

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH

Deidre S. Gifford, MD, MPH
Acting Commissioner



Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

ORDER

WHEREAS, on March 10, 2020, Governor Ned Lamont (the Governor), in response to the global pandemic of 2019 Coronavirus disease (COVID-19), declared a public health and civil preparedness emergency throughout the State of Connecticut pursuant to Sections 19a-131a and 28-9 of the Connecticut General Statutes; and

WHEREAS, on several occasions since March 10, 2020, acting within his authority pursuant to Sections 19a-131a and 28-9 of the Connecticut General Statutes as well as Special Acts 21-2, 21-4, and 21-5 of the General Assembly, and in response to the continued need to respond adequately to the COVID-19 pandemic, the Governor renewed the declarations of public health and civil preparedness emergencies and also issued new declarations of public health and civil preparedness emergencies; and

WHEREAS, pursuant to such declarations, the Governor has issued various executive orders to protect public health, limit transmission of COVID-19, and mitigate the effects of the COVID-19 pandemic; and

WHEREAS, the COVID-19 pandemic remains a grave threat to public health and safety and civil preparedness in the State of Connecticut; and

WHEREAS, responding to and treating outbreaks of COVID-19 consumes priority healthcare and emergency management resources including personnel, hospital beds, and personal protective equipment, jeopardizing the efficient operation of the statewide healthcare infrastructure and thereby endangering public health and safety and civil preparedness; and

WHEREAS, the certified nurse aide workforce has decreased by 15 percent since August of 2019; and

WHEREAS, due to the COVID-19 pandemic, there is a significant need for the expansion of the healthcare workforce in Connecticut; and

WHEREAS, the ability of long-term care facilities to address the COVID-19 pandemic would be



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enhanced by suspension of certain restrictions on nurse's aide training and employment; and

WHEREAS, on September 3, 2021, the Governor issued Executive Order No. 13E which modified Section 20-102ee of the Connecticut General Statutes to include a definition of "temporary nurse aide" (TNA), which shall mean an individual providing nursing or nursing-related services to residents in a chronic and convalescent nursing home or rest home with nursing supervision, having eight hours of on-line training without enhanced infection control skills and ineligible to work with COVID-19 positive patients, in accordance with and under the direction of a licensed nurse, but does not include an individual who is a health professional otherwise licensed or certified by the Department of Public Health, or who volunteers to provide such services without monetary compensation; and

WHEREAS, the Governor's Executive Order No. 13E also modified Section 20-102ee of the Connecticut General Statutes to authorize the Commissioner of Public Health to grant a registration as a temporary nurse aide to any individual that the Commissioner determines complies with the policies that she herein adopts in furtherance of Executive Order No. 13E; and

WHEREAS, the Governor's Executive Order No. 13E provides that the Commissioner may adopt, amend, implement, suspend and revoke training, competency, scope of practice and temporary hiring policies concerning temporary nurse aides, which shall not be subject to the requirements of sections 4-168 to 4-174, inclusive, of the Connecticut General Statutes.

NOW, THEREFORE, in an effort to reduce the spread of COVID-19 and to protect the public health, and, in accord with the authority set forth above, for as long as Executive Order No. 13E remains in effect, unless this Order is sooner modified or terminated by me, I hereby order that, effective immediately, I will grant a registration as a temporary nurse aide to any individual who complies with the following policies. Further, an institution hiring a temporary nurse aide shall also comply with these policies.

1. Scope of Practice. A TNA granted registration is permitted employment in a chronic and convalescent nursing home or rest home with nursing supervision to perform nurse aide tasks as defined by the employing facility when the facility has determined the TNA to be competent in such tasks and when performed in accordance with and under the direction of a licensed nurse. A TNA shall not be assigned or provide care or services to a resident on quarantine or isolation precautions.

2. Training and Registration Requirements.

- a. A TNA must be at least sixteen (16) years of age. There are no minimum general educational requirements.
- b. TNA candidates must complete (i) the training set forth in section 4 herein provided by a qualified TNA training instructor and (ii) the American Health Care Association (AHCA) eight-hour online course for TNAs, take and pass the post-training test, and obtain a certificate of completion.

- c. A TNA candidate who has completed the AHCA training must register through a link on the DPH Temporary Nurse Aide webpage and upload the certificate of completion from AHCA.
- d. TNAs who have registered through the link on the DPH Temporary Nurse Aide web page must complete any additional training or orientation required by the hiring facility to ensure competency in tasks that the facility will assign to the TNA.
- e. TNAs must pass a background check pursuant to Section 19a-491c of the Connecticut General Statutes.

3. TNA Training Instructors. The following qualifications and requirements shall apply to TNA training instructors:

- a. The training of a TNA must be performed by or under the general supervision of a registered nurse who possesses a minimum of two years of nursing experience, at least one year of which must be in a chronic and convalescent nursing home or rest home with nursing supervision.
- b. Instructors must have completed a course in teaching adults or have experience in teaching adults or supervising nurse's aides.
- c. Qualified personnel from the health field may serve as trainers in the TNA's training program under the supervision of the TNA's primary training instructor provided they have a minimum of one year of experience in a facility for the elderly or chronically ill of any age within the immediately preceding five years. These health field personnel may include registered nurses, sanitarians, fire safety experts, nursing home administrators, gerontologists, psychologists, physical and occupational therapists, therapeutic recreation specialists, and speech/language/hearing therapists. All trainers should be, where applicable, licensed, registered, and/or certified in Connecticut in their field.
- d. Licensed practical nurses, under the supervision of the TNA's primary training instructor, may serve as trainers in the TNA's training program provided the licensed practical nurse has two years' experience in caring for the elderly or chronically ill of any age.
- e. The training of TNAs may be performed under the general supervision of the director of nurses. The director of nurses is prohibited from performing the actual training of TNAs.

4. Required Areas of Instruction/Competency. TNA applicants shall receive training in the following areas and shall demonstrate competency in these areas. A trainee's successful

completion of training shall be demonstrated by the trainee's performance, satisfactory to the TNA's primary training instructor in these areas.

A. Resident Rights

1. Resident Rights/HIPAA/Abuse & Neglect
2. Response to a witnessed or reported breach
3. Immediate reporting of abuse/neglect to nurse/manager on duty

B. Infection Control

1. How infection is spread (chain of infection/modes of transmission)
2. COVID-19 and facility policy for screening
3. Hand hygiene and cough etiquette
4. Standard precautions/personal protective equipment
5. Handling of clean and soiled linens
6. Disinfection of common use articles. Equipment/high touch objects/areas

Note: The TNA will not be assigned or provide care or services to a resident on quarantine or isolation precautions.

C. Emergency Procedures

1. What to do when a resident is found on the floor
2. Choking: Heimlich Maneuver

D. Activities of Daily Living

1. Initial steps/responding to a call light
2. Obtaining a temperature (all routes other than rectal)
3. Making an unoccupied bed/handling of linens
4. Turning and repositioning the resident while in bed
5. Making an occupied bed
6. Transfer from bed to chair/wheelchair/Use of gait belt/One-person standby transfer

Note: for anything beyond a one-person transfer, the TNA may only assist and must be directed by a licensed staff member.

7. Bed bath/partial bath
8. Assistance with dressing/undressing
9. Incontinence/Perineal care
10. Assist to toilet/use of urinal (only for a resident requiring one person/standby assist)
11. Oral care – conscious residents only
12. Devices/Use/Storage
 - a. Hearing Aides
 - b. Eyeglasses
 - c. Dentures

Note: A TNA may not apply orthotics or prosthetics.

13. Final steps/Observations to report to the nurse

E. Oxygen Use/Safety

1. Nasal cannula/tubing/storage/observation of liter flow
2. Potential hazards/safety

F. Nutrition/Hydration

1. Mechanically altered diets/thickened liquids/adherence to diet
2. Passing trays/retrieving trays (set up opening packages for residents who can consume meals independently)
3. Passing ice water
4. Food storage/safety

G. Dementia Care

1. Stages of dementia/Overview

2. Tips on communicating with cognitively impaired residents
3. Recognition of when to seek additional staff assistance

H. Mental Health. Challenging Behaviors

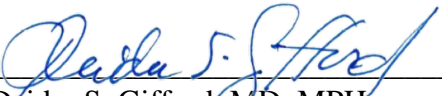
1. Responding to a challenging behavior
2. Recognition of when to seek additional staff assistance
3. Reporting a challenging behavior to nurse/manager on duty

I. Review of Resident Rights, Abuse & Neglect Reporting/Reporting to the Nurse.

1. Sample scenarios of situations involving resident rights, abuse, and neglect
2. Review of immediate protection of resident until assistance arrives if abuse is in process
3. Review of duty to immediately report to the nurse/manager on duty

5. Hiring Facility. The hiring facility is ultimately responsible for ensuring the completion of all training and documentation, including competencies, of a Temporary Nurse Aide and for orienting him or her to the policies and procedures of the hiring facility. The facility must fully notify its certified and licensed staff members that TNAs have a limited scope of permissible work, and detail what duties may not be delegated to TNAs. If the facility learns that any TNA is performing duties outside of the limited scope of permissible work, it must immediately intervene and reassign those duties to authorized personnel. TNAs shall report to the facility's charge nurse/manager on duty. Any licensed chronic and convalescent nursing home or rest home with nursing supervision may train TNA applicants without regard to any current Nurse Aide Training and Competency Evaluation Program (NATCEP) training ban.

Ordered this 10th day of September 2021.


Deidre S. Gifford, MD, MPH
Acting Commissioner