

The North Carolina Nurse Aide

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§ 131E-255. Nurse Aide Registry

- (a) Pursuant to 42 U.S.C. § 1395i-3(e) and 42 U.S.C. § 1396r(e), the Department shall establish and maintain a registry containing the names of all nurse aides working in nursing facilities in North Carolina. The Department shall include in the nurse aide registry any findings by the Department of neglect of a resident in a nursing facility or abuse of a resident in a nursing facility or misappropriation of the property of a resident in a nursing facility by a nurse aide.

Overview

- Nurse aide is federally defined – Any individual providing nursing or nursing-related services to residents in a facility who is not a licensed health professional, a registered dietitian, or someone who volunteers to provide such services without pay. *42CFR483.75(e)*
- Other names used among various groups include CNA, certified nurse aide, nursing assistant.
- Nurse aides must hold a current listing on the NC Nurse Aide I Registry.

NC and Federal Requirements for Nurse Aide I Registry Listing

- Successfully complete either a state-approved Nurse Aide I Training and Competency Evaluation Program or a state-approved Nurse Aide Competency Evaluation Program (*42 CFR 483 Subpart B 483.75(e); 42 CFR 483 Subpart D 483.150-158*)
- May renew by working a minimum of 8 hours during every 24 months as long as the work is 1) for pay, 2) as a nurse aide, and 3) supervised by a registered nurse
- Active Nurse Aides FY 08-09 - **110,726**

Registry Verifications

- Before allowing an individual to serve as a nurse aide, a skilled nursing facility must receive registry verification that the individual has met competency evaluation requirements.

42 CFR 483, Subpart B 483.75, 42 CFR 483.13 (c)(1)(ii)(B)

- Verification confirmations given in
FY 08-09 – **650,279**

Federal Requirements for Nurse Aide I Training (NAT) Programs

42CFR483.151-152

- State must review and approve or disapprove NAT programs upon request
- State must withdraw programs that do not meet applicable requirements
- Approval good for 2 years

Federally Required Content for Nurse Aide I Training Programs

- Communication skills, infection control, safety/emergency procedures
- Promoting residents' independence and rights
- Basics nursing skills
- Personal care skills
- Mental health and social service needs
- Care of cognitively impaired residents
- Basic restorative services

Nurse Aide I Model Curriculum

- Developed in 1997 by DHSR in response to the federal regulations
- Updated in 2002; continued to reflect federal requirements, updated skills/procedures
- Research and stakeholder feedback began in 2009 to prepare for next revision

Representatives from the following stakeholder groups were involved in curriculum development:

- NC State Board of Nursing
- Nurse Aide Registry & Certification Sections of the Division of Health Service Regulation
- NC Health Care Facilities Association
- Beverly Enterprises - Star Mount Villa
- Mayview Convalescent Center
- NC Association for Home Care, Inc.
- NC Nurses Association
- NC Community College System Office
- NC Hospital Association

North Carolina State-approved Nurse Aide I Training Programs:

- Include all content required by federal government.
- Follow extensive curriculum developed by North Carolina or follow the North Carolina curricular requirements (*www.ncnar.org*).
- Require student proficiency in 69 skills.

NC state-approved* programs follow or exceed federal requirements:

Federal Curricular Hourly Requirements for Nurse Aide I Training	State-Approved Program Averages (data sampled)
Minimum Total - 75 Requirement includes at least 16 hours of supervised practical training (simulated lab or clinical experience)	Average Total – 142 Average hours supervised simulated lab – 48 Average hours of clinical experience - 43

*includes community college,
licensed proprietary schools,
hospitals & nursing facilities

Other Training Programs

Type	Content	Hours	Average Training Cost
Nurse Aide I Refresher courses (<i>taught at community colleges and licensed proprietary schools</i>)	Reviews basic nurse aide knowledge and skills (for previously listed aides & out-of-state aides)	Varies – approximately 27 hours	\$150 (plus books + various fees)
NC Schools of Nursing (<i>Memorandum of Understanding between NC Board of Nursing (BON) and NC Division of Health Service Regulation</i>)	Covers state curriculum within nursing courses	Point which approved school's curriculum meets all federal and state requirements for Nurse Aide I training	No additional cost to enrollees
NC Public High Schools (<i>Memorandum of Understanding between NC Department of Public Instruction and NC Division of Health Service Regulation</i>)	Covers state curriculum within health science courses	180-360 (40 clinical hours)	Free to enrollees
Non-approved, unlicensed, private classes/courses & schools	Varies, no minimum classroom content; anecdotal information reveals “test prep” type classes focusing on 25 testing skills rather than content/skills required in state-approved training	Varies, no minimum; anecdotal information reveals range of a few hours to one day to several classes; many known as “fast track” classes	Anecdotal information reveals \$200 - \$800, depending on length of class

Types and Numbers of State-approved NA I Training Programs

School type	Number of State approved programs
High Schools	212
Community Colleges	162
Schools of Nursing	110
Proprietary Schools	20
Nursing Homes	12
Mental Health-State	3
Adult Care Homes	1
Hospitals	0

Federal Requirements for Competency Evaluation

(42CFR483.154)

- Choice of written or oral exam
- All course requirements in 42CFR483.152 addressed
- Demonstration of randomly drawn skills
- Skills performed in a lab setting comparable to setting of aide employment
- Evaluator is an RN with experience caring for elderly or chronically ill of any age
- Individual has 3 chances to take the exam

North Carolina Competency Evaluation Guidelines include:

- All federal guidelines/requirements.
- Required training or re-training in a state-approved program for any tester failing competency evaluation three times, before re-testing a fourth time.

NC Nurse Aide Competency Exam

- Administered by Pearson VUE, a nationally and internationally recognized leading provider of assessment services to regulatory agencies and national associations
- Uses the ***National Nurse Aide Assessment Program (NNAAP)***, developed and owned by the National Council of State Boards of Nursing, Inc.

NNAAP Exam

- National exam which measures minimal competence of entry-level nurse aides in their knowledge, skills, and abilities
- Written (also available as oral English and oral Spanish) and skills (performance) component
- Skills component: candidates must successfully complete five (5) randomly selected skills within 30 minutes
- Candidate cost to take exam - \$96
- Exam is legally defensible
- Candidates who fail three times are required to complete state-approved training in order to continue testing
- Number of tests administered FY 2008-09 – **23,829**
(number includes repeaters)

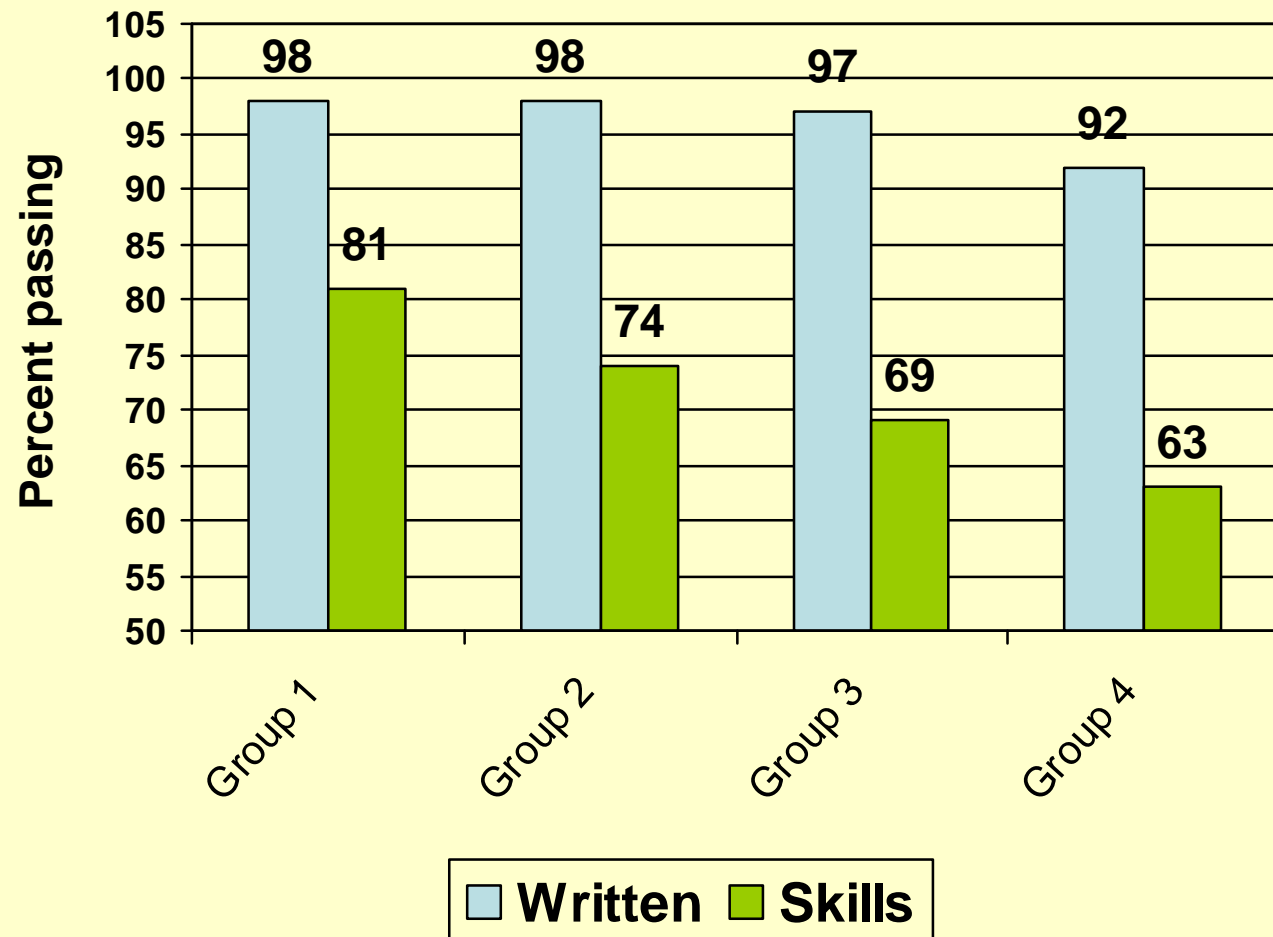
Passing Rates Percentages (%) by Type Tested (6/1/08 – 12/31/09)

Group 1: State-
approved training

Group 2:
Refreshers

Group 3: MOU
Schools (HS/SON)

Group 4: Test-out/
Non-approved
training



Federal Requirements for Nurse Aide Inservice Training

- The skilled care facility must complete a performance review of every nurse aide at least once every 12 months, and must provide regular inservice education based on the outcome of these reviews.
- The inservice training must be sufficient to ensure the continuing competence of nurse aides, but must be no less than 12 hours per year and based on performance review and special needs of residents. *42CFR483(e)(8)*

In response to the federal regulations, the agency developed Continuing Education Modules to assist facilities in meeting the inservice requirements.

Topics include:

- A More Empathic You
- Advanced Communication
- Being Part of a Team
- Fecal Impaction and Hydration
- Infection Control
- Me, Myself and I
- Prevention of pressure ulcers
- Principles of Adult Learning

The agency continues to work collaboratively with numerous professional and industry stakeholders:

- North Carolina Board of Nursing
- National Council for State Boards of Nursing
- NC Division of Aging
- Direct Care Workers Association
- NC-NOVA
- NC Department of Public Instruction
- NC Community College System Offices of Proprietary Schools & Continuing Education
- NC Health Care Facilities Association

Nurse Aides - Supply & Demand

(Bureau of Labor Statistics, US Department of Labor - http://www.projectionscentral.com/lt_search.aspx)

<i>*Note: in NC, the majority of Home Health Aides, Personal and Home Care Aides are also Nurse Aides</i>	2006 employment	2016 projections	Demand (number needed)	Percent change
Nurse Aides	21,780	28,360	6,580	30%
Home Health Aides	72,130	99,990	27,860	39%
Personal & Home Care Aides	18,350	32,250	13,900	76%
Totals	112,260	160,600	48,340	43%

Nurse Aide I Employment Breakdown Report

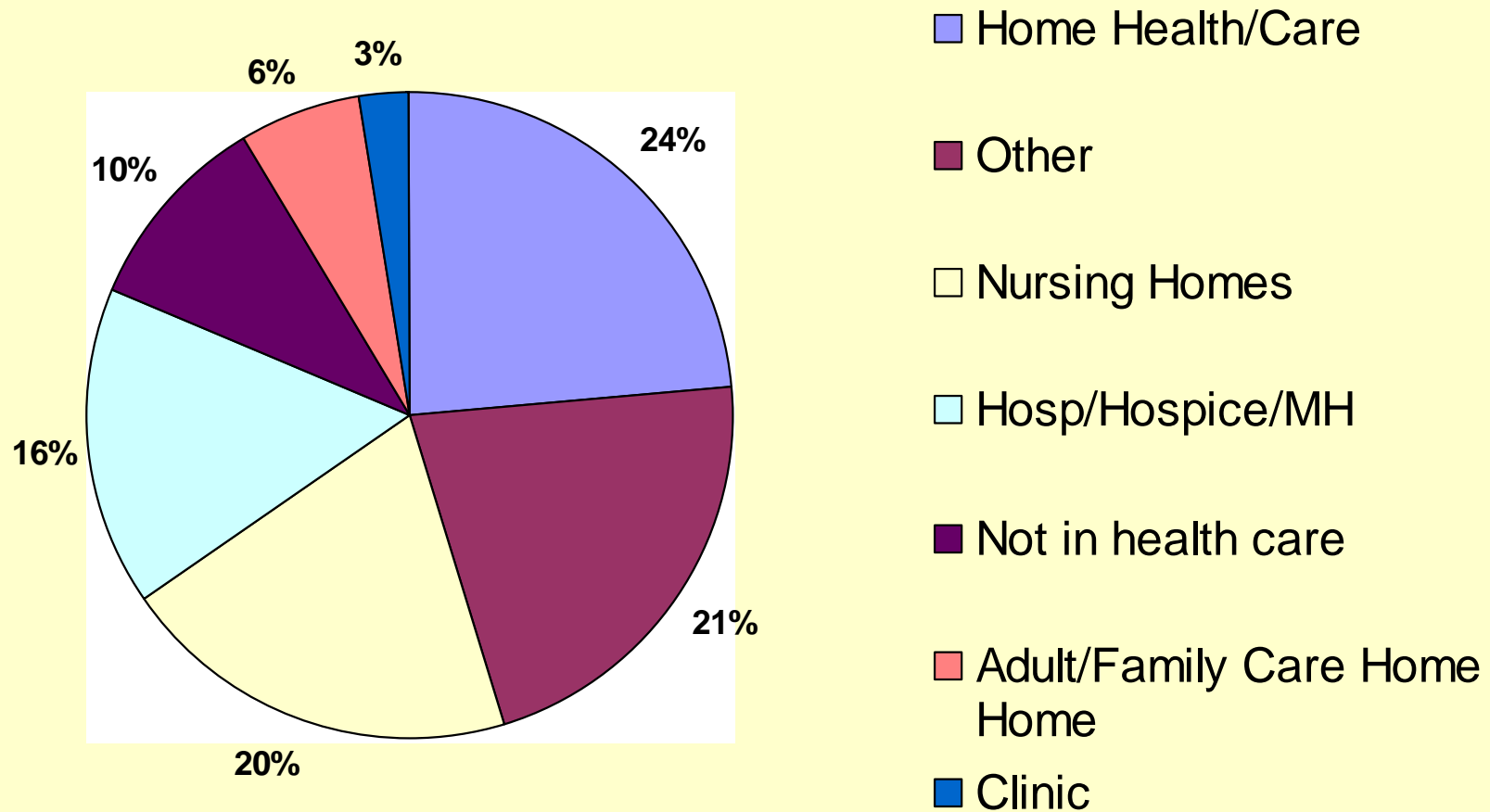
Source: DHSR/Center for Aide Regulation and Education

2/10/10

Employment Setting	Number Employed	%
Home Health/Home Care (includes nursing pools)	26524	24%
Other*	23909	21%
Nursing Homes	22432	20%
Hospital/Hospice/Mental Health	18060	15%
Not employed in health care	11097	10%
Adult/Family Care Home	6739	6%
Clinics (health dept, health clinics, MD offices and dialysis centers)	2933	3%
TOTAL	111694	

*Other includes categories such as private duty, military/VA facilities, schools, Native American Indian Reservations, adult daycare, cardiac rehab & ambulatory surgery

Employment Settings for Nurse Aide I



Source: Employment Breakdown
Report, Center for Aide
Regulation and Education

Duties for Nurse Aide I

Job duties approved by the Board of Nursing include, but are not limited to, basic nursing tasks within the following categories:

- Personal Care (Activities of Daily Living)
- Body Mechanics
- Nutrition
- Elimination
- Safety
- Special Procedures

The Registered Nurse is ultimately responsible for determining competence of the aide before delegating nursing or nursing-related tasks.

Expanded Role of the Nurse Aide I in North Carolina

Type	Listing Requirements	Duties (<i>requires RN supervision</i>)	Number Active
Medication Aide	<ul style="list-style-type: none"> • 24-hour Board of Nursing (BON) approved course • State Med Aide Exam 	Performs technical aspects of medication administration for certain types of medicines	1889 (2/12/09)
Geriatric Aide (began in 2009)	<ul style="list-style-type: none"> • State-approved Geriatric Aide course • Must be listed on Nurse Aide I Registry 	Learn new concepts to help older adults: dementia/challenging behaviors, death/dying, stress management	22 (2/12/09)
Nurse Aide II (managed by BON))	<ul style="list-style-type: none"> • Must be listed on Nurse Aide I Registry • BON approved course • No substantiated findings • Fee 	Performs more complex nursing skills emphasizing sterile technique in elimination, oxygenation, nutrition	17,183 (2/12/09)

Health Care Personnel Registry Law

- Investigations of unlicensed health care workers began in 1992 with the investigations of nurse aides working in nursing homes in the areas of abuse, neglect, and misappropriation of property of nursing home residents - result of federal nursing home reform legislation (OBRA).
- *GS 131E-256* expanded investigations & “findings” of the Nurse Aide I Registry; expanded types of reportable allegations and health care facilities reporting allegations and required names of individuals under investigation for any reportable allegation to be listed on the registry.
- In 1998, 1999, 2000, and 2008, expansions of the HCPR law increased the types of unlicensed health care personnel reported and the types of health care facilities that must report allegations.
- “Health care personnel” was defined as any unlicensed staff of a health care facility that has direct access to residents, clients, or their property.
- Facilities must access the registry before hiring unlicensed staff. Most facilities, by rule, are prohibited from hiring individuals who have findings.

The Health Care Personnel Registry contains information about unlicensed health care workers for any of the following allegations:

- Resident abuse
- Resident neglect
- Misappropriation of property (from a resident or facility)
- Diversion of resident or facility drugs
- Fraud against a resident or facility

The following types of facilities are required to report allegations:

- Adult Care Homes
- Hospitals
- Home Care Agencies
- Nursing Pools
- Hospices
- Nursing Facilities
- State-Operated Facilities
- Licensable Facilities for mentally ill, developmentally disabled, and substance abusers
- Multiunit Assisted Housing with Services
- Community-Based Providers of Services for the mentally ill, developmentally disabled, and substance abusers
- Agencies providing in-home aide services funded through the Home and Community Care Block Grant Program

Pending Allegations and Substantiated Findings on the Health Care Personnel Registry

As of June 30, 2009	Pending Allegations	Substantiated Findings
Total Number	506	4,709
Total Individuals	367	3,491

For additional information go to
agency's website for the Center for
Aide Regulation and Education at
www.ncnar.org

