

Georgia State Regulations

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Non-Medical Care Professionals in Home Care-Personal Care Aide

Link to regulation: [Georgia DCH Private Home Care Provider Licensure Packet](#)

Initial Training Requirements:

HCP does meet training requirements.

Any PCA hired after the effective date of these rules (2013) must have one of the following trainings **and/or** experience:

- Successful completion of a nurse aide training and competency evaluation program.
- Successful completion of a competency examination for nurse aides.
- Successful completion of a health care or personal care credentialing program.
- Successful completion or progress in the completion of a **40-hour** training program provided by a private home care provider.
 - **Twenty hours** of the program must be completed by the employee prior to serving clients.
 - The additional **twenty hours** must be completed within six months of the date the training initially began.

Training Requirement	HCP Recommended Equivalent, but not limited to the following:
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 aid and CPR;	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.	<p>Please see our online catalog or download a PDF catalog: (examples)</p> <ul style="list-style-type: none"> • Activities for Individuals Living with Alzheimer's Disease • Adult Failure to Thrive (AFTT) • All About Alzheimer's and Dementia • Common Cardiac Condition • Common Respiratory Conditions • Understanding Brain & Spinal Cord Injuries • Understanding Common GI Disorders τ • Understanding Congestive Heart Failure (CHF) • Understanding CVAs • Understanding Dementia

	<ul style="list-style-type: none"> • Understanding Depression • Understanding Diabetes • Understanding Eye Disorders • Understanding Hearing Disorders • Understanding Heart Attacks • Understanding HIV & AIDS • Your Role in Recognizing, Preventing, and Treating UTIs • Understanding Cultural Diversity • Caring for Bedbound Clients • Caring for Clients After Orthopedic Surgery • Caring for Clients During Chemo • Caring for Clients with HIV and AIDS • Client-Centered Care • Customer Service in Health Care • Handling Incontinence of the Bowel and Bladder • Helping Clients with Medication Reminders • Recognizing and Reporting Abnormal Observations
Home management;	<ul style="list-style-type: none"> • Housekeeping Basics
Home safety and sanitation;	<ul style="list-style-type: none"> • Home Care Safety Tip
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
NOTE: PCA's cannot be assigned to perform a task for which training has not been completed and competency has not been determined.	

Ongoing Training Requirements:

HCP does meet the training requirements.

- PCA's must complete **8 hours** of in-service training after the first year of employment.

HCP recommendations. In addition, please see our online catalog or download a PDF catalog.	
<ul style="list-style-type: none"> • Recognizing & Reporting Abnormal Observations 	<ul style="list-style-type: none"> • A Vital Signs Update
<ul style="list-style-type: none"> • An Infection Control Update 	<ul style="list-style-type: none"> • Client Safety Tips
<ul style="list-style-type: none"> • Bloodborne Pathogens 	<ul style="list-style-type: none"> • Home Care Safety Tips
<ul style="list-style-type: none"> • Basic First Aid Tips 	<ul style="list-style-type: none"> • Critical Thinking Skills

Home Health Aide -Certified Nursing Assistant

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

Federal Initial Certification Training Requirements:

HCP **does not** meet 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:

HCP **does** meet the 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](#)

HCP 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
• Customer Service in Health Care

Hospice Aides- CNA/HHA/PCA

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

Federal/State Initial Training Requirements:

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

HCP **does** have training that can help support the PCA training program requirements.

Personal care aides considered qualified by training and experience to provide services to patients include:

- Georgia Certified Nursing Aides with current certification
- Individuals who have completed and can provide validation or documentation of completion of a home health aide training and competency evaluation.
- Individuals who have successfully completed a [personal care aide-training program](#), provided by the hospice under the direction of a registered nurse.
 - Conducted through classroom and supervised practical training totaling at least **75 hours**.
 - **16 of the 75 hours** of training must be devoted to supervised practical training which must be completed prior to beginning practical training.

Training Requirement	HCP Recommended Equivalent, but not limited to the following:
Communications skills;	<ul style="list-style-type: none"> • Special Communication Needs
Observation, reporting, and documentation of patient status and the care or service furnished;	<ul style="list-style-type: none"> • Reporting & Documenting Client Care
Reading and recording temperature, pulse, and respiration;	<ul style="list-style-type: none"> • A Vital Signs Update
Basic infection control procedures;	<ul style="list-style-type: none"> • Infection Control in Home Care
Basic elements of body functioning and changes in body function that must be reported to an aide's supervisor	<ul style="list-style-type: none"> • Recognizing and Reporting Abnormal Observations
Maintenance of a clean, safe, and healthy environment;	<ul style="list-style-type: none"> • Home Care Safety Tips • Housekeeping Basics
Recognizing emergencies and knowledge of emergency procedures	<ul style="list-style-type: none"> • 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 hospice, including the need for respect for the patient, the patient's privacy, and the patient's property;	<ul style="list-style-type: none"> • Client-Centered Care • Caring for Bedbound Clients • Talking About Death • End of Life Care • Ethical Dilemmas in Healthcare • Grieving with and For Your Clients • Maintaining Your Client's Dignity

<p>Appropriate and safe techniques in personal hygiene and grooming that include:</p> <ul style="list-style-type: none"> • Bed bath. • Sponge, tub, or shower bath. • Shampooing in the sink, tub, or bed. • Nail and skin care. • Oral hygiene; and • Toileting and elimination. • Safe transfer techniques and ambulation. • Normal range of motion and positioning • Adequate nutrition and fluid intake, including preparing and assisting with eating. • Any other task that the hospice may choose to have the personal care aide perform, as authorized by law; an • Patient rights, including effectuating advance directives and abuse reporting requirements. 	<ul style="list-style-type: none"> • Performing Mouth Care • Performing Safe Transfers • Passive and Active Range of Motion • Basic Nutrition & Hydration • Bathing Tips • Beyond the Bathtub: Bathing Alternatives • Dressing and Grooming Tips • Helping with Activities of Daily Living • Helping with Instrumental Activities of Daily Living • Toileting Tips • Understanding Advance Directives • Communication Skills and End-of-Life Care • Pain at End-of-Life • Physical Care at End-of-Life • Supporting Faith at End-of-Life • The Dynamics of Dying • Understanding Hospice • Understanding Palliative Care
<p>NOTE: Prior to providing care independently to patients, a registered nurse must observe personal care aides delivering care to patients and complete an initial competency evaluation for all personal care tasks assigned to the aide.</p>	

Federal/State Ongoing Training Requirements:

HCP **does** meet the training requirements.

- A hospice aides/PCA's 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.
- Please see our [Hospice Courses for Caregivers.pdf \(homecarepulse.com\)](#) in addition you may see our [online catalog](#) or download a [PDF catalog](#).

Direct Care Professionals in ALFs – Direct Care Staff

Link to regulation: [Georgia ALF Staff Training Requirements Pg. 106](#)

Initial Training Requirements:

HCP **does** meet the training requirements.

- All direct care staff working at any assisted living environment in Georgia are required to complete work related training within the first 60 days of hire.
- Direct care staff must also complete additional training in the provision of CPR and emergency first-aid, and all employees must be trained to administer basic first aid.

Training Requirement	HCP Recommended Equivalent
CPR and First Aid	To be provided by American Heart Association <ul style="list-style-type: none"> • Basic First Aid Tips
Emergency procedures	<ul style="list-style-type: none"> • Disaster Planning
Medical and social needs and characteristics of the resident population.	Please see our online catalog or download a PDF catalog for courses that meet population and training needs.
The long-term care resident abuse reporting act	State-specific information to be provided by the facility.
Residents' rights	<ul style="list-style-type: none"> • Patient Bill of Rights
General infection control principles	<ul style="list-style-type: none"> • An Infection Control Update • Bloodborne Pathogens
Fire safety	<ul style="list-style-type: none"> • Fire Prevention and Safety
Identification of conduct constituting abuse	<ul style="list-style-type: none"> • Understanding Abuse
Neglect or exploitation of a resident	<ul style="list-style-type: none"> • Understanding Neglect

Ongoing Training Requirements:

HCP **does** meet the training requirements.

- Direct care staff must complete 24- hours of continuing education during the first year of employment.
- 16 hours annually after the 1st year.
- Additional 8- hours per year for memory care unit staff. HCP recommends our 8-hour [Specialist-Learning-Paths-Alzheimers.pdf \(homecarepulse.com\)](#)

When choosing continuing education topics for assisted living facility (ALF) direct care staff, it's important to consider training that is relevant, beneficial, and aligns with the facility's goals and population served. **Courses may be selected freely from our library. Please see our [online catalog](#) or download a [PDF catalog](#).**

Direct Care Professionals in SNFs- Certified Nursing Assistant

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

Initial Training Requirements:

HCP **does not** meet training requirements.

- To become a CNA in Georgia, you must complete a state-approved [CNA training program/ school](#) that consists of a minimum of 85 hours of training, including classroom instruction and supervised clinical practice.
- After completing the program, students must pass a competency exam to obtain CNA certification.

Ongoing Training Requirements:

HCP **does** meet the 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](#).

Dementia Care Training Requirements

Link to regulation : [Georgia Dementia Training](#)

Training Requirements:

HCP does meet training requirements.

- Within six months of employment, staff working in a memory care/dementia care unit must receive training in eleven topics:

Training Requirement	HCP Recommended Equivalent
The nature of Alzheimer’s Disease and other dementias.	Specialist-Learning-Paths-Alzheimers.pdf (homecarepulse.com) Courses in this learning path include: <ul style="list-style-type: none"> • All about Alzheimer’s and Dementia • Activities for Individuals Living with Alzheimer’s Disease • Mealtime with Alzheimer’s and Dementia • Communicating with Individuals Living with Alzheimer’s and Dementia • Safe Environments for People Living with Dementia and Alzheimer’s Disease • Supporting and Guiding Individuals through Dementia-Related Behaviors • Preventing Elopement
The need for careful diagnosis and knowledge of the stages of Alzheimer’s Disease.	
Common behavior problems and appropriate behavior management techniques.	
Communication skills	
Positive therapeutic interventions and activities such as exercise, sensory stimulation, and activities of daily living skills.	
The role of the family in caring for residents with dementia, as well as the support needed by the family of these residents.	
Development of comprehensive and individual service plans and how to update them.	
New developments in diagnosis and therapy; environmental modifications that can avoid problematic behavior and create a more therapeutic environment.	
Recognizing physical or cognitive changes in the resident that warrant seeking medical attention.	
Maintaining the safety of residents with dementia.	