



MISSISSIPPI STATE DEPARTMENT OF HEALTH

TO: Participants in the Temporary Nurse Aide Waiver Program
FROM: Antanikah 'Nicky' Robbins
Nurse Aide Program Coordinator
Licensure and Certification
SUBJECT: Temporary Nurse Aide (TNA) Bridge Program
DATE: May 18, 2022

The Mississippi State Department of Health (MSDH) would like to thank all nursing home facilities that have participated in the Temporary Nurse Aide Waiver Program. MSDH appreciates all efforts that you have made to ensure the protection and well-being of the residents that reside at Mississippi facilities during this difficult time.

Temporary Nurse Aide (TNA) Bridge Program

MSDH would like to give the Temporary Nurse Aides (TNA) an opportunity to become certified, so they can continue to grow in their healthcare career. In order for a TNA to become a Certified Nursing Assistant (CNA), they will have to complete a Nurse Aide Training Program (NATP). No TNA will be allowed to work in a Long-Term Care (LTC) facility beyond October 7, 2022, unless they can provide proof that: 1) they have tested and are waiting for results or to retest, or 2) they have applied to test, but Credentia does not have any test dates available before October 7, 2022.

Any TNA that would like to become certified will be given credit for the 8-hour temporary course that was taken online and an additional credit of 40 hours for clinicals completed while working as a TNA, and completion of the required TNA skills check off.

Table with 2 columns: Requirement, Hours. Rows include: TNA Requirements to Bridge to CNA (Through Oct. 7, 2022), Credit for Online Course (8), Credit for Clinical Hours (40), Total classroom hours needed for TNA to complete NATP (27), Total Hours Completed (75).

Classroom Hours

To be eligible to take the exam, the TNA must have completed **27 hours** of classroom hours required by the MSDH.

The following courses must be covered:

- (1)
 - (i) Communication and interpersonal skills;
 - (ii) Infection control;
 - (iii) Safety/emergency procedures, including the Heimlich maneuver;
 - (iv) Promoting residents' independence; and
 - (v) Respecting residents' rights.

- (2) **Basic nursing skills:**
 - (i) Taking and recording vital signs;
 - (ii) Measuring and recording height and weight;
 - (iii) Caring for the residents' environment;
 - (iv) Recognizing abnormal changes in body functioning and the importance of reporting such changes to a supervisor; and
 - (v) Caring for residents when death is imminent.

- (3) **Personal care skills, including, but not limited to:**
 - (i) Bathing;
 - (ii) Grooming, including mouth care;
 - (iii) Dressing;
 - (iv) Toileting;
 - (v) Assisting with eating and hydration;
 - (vi) Proper feeding techniques;
 - (vii) Skin care; and
 - (viii) Transfers, positioning, turning, and lift use

- (4) **Mental health and social service needs:**
 - (i) Modifying aide's behavior in response to residents' behavior;
 - (ii) Awareness of developmental tasks associated with the aging process;
 - (iii) How to respond to resident behavior;
 - (iv) Allowing the resident to make personal choices, providing and reinforcing other behavior consistent with the resident's dignity; and
 - (v) Using the resident's family as a source of emotional support.

- (5) **Care of cognitively impaired residents:**
 - (i) Techniques for addressing the unique needs and behaviors of individual with dementia (Alzheimer's and others);
 - (ii) Communicating with cognitively impaired residents;
 - (iii) Understanding the behavior of cognitively impaired residents;
 - (iv) Appropriate responses to the behavior of cognitively impaired residents; and
 - (v) Methods of reducing the effects of cognitive impairments.

- (6) **Basic restorative services:**
 - (i) Training the resident in self-care according to the resident's abilities;

- (ii) Use of assistive devices in transferring, ambulation, eating, and dressing;
- (iii) Maintenance of range of motion;
- (iv) Proper turning and positioning in bed and chair;
- (v) Bowel and bladder training; and
- (vi) Care and use of prosthetic and orthotic devices.

(7) Residents' Rights.

- (i) Providing privacy and maintenance of confidentiality;
- (ii) Promoting the residents' right to make personal choices to accommodate their needs;
- (iii) Giving assistance in resolving grievances and disputes;
- (iv) Providing needed assistance in getting to and participating in resident and family groups and other activities;
- (v) Maintaining care and security of residents' personal possessions;

Once the TNA has completed 27 hours of classroom time:

(1) The instructor can issue a certificate of completion (the nursing facility will have to create their own certificates). The certificate must include the following:

- Statement that the individual has successfully completed a nurse aide training program
- Name of the facility
- Location of the facility
- Student's completion date
- Full name of the nurse aide student
- Number of total hours completed (75 Hours)
- Signature of the Director of Nursing (DON)

(2) The TNA will log on CNA365 at Credentia.com to create an account.

(3) Once the TNA is logged on, the TNA will need to upload a copy of:

- 1) Their temporary certificate (from the 8-hour online course taken)
- 2) Certificate of completion (from the nursing facility for the 27 hours of classroom instruction)
- 3) Skills check off from MSDH website (signed by the DON)
- 4) Attestation (signed by the DON) on facility letterhead that the TNA has completed all the required training to be able to test

(4) Credentia will forward all required documents to the MS State Coordinator for approval.

(5) The MS State Coordinator will review the required documents for completion. If the application is not complete, the State Agency may reject it.

(6) The TNA will be notified by email from Credentia of the State's approval or rejection.

(7) If approved the TNA will be able to schedule a test date online, if rejected the TNA will need provide the information needed to complete the application.

Eligibility

For the purpose of the TNA Bridge Program all Long-Term Care (LTC) facilities that currently have TNAs may temporarily arrange for the 27 hours of classroom instruction in-house until Oct.

7, 2022. After that time, the TNA program will end and any facility wishing to continue a Nurse Aide Training Program will need to officially apply to become a NATP.

To Apply for A NATP

If your nursing facility does not have a NATP and would like to apply for a program, please feel free to contact Antanikah “Nicky” Robbins at Antanikah.robbins@msdh.ms.gov.

If you have any questions regarding the application or about the Bridge Project, feel free to contact Antanikah “Nicky” Robbins at Antanikah.robbins@msdh.ms.gov or 601-364-2718.

Thank you all for your hard work. Please be safe.