

## GUIDANCE

Any individual who successfully completed either a nurse aide training or competency evaluation program (NATCEP) or a competency evaluation program (CEP) or has been deemed or determined competent as provided in §483.150(a) and (b) may be employed as a nurse aide.

If an individual has not successfully completed a NATCEP program at the time of employment, that individual may only function as a nurse aide if the individual is currently in a NATCEP (**not a competency evaluation program (CEP) alone**) and is a permanent employee in his or her first four months of employment in the facility.

## PROCEDURES AND PROBES

- If there are concerns with a nurse aide's competency or qualification determine whether he/she successfully completed an approved NATCEP or a CEP. If not, are these individuals' permanent employees who have worked in the facility for 4 months or less enrolled in a NATCEP?
- Interview those aides to determine where they received their NATCEP training, how long the training was and how long they have worked in the facility as a nurse aide.

If you identify deficient care practices by nurse aides who do not have evidence of having successfully completed a NATCEP/CEP, determine:

- If the aide is currently receiving training in a State-approved NATCEP; and
- If the aide has been trained, has demonstrated proficiency and determined to be proficient for the tasks to which he or she is assigned. See §483.152 for specific training that the aide is to receive.

For specific procedures for NATCEP/CEP refer to the State Operations Manual (SOM), Chapters 4 and 7.

## F729

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### §483.35(e)(4) Registry verification.

**Before allowing an individual to serve as a nurse aide, a facility must receive registry verification that the individual has met competency evaluation requirements unless—**

- (i) The individual is a full-time employee in a training and competency evaluation program approved by the State; or**
- (ii) The individual can prove that he or she has recently successfully completed a training and competency evaluation program or competency evaluation program approved by the State and has not yet been included in the registry. Facilities must follow up to ensure that such an individual actually becomes registered.**

#### **§483.35(e)(5) Multi-State registry verification**

**Before allowing an individual to serve as a nurse aide, a facility must seek information from every State registry established under sections 1819(e)(2)(A) or 1919(e)(2)(A) of the Act that the facility believes will include information on the individual.**

#### **§483.35(e)(6) Required retraining.**

**If, since an individual's most recent completion of a training and competency evaluation program, there has been a continuous period of 24 consecutive months during none of which the individual provided nursing or nursing-related services for monetary compensation, the individual must complete a new training and competency evaluation program or a new competency evaluation program.**

### **GUIDANCE**

If the nurse aide provides documentation to verify that he or she performed nursing or nursing-related services for monetary compensation (including providing assistance with activities of daily living (ADL) care) for at least one documented day (e.g., 8 consecutive hours) during the previous 24 months, he/she is not required to take a new nurse aide training and competency evaluation program or a new competency evaluation program (NATCEP/CEP). It is not required that these services be provided in a nursing home setting so long as the nurse aide was performing nursing or nursing-related services, including assisting with ADLs, for monetary compensation. The State is required to remove the individual's name from the registry if the services are not provided for monetary compensation during the 24-month period.

### **PROCEDURE**

If concerns are identified with Nurse Aide Services at F725 and F726, review a minimum of five nurse aide personnel files including any specific staff members with whom concerns were identified.

- Review the nurse aide personnel folder to determine if the facility received registry verification that the individual has met competency evaluation