conducted in each of the following areas:

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

*History Note: Authority G.S. 131E-79; 42 U.S.C. 1396 r (b)(5);
Eff. February 1, 1986;
Temporary Rule Eff. October 1, 1990 For a Period of 142 Days to Expire on February 28, 1991;
Amended Eff. March 1, 1991; March 1, 1990;
Readopted Eff. April 1, 2020.*