

Wording that must be included in your course curriculum

The Code of Federal Regulations (CFR) provides the regulatory guidance for nurse aide training programs. As a nurse aide program practices for two years before the North Dakota Health Department surveys the program and during a survey only a portion of the class is observed, it has been determined the program must include the exact wording of the CFR.

The course curriculum must clearly identify 16 hours of training in the following topics prior to any direct resident contact:

- Communication and interpersonal skills**
- Infection control**
- Safety/emergency procedures including the Heimlich maneuver**
- Promoting residents' independence**
- Respecting residents' rights**

(For this section, you may separate communication from interpersonal skills and safety from emergency but you must clearly identify each topic.)

The curriculum must identify the following basic nursing skills:

- Taking and recording vital signs**
- Measuring and recording height and weight**
- Caring for the residents' environment**
- Recognizing abnormal changes in body functioning and the importance of reporting such changes to a supervisor**
- Caring for residents when death is imminent**

The curriculum must identify the following personal care skills, including, but not limited to:

- Bathing**
- Grooming, including mouth care**
- Dressing**
- Toileting**
- Assisting with eating and hydration**
- Proper feeding techniques**
- Skin care**
- Transfers, positioning, and turning**

The curriculum must identify the following mental health and social service needs:

- Modifying aide's behavior in response to residents' behavior**
- Awareness of developmental tasks associated with the aging process**
- Awareness of developmental tasks associated with the aging process**
- How to respond to resident behavior**
- Allowing the resident to make personal choices, providing and reinforcing other behavior consistent with the resident's dignity**
- Using the resident's family as a source of emotional support**

The curriculum must identify the following information regarding care of residents with cognitive impairments:

- Techniques for addressing the unique needs and behaviors of individuals with dementia (Alzheimer's and others)**
- Communicating with cognitively impaired residents**
- Understanding the behavior of cognitively impaired residents**
- Appropriate responses to the behavior of cognitively impaired residents**
- Methods of reducing the effects of cognitive impairments**

The curriculum must identify the following basic restorative services:

- Training the resident in self care according to the resident's abilities;**
- Use of assistive devices in transferring, ambulation, eating, and dressing**
- Maintenance of range of motion**
- Proper turning and positioning in bed and chair**
- Bowel and bladder training**
- Care and use of prosthetic and orthotic devices.**

The curriculum must identify the following in regards to residents' rights:

- Providing privacy and maintenance of confidentiality**
- Promoting the residents' right to make personal choices to accommodate their needs**
- Giving assistance in resolving grievances and disputes**
- Providing needed assistance in getting to and participating in resident and family groups and other activities**
- Maintaining care and security of residents' personal possessions**
- Promoting the residents' right to be free from abuse, mistreatment, and neglect and the need to report any instances of such treatment to appropriate facility staff**
- Avoiding the need for restraints in accordance with current professional standards.**

The program must also develop a policy and means to share the following information with students, again this is the exact wording of the CFR:

Prohibition of charges:

No nurse aide who is employed by, or who has received an offer of employment from, a facility on the date on which the aide begins a nurse aide training and competence evaluation program may be charged for any portion of the program (including any fees for textbooks or other required course materials).

If an individual who is not employed, or does not have an offer to be employed, as a nurse aide becomes employed by, or receives an offer of employment from, a facility not later than 12 months after completing a nurse aide training and competency evaluation program, the State must provide for the reimbursement of costs incurred in completing the program on a pro rata basis during the period in which the individual is employed as a nurse aide.