

- How has in-service education addressed any areas of weakness identified in performance reviews, and any special resident needs, or needs of residents with cognitive impairments?
- How does the facility evaluate nurse aide performance to determine what topics must be included in in-service training to address areas of weakness?
- How does the facility determine when training content must be updated (e.g., in order to remain consistent with current professional standards and guidelines)?
- What process does the facility have to encourage nurse aides to express concerns and request training in challenging situations? How does the facility respond to nurse aide's concerns and requests?
- Does the facility's training address nurse aide training needs to ensure residents attain or maintain the highest practicable physical, mental, and psychosocial well-being as determined by resident assessments and individual plans of care?
- How does the facility assess nurse aides to determine if the training has been effective?

### **POTENTIAL TAGS FOR ADDITIONAL INVESTIGATION**

For concerns related to nurse aides not demonstrating competent care of a resident that is independent of or related to the training program, see 42 CFR §483.35(c) Proficiency of Nurse Aides tag F726 for guidance.

## **F948**

(Rev. 173, Issued: 11-22-17, Effective: 11-28-17, Implementation: 11-28-17)

### **§483.95(h) Required training of feeding assistants.**

**A facility must not use any individual working in the facility as a paid feeding assistant unless that individual has successfully completed a State-approved training program for feeding assistants, as specified in §483.160.**

### **DEFINITION §483.95(h)**

Paid feeding assistant is defined in the regulation at 42 CFR 488.301 as “an individual who meets the requirements specified in §483.60(h)(1) of this chapter and who is paid to feed residents by a facility, or who is used under an arrangement with another agency or organization.”

### **GUIDANCE §483.95(h)**

A State-approved training course for paid feeding assistants must include, at a minimum, 8 hours of training in the following:

- Feeding techniques.
- Assistance with feeding and hydration.
- Communication and interpersonal skills.
- Appropriate responses to resident behavior.
- Safety and emergency procedures, including the Heimlich maneuver.