

Amendment to SB 255-FN

1 Amend the bill by replacing section 2 with the following:

2
3 2 New Subdivision; Dementia Training for Direct Care Staff in Residential Facilities and
4 Community-Based Services. Amend RSA 151 by inserting after section 46 the following new
5 subdivision:

6 Dementia Training for Direct Care Staff in Residential Facilities
7 and Community-Based Services

8 151:47 Definitions. In this subdivision:

9 I. "Covered administrative staff member" means the senior manager of the facility or
10 program, including administrators, as well as managerial staff members that directly supervise
11 covered direct service staff members.

12 II. "Covered direct service staff member" means a staff member whose work involves
13 extensive contact with residents or program participants. Such staff members include: certified
14 nursing assistants, nurse aides, personal care assistants, home health or personal care aides,
15 licensed practical nurses, licensed vocational nurses, registered nurses, social workers, activity
16 directors, and dietary staff.

17 III. "Department" means the department of health and human services.

18 IV. "Facilities or programs" means residential facilities or home and community-based
19 programs, serving an adult population, licensed as appropriate under this chapter, that provide
20 supportive services including, but not limited to, skilled care facilities, intermediate care facilities,
21 assisted living facilities, residential care for the elderly, adult day programs, home health, in-home
22 services, or adult family care homes or programs that advertise specialty memory care that have
23 residents or program participants with Alzheimer's disease or other dementias.

24 V. "Other covered staff member" means a staff member who has incidental contact on a
25 recurring basis with residents or program participants, including housekeeping staff, front desk
26 staff, maintenance staff, other administrative staff, and other individuals who have such incidental
27 contact.

28 VI. "Staff member" includes full and part-time employees, independent consultants, and
29 staff of contractors and subcontractors.

30 151:48 Initial and Continuing Training in Dementia Required.

31 I. Facilities and programs shall provide initial training to:

32 (a) All covered staff members hired on or after July 1, 2019, who shall complete initial

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1 training within 90 days of the commencement of employment.

2 (b) All covered staff members who were employed prior to the date under subparagraph
3 (a) and who have not received equivalent training; such training shall be completed within 6
4 months of that date.

5 II. Each facility or program shall establish a system for ongoing onsite support, supervision,
6 and mentoring for its staff with regard to the treatment and care of persons with dementia.

7 III. For covered direct service staff members and covered administrative staff members, at
8 a minimum, the curriculum used for the initial training shall cover the following topics:

- 9 (a) Detection and cognitive assessment of Alzheimer's disease and dementia;
10 (b) Person-centered care;
11 (c) Assessment and care planning;
12 (d) Supportive and therapeutic environments;
13 (e) Staffing, training, management, and systems for improvement;
14 (f) Medical management;
15 (g) Ongoing care for behavioral and psychological symptoms of dementia and support
16 activities of daily living;

17 (h) Information, education, and support; and

18 (i) Transitions and coordination of services.

19 IV. For other covered staff members, training shall include, at a minimum, communication
20 issues related to dementia.

21 V. Initial dementia training shall be considered complete only after the staff member has
22 taken and passed an evaluation.

23 151:49 Portability.

24 I. The facility or staff shall issue a certificate to covered staff members upon completion of
25 initial training, which shall be portable between settings. Provided that the covered staff member
26 does not have a lapse of dementia related direct service or administration employment for 24
27 consecutive months or more, the covered staff member shall not be required to repeat the initial
28 dementia training.

29 II. Covered staff members shall be responsible for maintaining records of certificates
30 received.

31 151:50 Continuing Education. In addition to initial training, the commissioner shall adopt
32 rules to determine when and how often continuing education on dementia shall be required. Such
33 continuing education shall include new information on best practices in the treatment and care of
34 persons with dementia. The department shall require at least a minimum of 6 hours of initial
35 continuing education for covered administrative staff members and covered direct service staff
36 members and shall require at least a minimum of 4 hours of ongoing training each calendar year.
37 Such continuing education shall include new information on best practices in the treatment and

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1 care of persons with dementia.

2 151:51 Requirements for Trainers; Training Costs. Persons responsible for conducting in-
3 person dementia trainings shall meet minimum criteria including: 2 years of work experience
4 related to Alzheimer's disease or other dementias or in health care, gerontology, or other related
5 field; and have completed training equivalent to the requirements provided herein. Covered staff
6 members shall not be required to bear any of the cost of training or to attend trainings and shall
7 receive their normal compensation when attending required trainings.

8 151:52 Departmental Oversight.

9 I. The department shall exercise oversight of a facility's or program's dementia training
10 program as part of its comprehensive regulatory responsibilities. Such oversight shall:

11 (a) Ensure that the facility or program provides continuing education opportunities.

12 (b) Ensure that the facility or program uses designated online training programs or
13 facility-based training that meets the requirements for dementia training in the state.

14 (c) Ensure compliance with any other requirements specified in this subdivision.

15 II. The department may use all of its enforcement tools to ensure that facilities and
16 programs comply with paragraph I.