

IN-SERVICES 101 FOR NURSING HOME EMPLOYMENT

In-service requirements are addressed in Florida Statutes (F.S.), the Florida Administrative Code (F.A.C.) and the Code of Federal Regulations (CFR). This table **does not** address continuing education requirements of individual professional licensees; those additional requirements must be obtained from the various professional Boards. For example, the 2-hour Medical Error training mandated in 2001 is not listed here because it is part of Chapter 456, F.S. and is a requirement for the renewal of certain health care licenses. Similarly, the new biennium requirements for CNAs are not listed here because those support continued certification and is not the direct responsibility of the employers.

This table is provided as a guide to FHCA members, but does not substitute for facility review of the statutes, rules, and code which contain more specific information.

Applies to:	In Service Topic	When	Special Provisions
Employees who are exposed to hazardous chemicals in their work area 29 CFR 1910.1200, Appendix E	Training and Information Program regarding Hazardous Chemicals	Prior to initial assignment to work with a hazardous chemical, and whenever the hazard changes	See <i>Chemical Hazard Communication</i> , OSHA Pub. 3084 for more information.
Employees 42 CFR 483.74(e)	Abuse Prohibition Practices	Through orientation and ongoing sessions	
All Employees 59A-4.106 (5)(c), FAC	Prevention and Control of Infection	Annually	
All Employees 59A-4.106 (5)(c), FAC	Fire prevention, life safety, and disaster preparedness	Annually	
All Employees 59A-4.106 (5)(c), FAC	Accident prevention and safety awareness	Annually	
All Employees 59A-4.106 (5)(c), FAC	Resident's Rights (see also 400.022, Florida Statutes)	Annually	

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All Employees 59A-4.106 (5)(c), FAC	Federal Law 42 CFR 483, Chapter 400 Part II F.S., and 59A-4, FAC	Annually	
All Employees 59A-4.106 (5)(c), FAC 381.0035 F.S.	1 Hour HIV/AIDS	One time, and is transferable with individual so does not have to be repeated if evidence exists	Does not apply to an employee who is subject to the requirements of s. 456.033, F.S. (i.e. nurses; these persons get the training through their Board CE requirements.)
All Employees 400.1755 F.S.	Basic written information, in a language employee understands, about interacting with persons with Alzheimers disease or a related disorder	Upon hire; survey guidelines state within three days of start date	
Direct contact employees (see 400.1755 F.S. for complete definition)	1 hour of Alzheimer's training An overview of dementia; Basic skills in communicating with persons with dementia	Completed within the first 3 months after beginning employment	For a licensed health care practitioner as defined in 456.001, continuing education hours taken as required by that licensing board shall be counted toward this requirement
Direct care employees (see 400.1755 F.S. for complete definition)	3 hours of additional Alzheimer's training Managing problem behaviors; Promoting resident's independence in activities of daily living; Skills in working with families and caregivers	Completed within the first 9 months after beginning employment	For a licensed health care practitioner as defined in 456.001, continuing education hours taken as required by that licensing board shall be counted toward this requirement
All Nonphysician Employees 400.147(1)(e) F.S.	Education and training in risk management and risk prevention	Initial orientation	

Applies to:	In Service Topic	When	Special Provisions
Nonphysician Employees working in clinical areas and providing resident care 400.147(1)(e) F.S.	Education and training in risk management and risk prevention	At least 1 hour annually	
Certified Nursing Assistant 464.203 (7) F.S. 400.211 (4) F.S.	12 Hours of in-service education When employed by a nursing home for a 12-month period or longer, the in-service training will include at a minimum: <ul style="list-style-type: none"> •Techniques for assisting with eating and proper feeding; •Principles of adequate nutrition and hydration; •Techniques for assisting and responding to the cognitively impaired resident or the resident with difficult behaviors; •Techniques for caring for the resident at the end-of-life; and •Recognizing changes that place a resident at risk for pressure ulcers and falls; and •Address areas of weakness as determined in performance reviews and may address the special needs of the residents 	In-service training will be calculated using anniversary year	