

# Pennsylvania State Regulations

## Table of Contents

NON-MEDICAL CARE PROFESSIONALS IN HOME CARE (HOME ATTENDANT) .....	2
HOME HEALTH AIDES (CNA).....	4
HOSPICE AIDES (CNA/HHA).....	5
DIRECT CARE PROFESSIONAL IN ALF (DIRECT CARE STAFF).....	6
DIRECT CARE PROFESSIONAL IN SNF (CNA).....	9

## Non-Medical Care Professionals in Home Care-Home Attendant

Link to regulation: [To see requirements please scroll down to section 611.55](#)

### Initial Training Requirements:

HCP **does** meet initial training requirements.

- A training program for a direct care worker who will provide personal care must address the following additional subject areas:
- Demonstrated competency by passing a competency examination developed by the home care agency or home care registry.

Training Requirement	HCP Recommended Equivalents
Confidentiality	<ul style="list-style-type: none"> <li>• Maintaining Confidentiality</li> </ul>
Consumer control and the independent living philosophy	<ul style="list-style-type: none"> <li>• Patient Bill of Rights</li> <li>• Client-Centered Care</li> </ul>
Instrumental activities of daily living	<ul style="list-style-type: none"> <li>• Instrumental Activities of Daily Living</li> </ul>
Recognizing changes in the consumer that need to be addressed	<ul style="list-style-type: none"> <li>• Recognizing and Reporting Abnormal Observations</li> </ul>
Basic infection control	<ul style="list-style-type: none"> <li>• Infection Control in Home Care</li> <li>• Bloodborne Pathogens</li> </ul>
Universal precautions	<ul style="list-style-type: none"> <li>• Standard Precautions</li> </ul>
Handling of emergencies	<ul style="list-style-type: none"> <li>• Disaster Planning</li> <li>• Fire Prevention &amp; Safety</li> <li>• Basic First Aid Tips</li> <li>• A CPR Update</li> </ul>
Documentation	<ul style="list-style-type: none"> <li>• Documenting &amp; Reporting Client Care</li> </ul>
Recognizing and reporting abuse or neglect	<ul style="list-style-type: none"> <li>• Understanding Abuse</li> <li>• Understanding Neglect</li> </ul>
Dealing with difficult behaviors	<ul style="list-style-type: none"> <li>• Working with Difficult &amp; Combative People</li> <li>• Working with Non-Compliant Clients</li> </ul>
Bathing, shaving, grooming, and dressing	<ul style="list-style-type: none"> <li>• Activities of Daily Living</li> <li>• Bathing Tips</li> </ul>
Hair, skin, and mouth care	<ul style="list-style-type: none"> <li>• Dressing &amp; Grooming Tips</li> <li>• Performing Mouth Care</li> </ul>
Assistance with ambulation and transferring	<ul style="list-style-type: none"> <li>• Helping Clients with Mobility</li> <li>• Performing Safe Transfers</li> <li>• Understanding Fall Risk Factors</li> </ul>
Meal preparation and feeding	<ul style="list-style-type: none"> <li>• Preparing Balanced Meals</li> <li>• Get Ready, Set, Cook</li> <li>• Feeding Your Clients</li> </ul>
Toileting	<ul style="list-style-type: none"> <li>• Toileting Tips</li> <li>• Handling Incontinence of the Bowel and Bladder</li> </ul>
Assistance with self-administered medications	<ul style="list-style-type: none"> <li>• Helping Clients with Medication Reminders</li> </ul>

### Ongoing Training Requirements:

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HCP **does** meet the ongoing training requirements.

- The direct care staff must have a competency review annually of the initial topic requirements.
- HCP recommends 6-12 additional training hours annually.

HCP recommendations. In addition, please see our <a href="#">online catalog</a> or download a <a href="#">PDF catalog</a> .
• Recognizing & Reporting Abnormal Observations
• All About Alzheimer's and Dementia (2hr)
• The Role of the Caregiver
• Standard Precautions
• Activities of Daily Living
• A Vital Signs Update
• Client Safety Tips
• Disaster Planning
• Home Care Safety Tips
• Fire Prevention & Safety
• Basic First Aid Tips
• Helping Clients with Mobility

## Home Health Aides-Certified Nursing Assistant

Link to Regulation: [Title 42-Chapter IV- Sub G -Part 484- Subpart B](#)

### Federal Initial Certification Training Requirements:

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HCP **does not** meet federal initial training requirements.

- Federal Training Regulations require Home Health Aides to become certified through an approved school/training program as Certified Nursing Assistants.

### Ongoing Training Requirements:

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Home Care Pulse **does** meet the ongoing training requirements.

- Home health aides must complete 12 hours of in-service training per year.
- All courses meet this requirement. Please see our [online catalog](#) or download a [PDF catalog](#)

Recommended courses include, but are not limited to:
• Maintaining Confidentiality
• Patient Bill of Rights
• A CPR Update
• Basic First Aid Tips
• Client-Centered Care
• Basic Nutrition and Hydration
• Infection Control in Home Care
• Safe Environments for Clients with Dementia and Alzheimer's Disease
• Disaster Planning
• Reporting and Documenting Client Care
• Helping with Activities of Daily Living
• Grieving with and For Your Clients

## Hospice Aides- Certified Nursing Assistants also referred to as HHA

Link to regulation: [eCFR :: 42 CFR Part 418 -- Hospice Care](#)

### CMS Initial Training Requirements:

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HCP **does not** meet CMS initial training requirements

- Hospice Aides are often referred to as home health aides (HHAs) and certified nursing assistants (CNAs) Training must be provided by an approved training school/program.

### CMS Ongoing Training Requirements:

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HCP **does** meet the ongoing training requirements.

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

HCP recommendations. In addition, please see our <a href="#">online catalog</a> or download a <a href="#">PDF catalog</a> .	
• Caring for Bedbound Clients	• Talking About Death
• End of Life Care	• Understanding Pain Management
• 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

## Direct Care Professionals in ALFs – Direct Care Staff

Link to regulation: [PA Code: Assisted Living Residences](#)

### Orientation/ Initial Training Requirements:

HCP **does** meet the orientation/ initial training requirements

- Prior to or during the first workday orientation must be completed on fire safety and emergency preparedness.
- Within 40 scheduled working hours, direct care staff must complete the 18-hours of topic specific training requirements that include demonstration of job duties, supervised practice and must pass a department approved competency test.
- 4 hours of dementia-specific training must be completed within 30 days of hire.
- Training Requirements in **RED** must be provided by facility.

Please see our [online catalog](#) or download a [PDF catalog](#). HCP recommendations for training include but are not limited to the following:

Training Requirement	HCP Recommended Equivalent
Resident rights	<ul style="list-style-type: none"> <li>• Patient Bill of Rights</li> </ul>
Emergency medical plan	<ul style="list-style-type: none"> <li>• <b>Must be provided by facility</b></li> </ul>
Mandatory reporting of abuse and neglect under the Older Adult Protective Services Act (35 P. S. § 10225.101—10225.5102)	<ul style="list-style-type: none"> <li>• <b>Must be provided by facility</b></li> <li>• Understanding Abuse</li> <li>• Understanding Neglect</li> </ul>
Reporting of reportable incidents and conditions	<ul style="list-style-type: none"> <li>• Recognizing and Reporting Abnormal Observations</li> </ul>
Safe management techniques	<ul style="list-style-type: none"> <li>• Personal Safety in the Workplace</li> </ul>
Core competency training that includes the following: Person-centered care; communication, problem solving and relationship skills; nutritional support according to resident preference.	<ul style="list-style-type: none"> <li>• Client-Centered Care</li> <li>• Special Communication Needs</li> <li>• Building Trust and Confidence with Clients</li> <li>• Basic Nutrition and Hydration</li> </ul>
Assisting with ADLs and IADLs	<ul style="list-style-type: none"> <li>• Helping with Activities of Daily Living</li> <li>• Instrumental Activities of Daily Living</li> </ul>
Personal hygiene	<ul style="list-style-type: none"> <li>• Beyond the Bathtub: Bathing Alternatives</li> </ul>
Care of residents with mental illness, neurological impairments, an intellectual disability, and other mental disabilities	<ul style="list-style-type: none"> <li>• Helping Clients with Mental Illness</li> <li>• Understanding Brain &amp; Spinal Cord Injuries</li> <li>• Working with Clients Who Have Intellectual Disabilities</li> </ul>
The normal aging-cognitive, psychological, and functional abilities of individuals who are older	<ul style="list-style-type: none"> <li>• The Normal Aging Process</li> </ul>
Implementation of the initial assessment, annual assessment, and support plan	<ul style="list-style-type: none"> <li>• <b>Must be provided by facility</b></li> </ul>
Nutrition, food handling and sanitation	<ul style="list-style-type: none"> <li>• Keeping Kitchens Clean and Food Safe</li> </ul>
Recreation, socialization, community resources, social services, and activities in the community	<ul style="list-style-type: none"> <li>• Activity For the Elderly</li> </ul>
Gerontology	<ul style="list-style-type: none"> <li>• The Normal Aging Process</li> </ul>
Care and needs of residents with special emphasis on the residents being served in the residence	<ul style="list-style-type: none"> <li>• Client Safety Tips</li> </ul>

Safety management and hazard prevention	<ul style="list-style-type: none"> <li>Personal Safety in the Workplace</li> </ul>
Universal precautions	<ul style="list-style-type: none"> <li>Standard Precautions</li> </ul>
The signs and symptoms of infections and infection control	<ul style="list-style-type: none"> <li>An Infection Control Update</li> </ul>
Care for individuals with mobility needs, such as prevention of decubitus ulcers, incontinence, malnutrition, and dehydration, if applicable to the residents served in the residence	<ul style="list-style-type: none"> <li>Caring for Bedbound Clients</li> </ul>
Behavioral management techniques	<ul style="list-style-type: none"> <li>Working with Difficult &amp; Combative People</li> <li></li> </ul>
Understanding of the resident's assessment and how to implement the resident's support plan. Implementation of the initial assessment, annual assessment, and support plan.	<ul style="list-style-type: none"> <li><b>Must be provided by facility</b></li> </ul>
Person-centered care and aging in place	<ul style="list-style-type: none"> <li>The Role of the Care Professional</li> </ul>
4 hours of dementia specific training within 30 days of hire.	<a href="#">Alzheimer's and Dementia Care Specialist</a> All seven (7) courses are recognized by the Alzheimer's Association (8.5 hrs.)
<p>If facility is a <u>specialized assisted living Residences</u> that deal specifically with Alzheimer's and dementia patients</p> <ul style="list-style-type: none"> <li>8 hours of dementia specific training within 30 days of hire (<u>specialized assisted living residences</u> that deal specifically with Alzheimer's and dementia patients)</li> </ul>	<ul style="list-style-type: none"> <li>Activities for Individuals Living with Alzheimer's Disease</li> <li>All About Alzheimer's and Dementia</li> <li>Communicating with Individuals Living with Alzheimer's and Dementia</li> <li>Helping Prevent Client Elopement</li> <li>Mealtimes with Alzheimer's and Dementia</li> <li>Safe Environments for People Living with Dementia &amp; Alzheimer's Disease</li> <li>Supporting and Guiding Individuals through Dementia-Related Behaviors</li> </ul>

### Ongoing Training Requirements:

HCP **does** meet the ongoing training requirements

- Direct care staff must complete 16 hours of topic specific annual training.
- (2) hours of [dementia specific training annually](#)
- Training Requirements in **RED** must be provided by facility.

Please see our [online catalog](#) or download a [PDF catalog](#). HCP recommendations for training include but are not limited to the following:

Training Requirement	HCP Recommended Equivalent
Medication self-administration training, Instruction on meeting the needs of the residents as described in the assessment tool, medical evaluation, and support plan. The Older Adult Protective Services Act (35 P.S. § § 10225.101—10225.708).	<ul style="list-style-type: none"> <li><b>Must be provided by facility</b></li> </ul>

Care for residents with dementia, cognitive and neurological impairments	<ul style="list-style-type: none"> <li>All About Alzheimer's and Dementia (2hr)</li> </ul>
Infection control and general principles of cleanliness and hygiene and areas associated with immobility, such as prevention of decubitus ulcers, incontinence, malnutrition, and dehydration	<ul style="list-style-type: none"> <li>An Infection Control Update</li> <li>Caring for Bedbound Clients</li> <li>Preventing Pressure Ulcers</li> <li>Handling Incontinence of Bowel and Bladder</li> <li>Basic Nutrition and Hydration</li> </ul>
Assisted living service needs of the resident	<ul style="list-style-type: none"> <li>Client-Centered Care</li> </ul>
Safe management techniques	<ul style="list-style-type: none"> <li>Personal Safety in the Workplace</li> </ul>
Care for residents with mental illness or an intellectual disability, or both, if the population served in the residence	<ul style="list-style-type: none"> <li>Working with Clients Who Have Intellectual Disabilities</li> </ul>
Fire safety completed by a fire safety expert or by a staff person trained by a fire safety expert.	<ul style="list-style-type: none"> <li>Fire Prevention &amp; Safety</li> <li><b>Additional outlined requirements to be provided by the facility</b></li> </ul>
Emergency preparedness procedures, recognition and response to crises and emergency situations.	<ul style="list-style-type: none"> <li>Disaster Planning</li> <li><b>Policies &amp; procedures to be provided by facility</b></li> </ul>
Resident rights.	<ul style="list-style-type: none"> <li>Patient Bill of Rights</li> </ul>
Falls and accident prevention.	<ul style="list-style-type: none"> <li>Understanding Fall Risk Factors</li> </ul>
4 hours of dementia specific training within 30 days of hire.	<p><a href="#">Alzheimer's and Dementia Care Specialist</a> All seven (7) courses are recognized by the Alzheimer's Association (8.5 hrs.)</p> <ul style="list-style-type: none"> <li>Activities for Individuals Living with Alzheimer's Disease</li> <li>All About Alzheimer's and Dementia</li> <li>Communicating with Individuals Living with Alzheimer's and Dementia</li> <li>Helping Prevent Client Elopement</li> <li>Mealtime with Alzheimer's and Dementia</li> <li>Safe Environments for People Living with Dementia &amp; Alzheimer's Disease</li> <li>Supporting and Guiding Individuals through Dementia-Related Behaviors</li> </ul>
<p>If facility is a specialized assisted living Residences that deal specifically with Alzheimer's and dementia patients</p> <ul style="list-style-type: none"> <li>8 hours of dementia specific training within 30 days of hire (<u>specialized assisted living residences</u> that deal specifically with Alzheimer's and dementia patients)</li> </ul>	



## Direct Care Professionals in SNFs- Certified Nursing Assistant

Link to regulation: [CFR-2019-title42-vol5,part483-subpartD](#)

### Initial Training Requirements:

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HCP **does not** meet the initial training requirements.

- In Pennsylvania CNAs must complete a state-approved CNA [training school/program](#) that includes at least 75 hours of training,
- The Department of Education will manage the review and approval of nurse aide training and competency evaluation programs and of nurse aide competency evaluation programs required by [OBRA-87](#).

### Ongoing Training Requirements:

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HCP **does** meet the ongoing training requirements

- The Federal regulation requires CNAs to have at least 12 hours of continuing education per year to become recertified.

Courses may be selected freely from our library. Please see our [online catalog](#) or download a [PDF catalog](#).

