



# NEW JERSEY 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:*  
**HEALTH CARE SERVICES FIRMS (HCSFS)**

**NEW JERSEY REGULATION:**

<https://www.njconsumeraffairs.gov/nur/Documents/Best-Practices-for-Health-Care-Service-Firms.pdf>

**ORIENTATION TRAINING:**

The HCSF shall provide an orientation program on a quarterly basis to all newly hired CHHAs within three months of employment, or sooner, based on the CHHA’s documented level of expertise. The agency shall include, at a minimum, instruction on the following topics:

NEW JERSEY REQUIREMENT	IN THE KNOW EQUIVALENT RECOMMENDATIONS
1.Infection control	Infection Control in Home Care
2.Blood-borne pathogens	Bloodborne Pathogens
3.Child abuse	Understanding Abuse
4.Elder abuse	
5.Domestic violence	Understanding Domestic Violence
6.Pain management	Understanding Pain Management
7.Patient rights	Bill of Rights
8.HIPAA	Maintaining Confidentiality
9.Corporate compliance	Corporate Compliance
10.Ethical considerations in home care delivery, including issues involving receipt of gifts and money from clients and other financial transactions	
11.Employee safety	Home Care Safety Tips
12.Emergency procedures, and	Disaster Planning
13.Agency administrative and clinical policies and procedures.	Provided by agency

*Training requirements for:*

## **HEALTH CARE SERVICES FIRMS (HCSFS) — CONT.**

### **ONGOING TRAINING:**

The HCSF shall provide an in-service program at least once each year, or over the course of a year, for all CHHAs, which shall include, at a minimum, instruction on the following topics:

<b>NEW JERSEY REQUIREMENT</b>	<b>IN THE KNOW EQUIVALENT RECOMMENDATIONS</b>
1. Blood-borne pathogens	Bloodborne Pathogens
2. Infection control	Infection Control in Home Care
3. Standard precautions	Standard Precautions
4. Child abuse	Understanding Abuse
5. Elder abuse	Understanding Abuse
6. Domestic violence	Understanding Domestic Violence
7. Pain management	Understanding Pain Management
8. Workforce protection	All About OSHA
9. Employee safety issues	Home Care Safety Tips
10. Back safety	Taking Care of Your Back
11. How to handle needle sticks	Bloodborne Pathogens
12. Fraud and abuse prevention, and	All About Corporate Compliance
13. Corporate compliance	All About Corporate Compliance

*Training requirements for:*  
**HOSPICE AIDE WORKERS**

**NEW JERSEY REGULATION:**

Follow CMS Guidelines

**CMS GUIDELINES:**

[42 CFR Part 418 Medicare and Medicaid Programs: Hospice Conditions of Participation.](#)

**INITIAL TRAINING:**

Content and duration of hospice aide classroom and supervised practical training, hospice aide training must include classroom and supervised practical training in a practicum laboratory or other setting in which the trainee demonstrates knowledge while performing tasks on an individual under the direct supervision of a registered nurse, or a licensed practical nurse, who is under the supervision of a registered nurse. Classroom and supervised practical training combined must total at least 75 hours.

**ONGOING TRAINING:**

A hospice aide must receive at least 12 hours of in-service training during each 12-month period. In-service training may occur while an aide is furnishing care to a patient.

**IN THE KNOW RECOMMENDATIONS INCLUDE BUT ARE NOT LIMITED TO:**

- |                                      |                                     |
|--------------------------------------|-------------------------------------|
| • Caring for Bedbound Clients        | • Talking About Death               |
| • End of Life Care                   | • The Five Domains of Pain          |
| • Ethical Dilemmas in Healthcare     | • Understanding Advance Directives  |
| • Grieving with and For Your Clients | • Understanding Hospice             |
| • Maintaining Your Client's Dignity  | • Understanding Pastoral Care       |
| • Oxygen Safety for Caregivers       | • Understanding Religious Diversity |

Training requirements for:

# ASSISTED LIVING AIDE WORKERS

## NEW JERSEY REGULATION:

<http://www.hpm.umn.edu/nhregsplus/ALF%20by%20State/New%20Jersey%20ALF%20in%20process.pdf>

## INITIAL TRAINING:

The facility or program shall develop and implement a staff orientation and a staff education plan, including plans for each service and designation of person(s) responsible for training.

All personnel shall receive orientation at the time of employment and at least annual in-service education regarding topics such as, but not limited to:

- The provision of services and assistance in accordance with the concepts of assisted living and including care of residents with physical impairment;
- Emergency plans and procedures;
- The infection prevention and control program;
- Resident rights; abuse and neglect;
- Pain management; and
- The care of residents with Alzheimer's and related dementia conditions.

**Personal care assistants** must either successfully complete an approved nurse aide training course, an approved homemaker/home health aide training program, or other equivalent approved training program. They must complete at least **20 hours of continuing education every two years** in assisted living concepts and related topics, including cognitive and physical impairment and dementia.

**Medication aides** must complete an additional **10 hours of continuing education** related to medication administration and elderly drug use every two years.

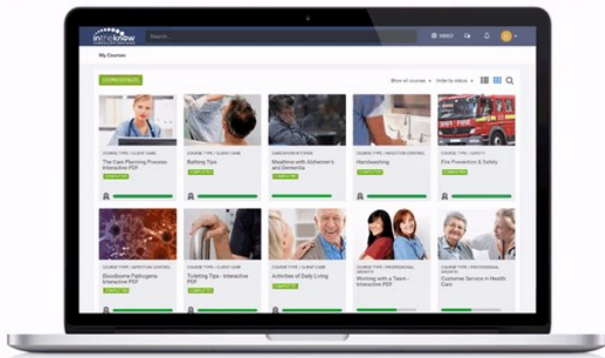
**Entity Approving CE Program:** The New Jersey Nursing Home Administrators Licensing Board grants continuing education credit for continuing education programs approved by any one of the following entities: the National Association of Long Term Care Administrator Boards (NAB); a member state of the NAB; state or national associations or professional societies of licensed nursing home administrators; state or national associations of long-term healthcare facilities; state or national accredited institutions of higher learning; and state or national professional boards practicing in areas relevant to nursing home administration and the care of nursing home residents

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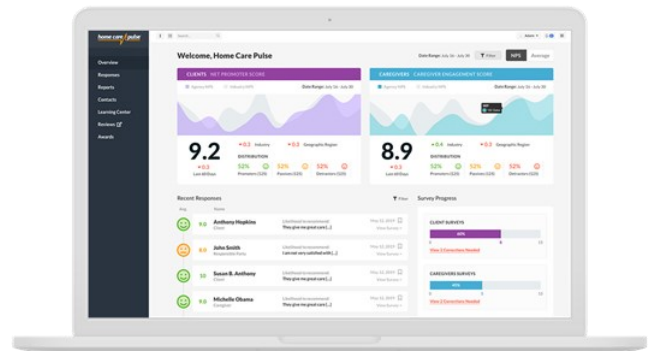
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