

North Carolina State Regulations

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Non-Medical Care Professionals in Home Care

Link to regulation: [THE LICENSING OF HOME CARE AGENCIES](#)

Initial Training Requirements:

HCP does meet training requirements.

- Non-Medical Care Professionals providing hands-on home care who are not listed on the North Carolina nurse aide registry must complete training and competency in the following topic areas:

Requirements	HCP Recommendations, but not limited to the following:
Airborne and bloodborne pathogen training	<ul style="list-style-type: none"> • Bloodborne Pathogens • Standard Precautions
Assisting with Mobility including ambulation, transfers, and bed mobility;	<ul style="list-style-type: none"> • Performing Safe Transfers • Helping Clients with Mobility
Assisting with Bath/Shower;	<ul style="list-style-type: none"> • Bathing Tips • Beyond the Bathtub
Assisting with Toileting;	<ul style="list-style-type: none"> • Toileting Tips
Assisting with Dressing;	<ul style="list-style-type: none"> • Dressing & Grooming Tips
Assisting with Eating;	<ul style="list-style-type: none"> • Feeding Your Clients
Assisting with continence needs	<ul style="list-style-type: none"> • Handling Incontinence of the Bowel & Bladder

Ongoing Training Requirements:

HCP does meet the training requirements.

- Currently North Carolina has no ongoing training requirements for Non-Medical Care professionals in homecare.
- HCP recommends 6-12 hours of annual training. Please see our [online catalog](#) or download a [PDF catalog](#).

HCP recommendation, but not limited to the following:	
<ul style="list-style-type: none"> • Patient Bill of Rights 	<ul style="list-style-type: none"> • Reporting and Documenting Client Care
<ul style="list-style-type: none"> • Client-Centered Care 	<ul style="list-style-type: none"> • Client Safety Tips
<ul style="list-style-type: none"> • Basic First Aid Tips 	<ul style="list-style-type: none"> • Dealing with Family Members
<ul style="list-style-type: none"> • An Infection Control Update 	<ul style="list-style-type: none"> • An Infection Control Update
<ul style="list-style-type: none"> • Maintaining Confidentiality 	<ul style="list-style-type: none"> • Home Care Safety Tips
<ul style="list-style-type: none"> • Bloodborne Pathogens 	<ul style="list-style-type: none"> • Standard Precautions

Home Health Aide -Certified Nursing Assistant/HHA

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

Federal/State Initial Training Requirements:

HCP does meet Federal/State initial training requirements.

- CMS 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 ongoing training requirements.

- Home health aides must complete 12 hours of in-service training per year.
- 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
• An Infection Control Update
• 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](#)

Federal Initial Training Requirements:

HCP **does not** meet the Federal 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.

State Initial Training Requirements:

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

- North Carolina, requires all hospice staff to complete 12 hours of in-service topic training as follows:

Requirements	HCP Recommendations, but not limited to the following:
An introduction to hospice;	<ul style="list-style-type: none"> Understanding Hospice
The patient family volunteer role in hospice care;	<ul style="list-style-type: none"> Talking About Death
Concepts of death and dying;	<ul style="list-style-type: none"> End of Life Care
Communication skills;	<ul style="list-style-type: none"> Special Communication Needs
Care and comfort measures;	<ul style="list-style-type: none"> Recognizing & Reporting Abnormal Observations
Diseases and medical conditions;	<ul style="list-style-type: none"> Understanding Pain Management
Psychosocial and spiritual issues related to death and dying; bereavement;	<ul style="list-style-type: none"> Grieving With & For Your Clients
The concept of the hospice family;	<ul style="list-style-type: none"> Emotional Losses in the Elderly
Stress management;	<ul style="list-style-type: none"> Stress Management Skills
Infection control;	<ul style="list-style-type: none"> An Infection Control Update
Safety;	<ul style="list-style-type: none"> Client Safety Tips
Confidentiality; and	<ul style="list-style-type: none"> Maintaining Confidentiality
Patient rights.	<ul style="list-style-type: none"> Bill of Rights

Federal Ongoing Training Requirements:

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.
- 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- Personal Care Staff

Link to regulation: [80 Hour Personal Care Training Requirement](#)

Initial Training Requirements:

HCP **does not** meet training requirements.

- North Carolina Department of Health and Human Services requires personal care staff to **become certified through an approved school/training program** and must successfully [pass the competency and exam](#).

Ongoing Training Requirements:

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

- Currently North Carolina has no ongoing training requirements for personal care staff training.
- HCP recommends 6-12 hours of annual training. Please see our [online catalog](#) or download a [PDF catalog](#).

HCP recommendation, but not limited to the following:	
• Patient Bill of Rights	• Reporting and Documenting Client Care
• Client-Centered Care	• Client Safety Tips
• Basic First Aid Tips	• Dealing with Family Members
• An Infection Control Update	• An Infection Control Update
• Maintaining Confidentiality	• A CPR Update
• Helping with Activities of Daily Living	• Basic First Aid Tips

Direct Care Professionals in SNFs- Certified Nursing Assistant

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

Initial Training Requirements:

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

- In North Carolina, CNAs **must complete a state-approved** must complete a state approved nurse aide training school/program.

Ongoing Training Requirements:

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.
- North Carolina requires that the facility complete a performance review of every nurse aide at least once every 12 months and must provide regular in-service education based on the outcome of these reviews.

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