



GEORGIA REGULATIONS FOR CAREGIVER TRAINING IN HOME CARE, HOME HEALTH, HOSPICE, & ASSISTED LIVING



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IMPORTANT:

The clinical team at In the Know strives to provide accurate information about training requirements. However, state regulations can change frequently, and the exact information is often difficult to find and decipher. To complicate matters, each state surveyor may interpret regulations differently, making satisfactory implementation challenging. Please use this guide as an informal tool to help you maintain compliance. It is not a substitute for official communication or publication by your state licensing department or your accrediting agency.

Training requirements for:

PRIVATE HOME CARE PCA

GEORGIA REGULATION:

[Georgia DCH Private Home Care Provider Licensure Packet](#)

INITIAL TRAINING:

Any PCA hired after the effective date of these rules (2013) shall have the following training and/or experience:

1. Successful completion of a nurse aide training and competency evaluation program pursuant to the requirements of 42 CFR Part 483, Subpart D, as revised or recodified, if applicable; **OR**
2. Successful completion of a competency examination for nurse aides recognized by the department; **OR**
3. Successful completion of a health care or personal care credentialing program recognized and approved by the department; **OR**
4. Successful completion or progress in the completion of a **40 hour training program provided by a private home care provider**, which addresses at least the following areas:

GEORGIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
Ambulation and transfer of clients, including positioning;	<ul style="list-style-type: none"> • Performing Safe Transfers • Preventing Pressure Ulcers • Helping Clients with Mobility
Assistance with bathing, toileting, grooming, shaving, dental care, dressing, and eating;	<ul style="list-style-type: none"> • Activities of Daily Living (ADLs) • Toileting Tips • Bathing Tips • Dressing and Grooming Tips • Feeding Your Clients
Basic first aide and CPR;	<ul style="list-style-type: none"> • Provided by American Heart Association or Red Cross
Caring for clients with special conditions and needs so long as the services are within the scope of the tasks authorized to be performed by demonstration;	<ul style="list-style-type: none"> • In the Know has dozens of courses that fulfill this requirement.
Home management;	<ul style="list-style-type: none"> • Housekeeping Basics
Home safety and sanitation;	<ul style="list-style-type: none"> • Home Care Safety Tips
Infection control in the home;	<ul style="list-style-type: none"> • Infection Control in Home Care
Medically related activities to include the taking of vital signs;	<ul style="list-style-type: none"> • A Vital Sign Update
Proper nutrition.	<ul style="list-style-type: none"> • Basic Nutrition & Hydration

PLEASE NOTE: A training program as described in option #4 must be conducted under the direction of a licensed registered professional nurse, or a health care professional with commensurate education and experience. **Twenty hours of the program must be completed by the employee prior to serving clients and the additional twenty hours must be completed within six months of the date the training initially began.** No PCA shall be assigned to perform a task for which training has not been completed and competency has not been determined.

Training requirements for:

PRIVATE HOME CARE SITTER OR COMPANION

GEORGIA REGULATION:

[Georgia DCH Private Home Care Provider Licensure Packet](#)

COMPANIONS OR SITTERS:

Any PCA hired after the effective date of these rules (2013) shall have the following training and/or experience:

- I. successful completion of a nurse aide training and competency evaluation program pursuant to the requirements of 42 CFR Part 483, Subpart D, as revised or recodified, if applicable; **OR**
- II. successful completion of a competency examination for nurse aides recognized by the department; **OR**
- III. successful completion of a health care or personal care credentialing program recognized and approved by the department; **OR**
- IV. successful completion or progress in the completion of a 40 hour training program provided by a private home care provider, which addresses at least the following areas:

GEORGIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
Understanding the needs and characteristics of elderly, handicapped, or convalescing individuals;	<ul style="list-style-type: none"> • The Normal Aging Process • Nutrition for the Elderly • Emotional Losses in the Elderly • Working with Clients Who Have Intellectual Disabilities • Using Assistive Devices • Understanding Restorative Care
Meal preparation and serving;	<ul style="list-style-type: none"> • Food Preparation & Safety
Transportation and escort services;	<ul style="list-style-type: none"> • Transportation Safety
Housekeeping to include sanitation;	<ul style="list-style-type: none"> • Housekeeping Basics
Home safety;	<ul style="list-style-type: none"> • Home Care Safety Tips
Handling medical emergencies in the home;	<ul style="list-style-type: none"> • Basic First Aid Tips
Infection control	<ul style="list-style-type: none"> • Infection Control in Home Care

ONGOING TRAINING FOR ALL EMPLOYEES:

Additional training consisting of a minimum of **eight clock hours of training or instruction shall be provided annually** for each employee after the first year of employment. Such training or instruction shall be in subjects that relate to the employee's assigned duties and responsibilities.

Training requirements for:

HOME HEALTH CARE AIDE

GEORGIA REGULATION:

[Georgia DCH Home Health Agency Application Packet](#)

INITIAL TRAINING:

Home Health Agencies in Georgia must use individuals who meet the personnel qualifications specified in §484.4 for "home health aide." The aide training program must address each of the following subject areas through **classroom and supervised practical training totaling at least 75 hours, with at least 16 hours devoted to supervised practical training:**

REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
Communications skills.	Special Communication Needs
Observation, reporting and documentation of patient status and the care or service furnished.	Reporting & Documenting Client Care
Reading and recording temperature, pulse, and respiration.	A Vital Signs Update
Basic infection control procedures.	Infection Control in Home Care
Basic elements of body functioning and changes in body function that must be reported to an aide's supervisor.	Recognizing and Reporting Abnormal Observations
Maintenance of a clean, safe, and healthy environment.	Home Care Safety Tips Housekeeping Basics
Recognizing emergencies and knowledge of emergency procedures.	Basic First Aid Tips Disaster Planning Fire Prevention & Safety
The physical, emotional, and developmental needs of and ways to work with the populations served by the HHA, including the need for respect for the patient, his or her privacy and his or her property.	Client-Centered Care
Appropriate and safe techniques in personal hygiene and grooming that include: Bed bath, Sponge, tub, or shower bath, Shampoo, sink, tub, or bed, Nail and skin care, Oral hygiene, Toileting and elimination, Safe transfer techniques and ambulation, Normal range of motion and positioning, Adequate nutrition and fluid intake.	Activities of Daily Living (ADLs) Toileting Tips Bathing Tips Dressing and Grooming Tips Performing Mouth Care Performing Safe Transfers Passive and Active Range of Motion Basic Nutrition & Hydration
Any other task that the Home Health Agency may choose to have the home health aide perform.	In the Know has dozens of course to choose from to meet additional HHA training needs.

ONGOING TRAINING:

The home health aide must receive at least 12 hours of in-service training during each 12 month period. The in-service training may be furnished while the aide is furnishing care to the patient.

Training requirements for:
HOSPICE AIDE WORKERS

GEORGIA REGULATION:

[State of Georgia Hospice Rules](#)

A personal care aide-training program provided by the hospice shall be conducted through classroom and supervised practical training totaling at least 75 hours. At least 16 of the 75 hours of training shall be devoted to supervised practical training. The personal care aide-training program shall address each of the following subject areas:

REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
Communications skills.	Special Communication Needs
Observation, reporting and documentation of patient status and the care or service furnished.	Reporting & Documenting Client Care
Reading and recording temperature, pulse, and respiration.	A Vital Signs Update
Basic infection control procedures.	Infection Control in Home Care
Basic elements of body functioning and changes in body function that must be reported to an aide's supervisor.	Recognizing and Reporting Abnormal Observations
Maintenance of a clean, safe, and healthy environment.	Home Care Safety Tips Housekeeping Basics
Recognizing emergencies and knowledge of emergency procedures.	Basic First Aid Tips Disaster Planning Fire Prevention & Safety
The physical, emotional, and developmental needs of and ways to work with the populations served by the HHA, including the need for respect for the patient, his or her privacy and his or her property.	Client-Centered Care In the Know has dozens of additional courses that meet that will meet and exceed this requirement.
Appropriate and safe techniques in personal hygiene and grooming that include: Bed bath, Sponge, tub, or shower bath, Shampoo, sink, tub, or bed, Nail and skin care, Oral hygiene, Toileting and elimination, Safe transfer techniques and ambulation, Normal range of motion and positioning, Adequate nutrition and fluid intake.	Activities of Daily Living (ADLs) Toileting Tips Bathing Tips Dressing and Grooming Tips Performing Mouth Care Performing Safe Transfers Passive and Active Range of Motion Basic Nutrition & Hydration
Any other task that the Hospice may choose to have the home health aide perform.	In the Know has dozens of course to choose from to meet additional HHA training needs.

ONGOING TRAINING:

Personal care aides shall receive at least 12 hours of continuing education annually regarding applicable aspects of hospice care and services.

Training requirements for:
ASSISTED LIVING AIDE WORKERS

GEORGIA REGULATION:

<https://www.ahcancal.org/Assisted-Living/Policy/2019%20State%20AL%20Reg%20Summaries/Georgia.pdf>

INITIAL TRAINING:

All direct care staff working in the Assisted Living Community must receive work-related training within the first 60 days of employment. Training is required in the following areas:

GEORGIA REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
CPR and First Aid	To be provided by American Heart Association
Emergency procedures	Disaster Planning
Medical and social needs and characteristics of the resident population	In the Know has dozens of courses to meet this training requirement.
Residents' rights	Bill of Rights
The long term care resident abuse reporting act	State-specific information to be provided by the facility.
General infection control principles	An Infection Control Update Standard Precautions Bloodborne Pathogens
Fire safety	Fire Prevention & Safety
Identification of conduct constituting abuse	Understanding Abuse Understanding Neglect
Neglect or exploitation of a resident	How to Recognize & Report Human Trafficking

ONGOING TRAINING:

Direct care staff must complete a total of at least 24 hours of continuing education within the first year of employment.

ALZHEIMER'S AND DEMENTIA TRAINING:

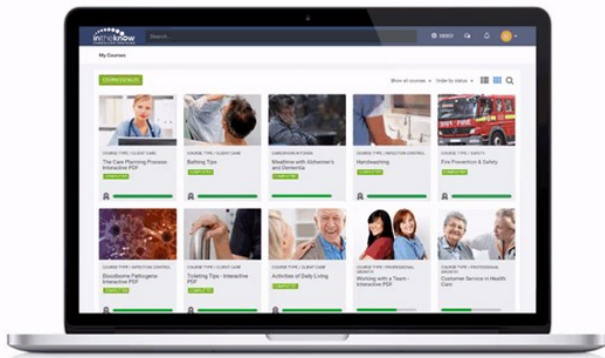
Staff providing hands on care in a Specialized Memory Care Unit must have eight hours of training related to dementia care. Beginning with the second year of employment, direct care staff must complete 16 hours of CE

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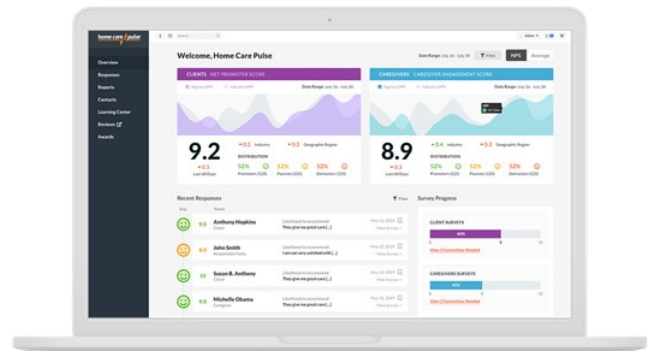
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