



Temporary Nurse Aide Training Program

Training and Certification of Nurse Aides.

To assist in potential staffing shortages caused by the COVID-19 pandemic, the Centers for Medicare and Medicaid Services (CMS) has issued a blanket waiver of the requirements at 42 CFR 483.35(d) (with the exception of 42 CFR 483.35(d)(1)(i)), which prohibits a nursing care facility from employing anyone for longer than four months unless they meet the training and certification requirements in subsection (d). These waivers were issued under the authority of the federal emergency declaration dated March 13, 2020.

However, to ensure the health and safety of nursing home residents, CMS has not waived §483.35(d)(1)(i), which prohibits a facility from employing any individual as a nurse aide for more than four months, **on a full-time basis**, unless that individual is competent to provide nursing and nursing-related services. Note that § 483.35(c) has also not been waived. The facility must continue to ensure that nurse aides are able to demonstrate competency in skills and techniques necessary to care for residents' needs, as identified through resident assessments and described in the plan of care.

CMS indicated that **anyone can be hired to perform nurse aide work**. An individual does not need to be on the registry or have taken a nurse aide training program. Since CMS has waived §483.35(d) with the exception of §483.35(d)(1)(i), completion of a training and competency evaluation program and registry are not required while this waiver remains in place. The federal waiver still requires the facility to ensure skill competency for nurse aides.

- Individuals seeking to be hired as nurse aides should complete the 8-hour online training by the American Health Care Association (AHCA) or a comparable program, and successfully pass the 50-question test (correctly answering at least 40 out of 50 questions). There is a competency skill list on the AHCA website and the training is free. Information can be found on the [AHCA website](#).
- Any individuals who were trained or in midst of training and have not yet tested may continue to be employed beyond the 120 days.
- Student nurses are permitted to work as aides if they provide a document to the potential employer showing evidence of completion of any nursing school course work.
- 28 Pa Code 201.20(b) requires the facility to provide an employee with appropriate orientation to the facility, the facility's policies, the position and the duties of the position. The orientation must include training on the prevention of resident abuse and the reporting of abuse.

NOTE: The facility must track any nurse aides that are employed based on the guidance above during the COVID-19 pandemic and be prepared to provide the documentation to the Department, if requested.

TEMPORARY NURSE AIDE

AHCA NCAL
AMERICAN HEALTH CARE ASSOCIATION NATIONAL CENTER FOR NURSING LIVING
IMPROVING LIVES by DELIVERING
SOLUTIONS for QUALITY CARE

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This course is free and was designed to meet the critical staff shortages occurring as a result of COVID-19.

This 8-hour online training, in combination with the on-site training you will get at the facility where you are hired, will prepare you to work as a Temporary Nurse Aide, a temporary position intended to address the current state of emergency.

Currently, the 8-hour training program meets standards in these states:

Delaware, Indiana, Iowa, Nebraska, New Jersey, New York, and West Virginia

Additional training or other actions may be required in these states:

Alabama, District of Columbia, Georgia, Kansas, Mississippi, South Carolina and Tennessee

If your state is not listed above, check back often as more states are being added to the list weekly. You may also contact your [state health care association](#) for additional information about your state's requirements. Find your state health care association [here](#).

What Does a Temporary Nurse Aide Do?

The Temporary Nurse Aide will help to provide aspects of resident care that include:

- Activities of Daily Living
 - Bathing
 - Oral Care
 - Grooming - Shaving and Nail Care
 - Dressing and Undressing
- Infection Control and Prevention
- Positioning, Moving, and Restorative Care
- Nutrition and Elimination
- Comfort Care and End of Life Care

DISCLAIMER: AHCA/NCAL has created these courses to assist providers to recruit and train temporary staff during the national emergency caused by the coronavirus pandemic. While the federal government has issued a blanket waiver for such temporary nurse aides, state requirements may need to be waived to permit individuals under this training program in your location. Employers should check with their state survey agencies and their state occupational licensing agencies, where applicable, to ensure individuals trained under this program are permitted to assist with care in your location.