

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF HUMAN SERVICES
BUREAU OF HUMAN SERVICES LICENSING
Assisted Living Residences (55 Pa.Code Chapter 2800)

Q/A - Regulatory Clarifications – November 2014

The clarifications and interpretations below will remain on the Department's web site until the information is included in the next updated Regulatory Compliance Guide (RCG).

Regulation: § 2800.65(g) – Staff Orientation and Direct Care Staff Person Training and Orientation

(g) Direct care staff persons may not provide unsupervised assisted living services until completion of 18 hours of training in the following areas:

- (1) Training that includes a demonstration of job duties, followed by supervised practice.*
- (2) Successful completion and passing the Department-approved direct care training course and passing of the competency test.*
- (3) Initial direct care staff person training to include the following:*
 - (i) Safe management techniques.*
 - (ii) Assisting with ADLs and IADLs.*
 - (iii) Personal hygiene.*
 - (iv) Care of residents with mental illness, neurological impairments, mental retardation and other mental disabilities.*
 - (v) The normal aging-cognitive, psychological and functional abilities of individuals who are older.*
 - (vi) Implementation of the initial assessment, annual assessment and support plan.*
 - (vii) Nutrition, food handling and sanitation.*
 - (viii) Recreation, socialization, community resources, social services and activities in the community.*
 - (ix) Gerontology.*
 - (x) Staff person supervision, if applicable.*
 - (xi) Care and needs of residents with special emphasis on the residents being served in the residence.*
 - (xii) Safety management and hazard prevention.*
 - (xiii) Universal precautions.*
 - (xiv) The requirements of this chapter.*
 - (xv) The signs and symptoms of infections and infection control.*
 - (xvi) Care for individuals with mobility needs, such as prevention of decubitus ulcers, incontinence, malnutrition and dehydration, if applicable to the residents served in the residence.*
 - (xvii) Behavioral management techniques.*
 - (xviii) Understanding of the resident's assessment and how to implement the resident's support plan.*
 - (xix) Person-centered care and aging in place.*

Question: Are licensed staff (such as CNAs, LPNs, RNs; etc.) required to complete the training as defined at § 2800.65(g)?

ANSWER: No. Certified Nurse Assistants (CNAs), Licensed Practical Nurses (LPNs), and Registered Nurses (RNs) who have certificates or licenses in good standing are exempt from this requirement.

This information will be included in the new ALR RCG once it is finalized and released.