

requirements before the employee's start date unless an exception applies as noted in §483.35(e)(4).

- Review the nurse aide personnel folder to determine if the facility verified information from every State registry that the facility believes will include information concerning that individual before the employee's start date.
- If records reveal a nurse aide has not provided nursing related services for monetary compensation over a 24-month period, did the individual complete a new training and competency evaluation program?

F730

(Rev. 229; Issued: 04-25-25; Effective: 04-25-25; Implementation: 04-28-25)

§483.35(e)(7) Regular in-service education.

The facility must 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. In-service training must comply with the requirements of §483.95(g).

INTENT

To focus on the performance review requirement and specific in-service education based on the outcome of those reviews for each individual nurse aide.

GUIDANCE

NOTE: Cite this Tag only when a performance review of a nurse aide is not conducted at least every 12 months or if the in-service education provided to an aide is not based on his/her performance review.

Each nurse aide must have no less than twelve hours of in-service education per year based on their individual performance review. Calculate the date by which a nurse aide must receive annual in-service education by their employment date rather than the calendar year.

For specific requirements regarding the content and requirements of training for nurse aides DO NOT cite here but refer to F947, §483.95(g).

PROBES

Surveyors should determine through information obtained by observations, interviews and verified by record reviews, whether a performance review of every nurse aide was conducted at least once every 12 months and if the regular in-service education was based on the outcome of these individual reviews.