Pandemic (Temporary) Nurse Aide to Nurse Aide Transition Program: Next Steps

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Basics

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Executive Order No. 20-12

March 31, 2020, Governor Pete Ricketts announced Executive Order No. 20-12 – Relief for Hospitals and Care Facilities and Expanded Use of Telehealth Services

- Allowed for use of temporary nurse aides (TNAs) during the public health emergency (PHE)
- Were not required to have a minimum number of a training hours
- Are required to be competent to perform the care they provide
- Allowed to work without being on the nurse aide registry

Once the PHE is lifted, regulations will go back into effect

- All TNAs will be expected to be on the registry within four months

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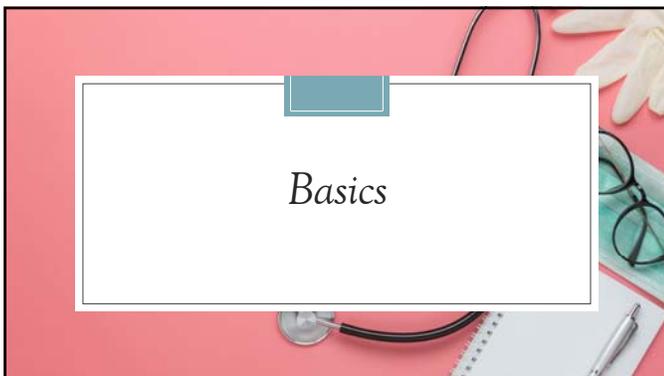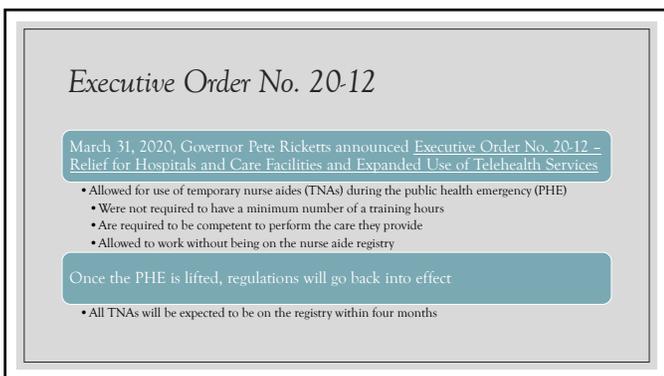### Pandemic (Temporary) Nurse Aide to Nurse Aide Transition Program

- Also called "PNAT"
- Designed to meet the federal and state regulatory requirements to allow TNAs to qualify for state testing to be added to the registry
- Approved by the Department of Health and Human Services (DHHS)
- Includes online education with on-the-job training

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Facility Eligibility

- Confirmed with Dan Taylor from DHHS that all facilities regardless of survey issues or denial of payment can use this transition course

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Register students for the PNAT course **here**

Click the "PNAT Registration" button

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Program Completion Requirements

Successfully complete the eight-hour American Health Care Association Temporary Nurse Aide course and the written competency exam with a minimum score of 80%

Complete a minimum of 68 hours working as a TNA in a facility supervised by a registered nurse or licensed practical nurse under the supervision of a registered nurse (can include time spent on competency completion)

Must have completed at least one hour of abuse or neglect training

Must have completed successfully demonstrated competency on the required skills in 172 NAC 108-003.01

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State Test Eligibility Requirements

○ TNA eligible to state test once all requirements all completed

○ Facility administrator or registered nurse must submit required paperwork to NHCA for each TNA to attest course completion and eligibility to state test:
   ○ American Health Care Association Temporary Nurse Aide certificate
   ○ Nurse aide skills sheet
   ○ Nurse aide competency sheet
   ○ Nurse aide competency attestation form

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AHCA
AMERICAN HEALTH CARE ASSOCIATION
NCAL
NATIONAL CENTER FOR ASSISTED LIVING

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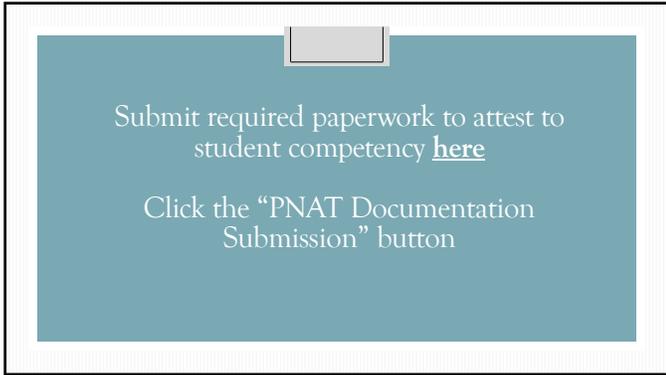*Certificate of Completion*

TEMPORARY NURSE AIDE

Example

has successfully completed the above online course, via ahcancalED.

ahcancalED
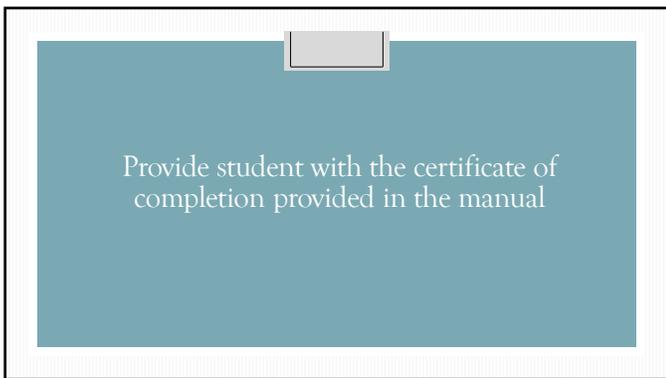
AHCA/NCAL Temporary Nurse Aide Certificate of Completion Example

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Submit required paperwork to attest to student competency **here**

Click the "PNAT Documentation Submission" button

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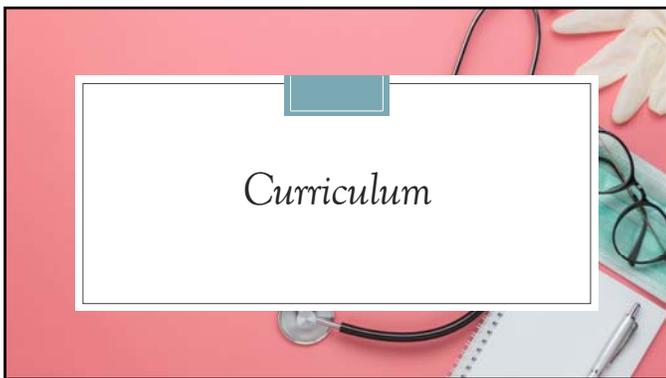Provide student with the certificate of completion provided in the manual

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Curriculum

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Section A: Eight-Hour American Health Care Association Temporary Nurse Aide Course

- Introduction to the work setting and basics including:
  - Job responsibilities
  - Psychosocial wellbeing
  - Safety precautions
  - Emergency care
  - Infection control
  - Documentation
  - Core nursing skills
  - Positioning, moving, and restorative care
  - Nutrition and elimination
  - Advanced and specialty care environments
  - Comfort care and end-of-life
  - Ethics and law in long-term care

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Section A: Eight-Hour American Health Care Association Temporary Nurse Aide Course

Final written exam included in this section

Minimum score of 80%

Program final grade (pass/fail) is decided by the grade on the final exam and the successful competency demonstration of all skills

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Section B: Basic Resident Care Skills

TNA must be competency checked on all skills required by the course

- Skills sheet is provided to keep track of skills completed
- Skills packet is also provided to assist the registered nurse with skills check-offs
  - All required steps for each skill included
  - Same required steps for each skill as the state clinical exam
  - Must perform at least 70% of the steps correctly for each skill to pass
  - 100% of critical steps designated with an asterisk (*) must be successfully performed
- Competency checked by registered nurse

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Section C: On-the-Job Training

- Allows students to learn and participate in resident care under the supervision of a registered nurse
- Must complete at least 68 hours working as a TNA; can include time spent on skills and competency completion
- Additional competencies completed at this time that were not covered in Section A or B

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Nurse Aide Competency Checklist

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State Testing

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Nurse Aide Written State Test

Written test is 50 questions multiple choice

Tests all the competencies required by regulations

Additional resource:

- A Basic Nursing Assistant Training Student Manual and Workbook may assist a student in being successful with the written test

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Nurse Aide Clinical Skills Test

Tested by a registered nurse

Random six skills are chosen out of the 45 skills from the skills packet provided in the TNA transition course

Steps tested on are the same steps in the skills sheet packet provided

Student has one hour to test

Additional resource:

- NA Skills Review Videos – all skills are recorded step-by-step per the skills packet provided

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State Testing

If the TNA does not pass the state written and clinical tests within three attempts, the individual must complete a traditional nurse aide training course

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State Testing

- State testing must be done by a registered nurse on the Nebraska Health Care Learning Center's list of approved instructors
- State testing must be done at a site approved by the Nebraska Health Care Learning Center

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Become an NHCLC Approved Instructor

Contact education@nehca.org

Must have at least 1-2 years of long-term care experience as a nurse

Experience teaching a plus

Will complete:
- Application and resume required by DHHS and the Department of Education (DOE)
- Background check
- Submit request to DHHS; process may take 6-8 weeks, though recently process is expedited
- Once approved, orientation including a training video, required reading, and contact with NHCA Lead Instructor and Director of Professional Development

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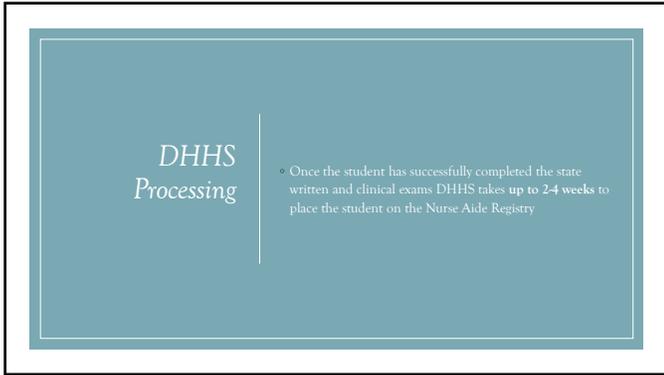## Become an Approved Testing Site

- Contact education@nehca.org
- Cannot have a G-level survey deficiency or higher in the past two years
- Will complete:
  - A training and/or testing site satellite classroom contract
  - Once complete, a request will be sent to DHHS for the site to be added to our list of approved training and/or testing sites
  - Process may take 6-8 weeks, though recently has been expedited

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Conflict of Interest
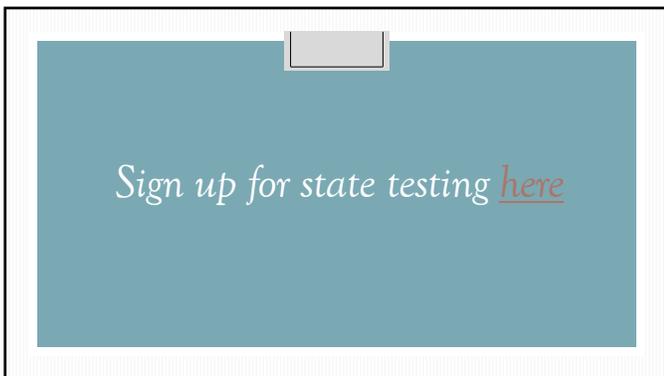
- The nurse who taught the class cannot state test her own students
- A nurse cannot state test employees who work at the same facility as themselves
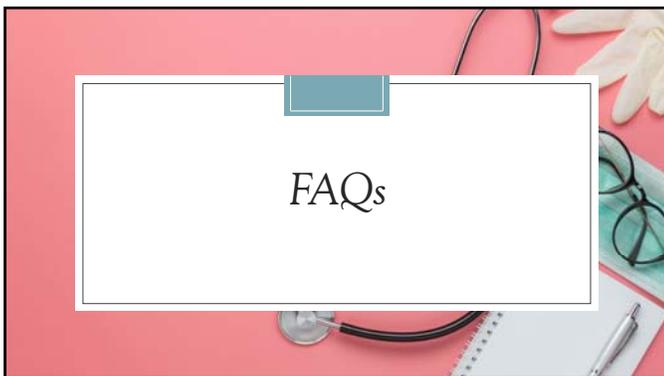
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DHHS Processing

- Once the student has successfully completed the state written and clinical exams DHHS takes **up to 2-4 weeks** to place the student on the Nurse Aide Registry

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Sign up for state testing *here*

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FAQs

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Is each individual Pandemic Nurse Aide required to register separately?

- Yes, each individual pandemic nurse aide will need to register, submit payment, and complete the program here to be eligible to state test.

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AHCA temporary nurse aide course certificate

Nurse aide skills sheet

Nurse aide competency sheet

Nurse aide attestation form

What documents are we required to submit via the *submission form*?

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How do I know if a student qualifies for a program?

- The student qualifies for the program if they:
  - Worked as a pandemic (temporary) nurse aide during the Public Health Emergency for the required number of on-the-job hours for this program (68), demonstrates competency, and passes the eight-hour online AHCA course

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If the student has completed the required on-the-job hours but has not completed all the competencies and/or AHCA course, what do I do?

◦ If the student has completed the required number of hours on-the-job working as a pandemic nurse aide, they can complete the competency demonstrations and AHCA course when they begin the PNAT program

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What happens if the student does not pass state testing?

◦ If the TNA does not pass the state written and clinical tests within three attempts, the individual must complete a traditional nurse aide training course

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Can my facility teach this course despite our status of denial of payment and/or survey-related issue?

◦ Yes, due to the necessity of staffing needs with the pandemic, DHHS is allowing all facilities to utilize this program

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What if I want to hold traditional nurse aide classes in the future too?

- To hold traditional in-person or hybrid online full nurse aide class, your facility will need to:
  - Complete a satellite classroom contract with NHCA
  - Be on NHCA's list of approved training sites
  - Provide equipment for course
  - Not have a G-level survey deficiency (or higher) in the past two years
  - Not in a status of denial of payment

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Can an LPN competency test them on their skills for the program?

Yes, under the supervision of an RN

Both the LPN and the RN will need to sign the paperwork

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Where do I send my students to state test?

Send students to an NHCA testing location on a scheduled testing date, here.

Keep in mind:

- Spots fill up quickly on testing dates
- Student must have submitted PNAT paperwork to reserve a spot
- We need more testing sites and RNs to test! If you'd like to become a testing site or testing RN, contact education@nehca.org

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What if the RN who trained or competency tested the student is no longer working for my facility?

○ The administrator is allowed to sign the documentation; indicate the nurse who trained the student on the document
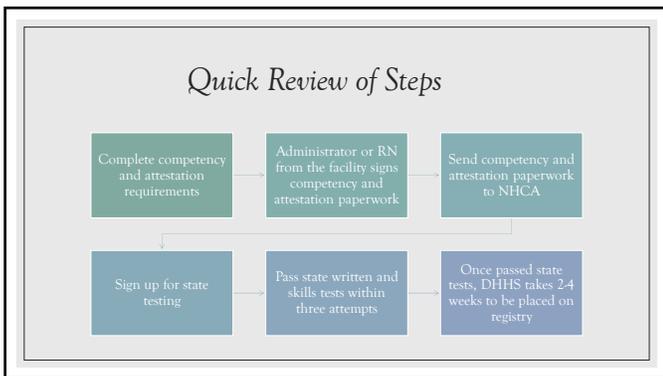
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How long will it take for the student to be placed on the registry?

Once the student has completed all the requirements for the PNAT course, submitted their paperwork for the PNAT course, and successfully pass the written and clinical state test, it takes DHHS 2-4 weeks to place them on the registry

Search their name here to check their status

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Quick Review of Steps

Complete competency and attestation requirements → Administrator or RN from the facility signs competency and attestation paperwork → Send competency and attestation paperwork to NHCA

Sign up for state testing → Pass state written and skills tests within three attempts → Once passed state tests, DHHS takes 2-4 weeks to be placed on registry

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Important Links

- Learn more about PNAT: https://www.nehca.org/covid-19/staffing/
- Register a student for PNAT: https://www.nehca.org/pandemic-temporary-nurse-aide-to-nurse-aide-transition-program-registration/
- AHCA Temporary Nurse Aide course: https://educate.ahcancal.org/products/temporary-nurse-aide
- Submit completed PNAT required forms: https://www.nehca.org/pandemic-temporary-nurse-aide-to-nurse-aide-transition-program-submission/
- Additional resources to help student pass the state test:
  - NA Student Manual: https://www.nehca.org/shop/basic-nursing-assistant-training-student-manual-and-workbook-sixth-edition/
  - NA Skills Video Review: https://learn.nehca.org/courses/bna-skills/
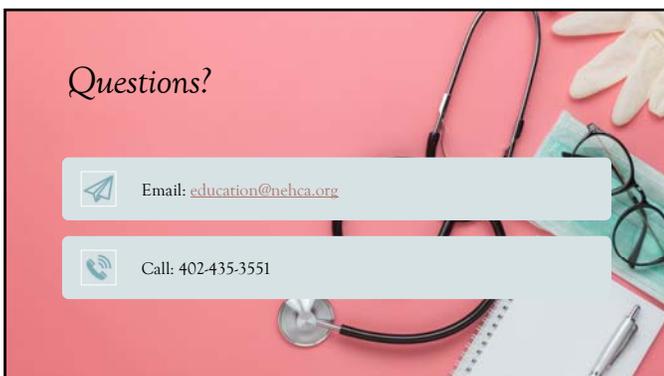
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Additional Resources

- Executive Order No. 20-12 Department of Health and Human Services Frequently Asked Questions
- Department of Health and Human Services Nurse Aide Hub
- Department of Health and Human Services Registry License Look-Up
- Nebraska Health Care Association COVID-19 Temporary Staffing Informational Page
- Nebraska Health Care Association COVID-19 Member Connections and Webinar Recordings
- Traditional Nurse Aide and Medication Aide Training
- Nebraska Health Care Learning Center On-Demand Education
- Nebraska Health Care Association Temporary Medication Aide Course

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Questions?

Email: education@nehca.org

Call: 402-435-3551

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