

## State

- Department heads must attend a minimum of 10 contact hours annually.
- Activity Coordinator must attend at least 10 contact hours annually which relate to activity programming.
- In-services provided to ensure that all employees are knowledgeable of the emergency plan.
- Ongoing and documented staff training on individualized health care planning for persons with mental illness (when admitting residents with disturbing or dangerous behaviors).
- CCDI:
  - ◊ Upon assignment to the unit or nursing home within 30 days including at least 6 hours on specific topics included in Chapter 58.54(6)a(1-9).
  - ◊ Nurses, C.N.As, C.M.A., Social Services, House-keeping, and activities shall have a minimum of 6 hours annually on needs of CCDI residents.
- Dependent Adult Abuse—2 hours of training within the first 6 months of hire and every 3 years after.

## Miscellaneous

- Training for each employee with occupational exposure to bloodborne pathogens:
  - ◊ At the time of initial assignment.
  - ◊ At least annually thereafter, completed within one year of previous training.
  - ◊ New training when modification of tasks or procedures, which can be limited to addressing the new task.
- Emergency Preparedness Plan Training (E037)
  - ◊ Initial training on policies and procedures for new staff consistent with their expected roles.
  - ◊ Training at least annually and when the plan is significantly updated.
  - ◊ Documentation must be maintained.
  - ◊ Staff should demonstrate knowledge of the plan and procedures.

## Federal

- F607—Training on prohibiting and preventing all forms of abuse (cross-reference F943)
- F609—In-service training for covered individuals to ensure they understand reporting requirements for reporting suspicion of crimes.
- F726—Nursing staff must demonstrate competencies in accordance with the facility assessment. At a minimum this must include resident rights, person centered care, communication, basic nursing skills, identification of change in condition, cultural competencies, basic restorative services, skin and wound care, medication management, pain management, and infection control.
- F730—Complete a performance review on every nurse aide at least once every 12 months and provide regular in-service education based on the outcome of the review.
- F741—Must complete training and competencies for residents with mental and psychosocial disorders.
- F838—Training and competencies must be included in the facility assessment based on the resident population served.
- F940—Must develop, implement, and maintain an effective training program for all new and existing staff, individuals providing services under contract, and volunteers consistent with their expected roles. Determine the amount and types of training necessary based on the facility assessment.
  - ◊ F941—Communication for direct care staff.
  - ◊ F942—Resident rights for all staff.
  - ◊ F943—Abuse, neglect, and exploitation for all staff.
  - ◊ F944—QAPI for all staff.
  - ◊ F945—Infection control for all staff.
  - ◊ F946—Compliance and ethics for all staff.
  - ◊ F947—Nurse aides must have no less than 12 hours of training per year. \*must be based on anniversary date.
  - ◊ F948—Paid feeding assistant training (only if utilize paid feeding assistants).
  - ◊ F949—Behavioral health

Resources retrieved 3.9.23:

Iowa Administrative Rules [481-58](#)

Iowa Administrative Code [235B.16](#)

CMS—[Appendix Z](#)

OSHA Bloodborne Pathogens Standard [1910.1030](#)

[Appendix PP](#) of State Operations Manual