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**PRESENTATION OF THE
PROFESSIONAL AND VOCATIONAL LICENSING DIVISION**

TO THE SENATE COMMITTEE ON HUMAN SERVICES

TWENTY-NINTH LEGISLATURE
Regular Session of 2018

Monday, February 5, 2018
3:45 p.m.

TESTIMONY ON SENATE BILL NO. 2592, RELATING TO NURSE AIDES.

TO THE HONORABLE JOSH GREEN, CHAIR, AND MEMBERS OF THE COMMITTEE:

The Department of Commerce and Consumer Affairs ("Department") appreciates the opportunity to testify on S.B. 2592, Relating to Nurse Aides. My name is Lee Ann Teshima, and I am the Executive Officer of the Nurse Aide Program under the Department's Professional and Vocational Licensing Division. The Nurse Aide Program opposes this bill and provides the following comments.

This bill amends the current recertification requirements for certified nurse aides employed in a state-licensed or state-certified health care setting by allowing an individual certified nurse aide to complete eight hours of dementia training and pass a competency examination on dementia training in lieu of a comprehensive competency evaluation approved by the Department of Human Services. Completing and passing an eight-hour course is not equivalent to a comprehensive competency evaluation. I have attached the Department of Human Services' Nurse Aide Competency/Proficiency Evaluation form for your perusal. The activities listed on this form far exceed the completion of one course in a specific topic.

DCCA does not oppose any dementia training for health professionals who care for individuals with dementia, we do oppose any compromise to requirements that ensure that all

Senate Bill No. 2592
February 5, 2018
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certified nurse aides maintain the competency and proficiency to take care of our vulnerable or elderly residents.

Thank you for the opportunity to testify in opposition to S.B. 2592.

STATE OF HAWAII
Department of Human Services

Social Services Division

DEPARTMENT OF HUMAN SERVICES NURSE AIDE COMPETENCY/PROFICIENCY EVALUATION

1. Last Name _____ M.I. _____
 First Name _____

2. Social Security Number: X X X - X X - ____ (last four digits)

Purpose: Completion of this form verifies this nurse aide has met the Department of Human Services Nurse Aide Competency/Proficiency Evaluation.

Proficiency of each skill includes demonstration of understanding and adherence to legal and ethical responsibilities of the nurse aide; effective communication with residents and other staff; provides for safety and privacy of residents, self, others; identifies 5 rights of care (right resident, procedure, time, amount, method); and reporting results of care (sections 5 to 10).

Competency of each area includes understanding, interacting, and reacting appropriately to an individual, agency, and/or facility need (sections 11 to 13).

3. **CERTIFICATION OF NURSE AIDE EVALUATION**
 I certify this form is complete and this nurse aide is competent and proficient in all the skills below.

Registered Nurse Signature _____ NATCEP School _____ Date of Completion _____

4. **RECERTIFICATION OF NURSE AIDE EVALUATION**
 OPTION A
 I certify this nurse aide has demonstrated competency and proficiency in the skills below by completion of a DHS approved 24-hour recertification training skills competency evaluation program.

Registered Nurse Signature _____ NATCEP School _____ Date of Completion _____

OR

OPTION B
 I certify this nurse aide has:
 a. completed 24 hours of appropriate continuing education hours over the past two years; and
 b. demonstrated competency and proficiency in all the skills below.

Registered Nurse Signature _____ Agency/Company _____ Date of Completion _____

5. SAFETY/EMERGENCY PROCEDURES	Date Achieved	Evaluator initial
Handwashing		
Universal Precautions (Infection control)		
Safety/emergency procedures, including Heimlich maneuver		
Responding to a facility fire		
Evacuation techniques: -one man -two man		
Proper use of restraints and avoiding need for restraints (may substitute with training): -vest restraint -waist restraint -wrist restraint -other type of restraints -proper use of side rails		

6. BASIC NURSING SKILLS cont.	Date Achieved	Evaluator initial
Positioning in chair		
Positioning and comfort rounds		
Mechanical lifts		
Transfer and Ambulation*		
Transfer bed to chair		
Transfer chair to toilet		
Ambulate with walking aid		
Ambulate with gait belt		
RANGE OF MOTION*		
Active ROM of extremities		
Passive ROM of extremities		
CARE OF THE ENVIRONMENT		
Proper adjustment of temperature, humidity, light ventilation, noise, odor, neatness, privacy, color, safety		
Proper use and care of equipment, prosthetic, and orthotic devices		

6. BASIC NURSING SKILLS POSITIONING *	Date Achieved	Evaluator initial
Positioning in bed		

7. PERSONAL CARE SKILLS*	Date Achieved	Evaluator initial
Bedmaking - occupied		
Bedmaking - unoccupied		

* Also a Basic Restorative Service skill
 DHS 1646 (Rev. 1/10)

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DEPARTMENT OF HUMAN SERVICES NURSE AIDE COMPETENCY/PROFICIENCY EVALUATION

7. PERSONAL CARE SKILLS* cont'L	Date Achieved	Evaluator initial
Bathing – shower		
Oral care – with/without dentures		
Grooming, Dressing, Self-care:		
-hair and nail care, shaving		
Skin Care:		
-back rub		
-use of decubitus preventive aids		

8. OBSERVATIONS/REPORTING	Date Achieved	Evaluator initial
Vital Signs – TPR		
Vital Signs – BP		
Weight and Height:		
- standing scale		
- bed scale (may substitute with training)		
- chair scale (may substitute with training)		
Observing common symptoms		
Measure/record Intake and Output		

9. NUTRITION AND ELIMINATION	Date Achieved	Evaluator initial
ASSISTING WITH EATING AND HYDRATION *		
Feeding residents with various disabilities as:		
- unable to feed self		
- swallowing problems		
ASSISTING WITH TOILETING		
Use of bedpan/urinal		
Incontinent Care – Adult brief/petri-care		
Care of urinary/fecal drainage bags		
Resident participation in bowel/bladder training *		

* Also a Basic Restorative Service skill

Keep this evaluation in own student or nurse aide record file. E-mail list of nurse aides who completed this evaluation to the state Department of Human Services at LTsurude@dhs.hawaii.gov and the state Department of Commerce and Consumer Affairs at aide@dccg.hawaii.gov by the first week of the following month.

10. CARE OF RESIDENT WITH TUBES	Date Achieved	Evaluator initial
(may substitute with training)		
Care of residents with:		
- intravenous		
- Foley catheter		
- Nasogastric (NG) and gastrostomy (G-tube)		
- oxygen mask/nasal cannula		

11. MENTAL HEALTH AND SOCIAL SERVICE NEEDS	Date Achieved	Evaluator initial
Modifying nurse aide's behavior in response to residents' behaviors		
Providing care associated with the aging process		
Promoting and respecting residents' rights, privacy, independence, and dignity		

12. CARE OF THE COGNITIVELY IMPAIRED	Date Achieved	Evaluator initial
Techniques for addressing the unique needs and behaviors (Alzheimer's disease and other dementia)		
Communicating, understanding, and appropriate response to the behavior of cognitively impaired residents		
Methods of reducing the effects of cognitive impairments		

13. COMMUNICATION	Date Achieved	Evaluator initial
Observe, document, and refers to appropriate personnel for follow up action		
Recognizing abnormal changes and importance to report to supervisor		

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ALOHA CHAPTER

1130 N. Nimitz Highway Suite A-265, Honolulu, Hawaii 96817
Phone: 808.591.2771 Fax: 808.591.9071 www.alz.org/hawaii

Committee on Human Services
Senator Josh Green, Chair
Hawaii State Capitol
415 S. Beretania St, Room 407
Honolulu, HI 96813

February 1, 2018,

RE: SB 2592 – NURSE AIDES; RECERTIFICATION
Testimony in STRONG SUPPORT

On behalf of the Alzheimer's Association, Aloha Chapter, we **STRONGLY SUPPORT** SB 25592 that adds the option of 8-hours of competency training relating to assisting with activities of daily living and dementia, for the recertification of nurse aides working in non-Medicare/Medicaid health settings.

This bill addresses unfair nurse aide recertification requirements for those that do not work in medicare or medicaid certified nursing facilities. Even if they do not work in medicare or medicaid certified health setting, the requirement is to work in a medicare or medicaid facility for 8 hours during the past 24 month period or they would need to complete a 24-hour competency/proficiency program. In contrast, nurse aides that work in medicare or medicaid certified nursing facilities only have the 8-hour work requirement and do not need to complete a 24-hour competency/proficiency program.

The Alzheimer's Association has met with representatives from DCCA and DHS on this issue. For individuals that do not work in Medicare/Medicaid health settings we are requesting the deletion of the recertification requirement to work eight hours in a Medicare/Medicaid facility during the past 24 months; and instead substitute the requirement that individuals provide a DHS competency evaluation signed by an Registered Nurse and complete 8 hours of approved training in topics specified in Hawaii Administrative Rules, DHS, Chapter 1445, relating to competency in assisting with activities of daily living.

For nurse aides that do not work in Medicare/Medicaid facilities the current requirement is an undue hardship as it requires them to pay for a 24-hour training program, while suffering a loss of wages to attend the training. This requirement results in nurse aides allowing their certification to lapse, due to the cost and lost wages to take the training program. The public suffers when nurse aides are not recertified as these individuals can continue to work in non-Medicare/Medicaid health settings without any assurance as to their ongoing competency.

This change would provide nurse aides the incentive to get recertified. There is a severe shortage of nurse aides and the demand for nurse aides is increasing due to the need to assist increasing numbers of individuals with dementia and Alzheimer's Disease. The Kupuna Caregiver Program would also benefit by this bill as there would be a need to maintain and increase the supply of nurse aides due to the probable high demand for nurse aides generated by the program.

We urge you to pass SB 2592.

Mahalo,

A handwritten signature in black ink that reads "C Payne". The signature is written in a cursive, flowing style.

Christine Payne
Executive Director
Alzheimer's Association, Aloha Chapter

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ALOHA CHAPTER

1130 N. Nimitz Highway Suite A-265, Honolulu, Hawaii 96817
Phone: 808.591.2771 Fax: 808.591.9071 www.alz.org/hawaii

UPDATED TESTIMONY, Submitted 2/2/2018, 4:00PM

To: Committee on Human Services
Senator Josh Green, Chair
Hawaii State Capitol
415 S. Beretania St, Conference Room 16
Honolulu, HI 96813

Date: February 5, 2018, 3:45 pm

RE: SB 2592 – NURSE AIDES; RECERTIFICATION
Testimony in STRONG SUPPORT

On behalf of the Alzheimer's Association, Aloha Chapter, we STRONGLY SUPPORT SB 2592 that adds the option of 8-hours of dementia training and a competency exam, for the recertification of nurse aides working in state-licensed or state-certified (i.e., non-Medicare/Medicaid) health care settings.

This bill addresses inequitable nurse aide recertification requirements for those that do not work in medicare or medicaid certified nursing facilities. Nurse aides that work in medicare or medicaid certified nursing facilities are only required to have a performance review, in-service training, and an 8-hour work requirement. In contrast, nurse aides in state-licensed or state-certified health care settings are additionally required to complete a 24-hour competency/proficiency program.

For individuals that work in state-licensed or state-certified health care settings we are requesting the option that instead requires individuals to submit a DHS competency evaluation, complete 8 hours of approved dementia training and an 8-hour work requirement.

For nurse aides that do not work in Medicare/Medicaid facilities the current requirement is an undue hardship as it requires them to pay for a 24-hour training program, while suffering a loss of wages to attend the training. This requirement results in nurse aides allowing their certification to lapse, due to the cost and lost wages to take the training program. The public suffers when nurse aides are not recertified as these individuals can continue to work in non-Medicare/Medicaid health settings without any assurance as to their ongoing competency.

This change would provide nurse aides the incentive to get recertified. There is a severe shortage of nurse aides and the demand for nurse aides is increasing due to the need to assist increasing numbers of individuals with dementia and Alzheimer's Disease. The Kupuna Caregiver Program would also benefit by this bill as there would be a need to maintain and increase the supply of nurse aides due to the probable high demand for nurse aides generated by the program.

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We urge you to pass SB 2592.



Christine Payne
Executive Director
Alzheimer's Association, Aloha Chapter

SB-2592

Submitted on: 2/4/2018 1:54:08 PM

Testimony for HMS on 2/5/2018 3:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Calvin M. Hara	Manoa Cottage	Support	No

Comments:

Committee on Human Services
Senator Josh Green, Chair
Hawaii State Capitol
415 S. Beretania St, Room 407
Honolulu, HI 96813

RE: SB 2592 – RELATING TO NURSE AIDES

Testimony in STRONG SUPPORT

I am pleased to testify in full support for SB2592, which adds dementia training as an option for recertification for nurse aides.

Daily, Manoa Cottage finds the need for nurses aides to be fully capable of providing care to residents with dementia. The availability of dementia training will further enhance the services provided by the nurses aide and facility at-large.

Here in Hawaii, more than 27,000 individuals live with Alzheimer's disease or a related dementia. In addition to such, there are over 66,000 unpaid family caregivers within our state. And the numbers will grow exponentially as our population ages.

As the numbers of people affected continue to grow, so will the need for services such as in-home care, adult day care, care homes and assisted living facilities. Many of these services are currently implemented through the use of nurse aides/assistants. Currently, recertification for nurse aides/assistants are very stringent and pose a hardship. As a result of such, many nurse aides opt to not recertify their license. This poses a problem for our state as we have a severe shortage of certified nursing assistants. Furthermore, many lack adequate training to work with people with Alzheimer's or a related dementia.

Passage of this bill will alleviate these problems by providing necessary training to individuals who work with individuals with Alzheimer's or a related dementia and by providing a reasonable option to obtain recertification. We strongly urge you to pass this bill.

Thank you,

Calvin M. Hara

Executive Director and Administrator

SB-2592

Submitted on: 2/1/2018 5:25:08 PM

Testimony for HMS on 2/5/2018 3:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Joy Marshall		Support	No

Comments:

Committee on Human Services
Senator Josh Green, Chair
Hawaii State Capitol
[415 S. Beretania St, Room 407](#)
[Honolulu, HI 96813](#)

RE: SB 2592 – RELATING TO NURSE AIDES

Testimony in STRONG SUPPORT

I am pleased to testify in full support for SB2592, which adds dementia training as an option for recertification for nurse aides.

My wife was diagnosed with Alzheimer's dementia in 2012. To help me care for her, I used home health aides from a professional care provider whenever I had to leave the house occasionally for appointments or meetings. When my own doctor recognized that I needed more help to care for my wife because of my own health issues, she recommended that we find and assisted living facility "sooner rather than later." I'm glad we did because my wife now receives personal care from nurse aides/assistants in our facility for most of her activities of daily living (ADLs). Fortunately, my wife's Federal Long-Term Care Insurance has paid for all of the ADL care she received since 2012.

Here in Hawaii, more than 27,000 individuals live with Alzheimer's disease or a related dementia. In addition to such, there are over 66,000 unpaid family caregivers within our state. And the numbers will grow exponentially as our population ages.

As the numbers of people affected continue to grow, so will the need for services such as in-home care, adult day care, care homes and assisted living facilities. Many of these services are currently implemented through the use of nurse aides/assistants. Currently, recertification for nurse aides/assistants are very stringent and pose a hardship. As a result of such, many nurse aides opt to not recertify their license. This poses a problem for our state as we have a severe shortage of certified nursing assistants. Furthermore, many lack adequate training to work with people with Alzheimer's or a related dementia.

Passage of this bill will alleviate these problems by providing necessary training to individuals who work with individuals with Alzheimer's or a related dementia and by providing a reasonable option to obtain recertification. I strongly urge you to pass this bill.

Lawrence M.G. Enomoto

Retired US Air Force Officer and Retired Federal Employee

SB-2592

Submitted on: 2/3/2018 2:06:21 PM

Testimony for HMS on 2/5/2018 3:45:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Elaine Aotaki		Support	No

Comments:

Aloha. Mahalo for the opportunity to testify in full support of Senate Bill 2592, which adds dementia training as an option for recertification for nurse aides.

As the numbers of people affected with Alzheimer's disease or a related dementia continue to grow, so will the need for services such as in-home care, adult day care, care homes and assisted living facilities. Many of these services are currently implemented through the use of nurse aides/assistants. Currently, recertification for nurse aides/assistants are very stringent. As of result, many nurse aides choose not to recertify their license. This poses a problem in our state as we have a great shortage of certified nursing assistants. Furthermore, many lack adequate training to work with individuals with Alzheimer's or a related dementia.

Passage of SB2592 will alleviate these problems by providing necessary training to those who work with individuals with Alzheimer's or a related dementia and by proving a reasonable option to obtain recertification. I strongly urge you to pass SB2592.

Mahalo,

Elaine Aotaki

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