


Hands, feet, and *hearts*...



Temporary Health Partner

Agenda

- Regs and Rules
- Scope of Work
- Finding Candidates
- Online Training Options
- Competencies
- In Your Building
- Temporary > Future Healthcare Professionals

Rules & Regulations Federal

- ** **CMS Blanket Waiver - Training and Certification of Nurse Aides:** For SNF and NF, current requirements under 42 CFR 483.35(d) that a SNF and NF may not employ anyone for longer than four months unless they meet specified federal training and certification requirements are being waived to help with potential staffing shortages. However, CMS is not waiving the following associated provisions:*
 - *A requirement under 42 CFR § 483.35(d)(1)(i) that facilities not use any individual working as a nurse aide for more than four months, on a full-time basis, unless that individual is competent to provide nursing and nursing related services; or*
 - *A requirement under § 483.35(c) that facilities ensure that nurse aides are able to demonstrate competency in skills and techniques necessary to care for residents' needs, as identified through resident assessments, and described in the plan of care.*

Rules & Regulations State of New Hampshire

- 1. To address staffing shortages at long-term care facilities and meet the needs of some of New Hampshire's most vulnerable populations, the position of temporary health partner is hereby authorized to work in a skilled nursing facility, notwithstanding any provision of RSA 326-B:14, provided that:
 - a. The temporary health partner completes training of no less than eight (8) hours, provided by a national association such as the American Health Care Association or by a New Hampshire educational program;
 - b. Temporary health partners shall work under the supervision of an RN, APRN, or LPN, as is required of LNAs under RSA 326-B:14;
 - c. The scope of work authorized to be performed by temporary health partners is limited to the work set forth in Exhibit A to this Order and must be performed in accordance with the resident care plan;
 - d. The temporary health partner has demonstrated competency, as determined by the employing long-term care facility, prior to performing any of the activities set forth in Exhibit A.
- 2. The position of temporary health partner shall not be considered a substitute for the licensure under RSA 326-B:14 but is intended to assist the work of licensed nursing assistants. The temporary health partner shall not perform services independently, and must be supervised by licensed nurses at all times.
- 3. It is not the intent of this order to divert workers from other care settings, including home and community-based services. Nursing homes are encouraged to utilize current or former nursing home employees in this temporary role.
- 4. This Order shall remain in effect until the State of Emergency is terminated, or this Order is rescinded, whichever shall happen first.

Scope of Work

- **Activities of Daily Living**
 - Bathing
 - Oral care
 - Denture care
 - Grooming
 - Shaving
 - Nail care
 - Dressing/undressing
- **Infection Control Practices**
 - Hand hygiene
 - Standard and transmission-based precautions
 - Cleaning and disinfection
 - Use of personal protective equipment (PPE)
- **Bedmaking**
 - Unoccupied
 - Occupied
- **Positioning, Moving, and Restorative Care**
 - Transferring a resident
 - Positioning a resident
 - Moving the resident in bed
 - Stand and pivot transfers
 - Assist with ambulation/walking
- **Nutrition and Elimination Assistance**
 - Assist with meals including feeding a resident
 - Assist with elimination, including toileting and peri-care
 - Assist with routine ostomy cares
- **Comfort Care and End-of-Life**
 - Promoting comfort and sleep
 - Pain management
 - End-of-life care
 - Physical care of body after death

Individuals may only provide care in areas they have successfully demonstrated competencies.



Finding Candidates

- Individuals already employed by your facility
- Family members of your residents
- Lapsed LNAs
- NEW to healthcare



Online Training Options

- American Health Care Association
 - Temporary Nurse Aid Training
 - Competency Testing in your Facility
- CNA Now
 - Temporary Health Partner Training
 - Competency Testing in your Facility or Off-site

Curriculum/Demonstrated Competencies

Infection Prevention

- Standard Precautions
- Handwashing
- Using Barriers (Gloves, Gowns, Mask, etc.)
- Isolation/Transmission Based Precautions
- Cleaning, Disinfection, Sterilization

Personal Care Routines (bathing)

- Shampooing
- Oral Hygiene
- Denture Care
- Grooming
- Shaving
- Nail Care

Personal Safety and Emergency Care

- Dressing/Undressing
- Bloodborne Pathogens
- Body Mechanics
- Choking
- Injury Prevention

Documentation and Core Skills

- Documentation
- Bedmaking
- Making an Occupied Bed
- Transferring a Resident

Positioning, Moving, and Restorative Care

- Positioning
- Moving Up in Bed When Resident Unable
- Moving a Resident
- Stand, Pivot, Transfer
- Assisting with Walking (ambulation)
- Mechanical Lift, if applicable

Nutrition and Elimination

- Assisting with Meals
- Assisting with Elimination (toileting)
- Assisting with Ostomy

Advanced and Specialty Care Environments

- Oxygen Therapy
- Motivate Resident/Stop when Resists
- Specific Behavioral Symptoms
- Specific Techniques for ADLs

Comfort Care and End of Life

- Pain Management
- Promoting Comfort and Sleep
- End of Life Care
- Ethics and the Law in LTC
- Physical Care of Body After Death

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***Adjust the position to fit the needs of your facility/staff/residents.
BUT - Individuals may only provide care in areas they have successfully
demonstrated competencies.***

Hands, feet, and *hearts* to care for residents & assist staff

In Your Building

- Traditional Hiring Process
- Orientation
- Mentoring
- **The THP will *ASSIST* your current nursing and LNA staff**



Temporary --> Future Healthcare Professionals

- Working on Pathways to LNA training with credit for THP training and experience
 - If this does NOT materialize – utilize CURRENT LNA training or otherwise
- Caregiver Careers Program – LNA training
- Long Term Care Foundation – future training toward career goals

Post- call addition DELEGATION

- All nurses can delegate to unlicensed individuals but the need to know that the delegatee can perform the task being delegated. They need to follow the five rights of delegation:
 - Right task
 - Right circumstance
 - Right person
 - Right directions and communication
 - Right supervision and evaluation
- Last year, New Hampshire Nurses Association updated its position statement on delegation. [Click here to view online statement.](#)
 - *This statement was based on a review of the literature conducted by a team of volunteers, many of whom are nursing educators. Once the position statement was drafted it was shared with nursing leaders from various clinical settings across the continuum of care: school nursing, home care and ambulatory care and comments made these nursing leaders were incorporated into the document. The document was then reviewed and approved by members of the Commission on Nursing Practice and the NHNA Board of Directors. Much of the position statement is based on the American Nurses Association and the National Council of State Boards of Nursing 2019 Joint Position Statement.*