



TO: All Nursing Homes

**FROM: Vincent L. Davis, Director
Office of Health Care Facilities**

Re: Nurse Aide Training and Employment

This notification and subsequent attachments are being sent in response to queries regarding charging for nurse aide training and employment of nurse aide before they are certified. If you have questions, please contact, Keonia Moore, Nurse Aide Registry at Keonia.Moore@tn.gov.

The Tennessee Department of Health appreciates nurse aides and want to ensure their best opportunities for successful training and employment.

TENNESSEE'S POLICY ON REIMBURSEMENT OF NURSE AIDES FOR TRAINING EXPENSES

CFR 483.152 addresses Requirements for approval of a nurse aide training and competency evaluation program. Subsection (c) addresses Prohibition of Charges as follows:

- (1) No nurse aide who is employed by, or who has received an offer of employment from, a facility on the date on which the aide begins a nurse aide training and competency evaluation program may be charged for any portion of the program (including any fees for textbooks or other required course materials).
- (2) If an individual who is not employed, or does not have an offer to be employed, as a nurse aide becomes employed by, or receives an offer of employment from, a facility not later than 12 months after completing a nurse aide training and competency evaluation program, the State must provide for the reimbursement of costs incurred in completing the program on a pro rata basis during the period in which the individual is employed as a nurse aide.

Code of Federal Regulations, Title 42, Volume 3, Part

REQUIREMENTS FOR STATES AND LONG-TERM CARE FACILITIES 152 (c) PROHIBITION OF CHARGES

(I) No nurse aide who is employed by, or who has received an offer of employment from, a facility on the date on which the aide begins a nurse aide training and competency evaluation program may be charged for any portion of the program (including any fees for textbooks or other required course materials).

158 (a) FFP FOR NURSE AIDE TRAINING AND COMPETENCY EVALUATION

State expenditures for nurse aide training and competency evaluation programs and competency evaluation programs are administrative costs. They are matched as indicated in Sec. 433.15(b)(8)

RECOMMENDATIONS:

I -The regulations outlined above under 152 (c) require that nurse aides not be charged for any portion of training including fees for textbooks or other required course materials. Nursing homes should NOT charge nurse aide students for any portion of training or testing.

Textbooks: If a student chooses to purchase their own textbook, we suggest that facilities provide information on where the student can purchase the book directly.

Testing: Test fees are paid by the State when the facility verifies that a test candidate is employed by the facility. NOTE that the facility will be responsible for no-show fees if they schedule a candidate who does not show up for the exam.

2-The regulations outlined under 158 (a) provide information regarding reimbursement from TennCare for expenditures related to training.