

STATEMENT OF POLICY-Title 55 - PUBLIC WELFARE

DEPARTMENT OF PUBLIC WELFARE (55PA. CODE CH. 1181)

Reimbursement of Nurse Aide Training and Testing fees *Purpose*

The purpose of this statement of policy is to formalize policy that has been implemented since October 1990 and to issue procedures describing the method for reimbursing individuals who are trained and tested as nurse aides.

Scope

This statement of policy applied to state, county and general nursing facilities, (NF) enrolled in the Medical Assistance Program.

Background/Discussion

Section 1919(b)(5) of the Social Security Act (42 U.S.C.A. § 1396r(b)(5)) requires that an individual employed as a nurse aide in an NF on or after October 1, 1990, successfully complete a State-approved nurse aide training and competency evaluation program. The purpose of the evaluation program is to ensure that nurse aides have the education practical knowledge and skills needed to care for residents of facilities participating in the Medicare and Medicaid programs. The term "nurse aide" refers to any individual providing nursing or nursing-related services to residents in an NF. This does not include an individual who is a licensed health professional or an individual who volunteers to provide the services without monetary compensation. NFs are prohibited from using on a full-time, temporary per diem or other basis individuals as nurse aides for more than 4 months unless the individual has completed the evaluation program. States are required to maintain nurse aide registries and include in those registries' records of specific documented findings by the Commonwealth of resident neglect or abuse or misappropriation of resident property involving an individual listed in the registry, as well as any brief statement of the individual disputing the findings. NFs are required to consult these registries before hiring an individual as a nurse aide.

Procedures

Training and testing cost will be reimbursed for those individuals employed by or offered employment by an NF and for individuals offered employment within 12 months of completing the course. The following procedures describe the method of Public Welfare Department for these costs. NFs are responsible for the full payment of training and testing costs for individuals employed or offered employment at the time the individual enters Nurse Aide Training and Competency Evaluation Program (NATCEP) or a Competency Evaluation Program (CEP). Federal law prohibits these charges from being imposed on the nurse aide. The NF should include these costs on Schedule C, Line 16, of its MA-11 Cost Report after these training and testing costs have been paid.

An individual who does not have an employment relationship with a facility at the time the individual enters a NATCEP or CEP, but becomes employed or obtains a offer of employment with 12 months of completing the program, will be reimbursed for the costs of the training and testing by the NF that employs or offers employment to this individual. This reimbursement will be made on a pro rate basis for the period during which the individual is employed as a nurse aide. The training and testing after the nurse aide has worked at the facility as an aide for 130

hours and the remaining half of the training cost after the nurse aide has worked an additional 130 hours. The NF should include these costs on Schedule C, Line 16, of its MA-11 Cost Report after the nurse aide is reimbursed.

The nurse aide who does not meet the criteria for continued enrollment on the Nurse Aide Registry will have an opportunity to take the competency evaluation examination. If successful, the nurse aide will again be enrolled on the Nurse Aide Registry. However, if unsuccessful with the competency evaluation examination, the nurse aide must complete a State-approved nurse aide training and competency evaluation program to be re-enrolled on the Nurse Aide-Registry. The facility will be reimbursed for this retraining and retesting. The Department will only reimburse the NF for reasonable and appropriate costs for State approved nurse aide training programs that meet Federal requirements. These costs must be substantiated by an original signed invoice stating date, place and time of training or testing, or both and countersigned by the nurse aide. Costs entered on the MA-11 Cost Report are subject to audit by the Department or Department's agent.

Effective Date

This statement of policy shall take effect on April 6, 1995.

FEATHER O. HOUSTOUN,
Secretary

(Editor's Note: The regulations of the Department of Public Welfare, 55 Pa. Code Chapter 1181, are amended by adding a statement of policy at § 1181.61a to read as set forth in Annex A).

Fiscal Note: 14-BUL-035. No fiscal impact: (8) recommends adoption.

Annex A

TITLE 55. PUBLIC WELFARE
PART III. MEDICAL ASSISTANCE MANUAL
CHAPTER 1181. NURSING FACILITY CARE
§ 1181.61a. Nurse aide programs-statement of policy.

As a result of provisions contained in the Federal Omnibus Budget Reconciliation Act of 1987 (42 U.S.C.A § 1396r(b)(5)) regarding nurse aide training and testing fees, the Department will reimburse nursing facilities the reasonable and appropriate costs for State-approved nurse aide training programs that meet Federal requirements and are completed by individuals employed or offered employment within 12 months of completing the Nurse Aide Training and Competency Evaluation Program (NATCEP) or Competency Evaluation Program (CEP).

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