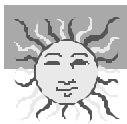




Introduction

California Code of Regulations
Division 5 Title 22

- OBRA
- Roles and Responsibilities of C.N.A.



I. Title 22 - California Code of Regulations, Division 5.

1. California state laws enacted by legislature to establish:
 - a. Licensing and certification standards of health facilities.
 - b. Minimum standards of care for the residents.
 - c. Regulations which govern the CNA Training Program.
 - d. CNA certification requirements - initial and renewal.

More About Title 22

- 2. Skilled Nursing Facilities must be licensed, and have assigned Ombudsman.
- 3. Skilled Nursing Facilities must have policies and procedures to ensure resident's rights/safety.
- 4. Violations of Title 22 may lead to issuance of a state citation with a monetary fine.



II. Omnibus Budget Reconciliation Act of 1987

OBRA

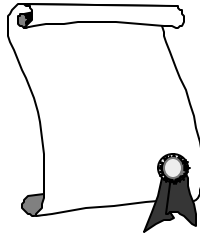
Became effective Oct. 1, 1990

- 1. Required nurse aides receive training.
- 2. Must pass a competency exam within 4 months.
- 3. Established standards of care for Medicare and Medical reimbursement.
- 4. Federal onsite surveys for compliance.



II. Violation of federal regulations may lead to remedies such as:

- 1. Loss of facility's ability to provide C.N.A. training.
- 2. Civil money penalties: \$50-\$3,000 a day.
- 3. Directed in-services.
- 4. Denial of payment
- 5. State Monitoring.
- 6. Termination of facility license.



III. C.N.A. Requirements as set forth in Title 22 (and OBRA)

- A. Complete C.N.A. course approved by DHS
- ♥ 1. Minimum of 50 hours of mandated theory.
- ♥ 2. Minimum of 100 hours of clinical training.
- ♥ 3. Course must comply with Title 22/OBRA.
- ♥ 4. SNF students fees covered by facility, including class hours/hourly wage. 🍷 🍷 🍷 🍷
- ♥ 5. Fingerprinting, and clearance form/fee sent in prior to patient contact.
- ♥ 6. May take certification test prior to clearance.

Qualities of a Successful C.N.A.

- 1. Dependable, team player.
- 2. Considerate, cooperative, caring.
- 3. Pleasant, well groomed.
- 4. Observant, competent, committed.
- 5. Flexible, organized.
- 6. Honest, ethical, high standards.
- 7. Compassionate, knowledgeable.
- 8. Sensitive to others, empathetic.



V. Role and Responsibility of C.N.A.

. Member of health care team

A. Health care team may include:

1. Resident or Patient (family)
2. R.N. / L.V.N. /M.A./ C.N.A.
3. Physician P.A.
4. Various Therapists (PT, OT, ST,)
5. RD, AD, SW,
6. Clergy



B. Responsibility of the CNA in Patient Care:

1. Provide a safe environment

- a. Proper use of equipment and protective devices.
- b. Awareness of potential hazards.
- c. Infection Control
- d. Care for resident's personal property.



2. Meet the resident's physical needs by:

- a. Assisting with activities of daily living.
- b. Assisting with medical and rehab. activities.
- c. Maintaining a clean environment.



3. Assist the resident to meet their

Psycho-Social Needs To:

- a. Be treated with dignity and respect
- b. Feel secure
- c. Be recognized as an individual
- d. Love and be loved
- e. Feel a sense of accomplishment
- f. Feel good about themselves



C. Fullfill responsibility to employer by:



- 1. Reporting to work on time.
- 2. Reliably fulfilling assigned schedule.
- 3. Notifying supervisor when ill.
- 4. Working as a team member.
- 5. Doing one's job to the best of their ability.
- 6. Conserving equipment and supplies.

D. Ethical behavior expected of a C.N.A.

- 1. Protect life.
- 2. Promote health
- 3. Keep personal information confidential.
- 4. Respect each person as an individual.
- 5. Give care based on need, not gratuities.
- 6. Recognize limitation of role as a C.N.A.



E. Work Ethics Includes:

- 1. Working assigned shift.
- 2. Arriving on time for work.
- 3. Being absent only when necessary, (can't get OOB)
- 4. Notifying employer prior to necessary absences.
- 5. Follow supervisors instructions.
- 6. Be loyal and flexible.
- 7. Give the job a year.



F. Unacceptable behaviors which may result in dismissal:

- 1. Verbal or physical abuse of patients.
- 2. Stealing or willfully damaging property.
- 3. Disobeying an order from a supervisor.
- 4. Neglecting duties
- 5. Altering or falsifying records or reports.
- 6. Working under the influence.
- 7. Dishonesty in any form.



G. Health care settings in which
C.N.A.'s are employed.

- Acute Care Hospitals.
- Skilled Nursing Facilities.
- Intermediate Care Facility.
- Home Health Agencies