

Conditions for Hiring Staff in Assisted Living Program :

All staff shall hold appropriate licensure or certification as required by COMAR 10.07.14. The assisted living program must meet the requirements of this chapter, and all other applicable laws and regulations, in a manner consistent with generally accepted standards of care for the specific conditions of the residents the assisted living program intends to serve. Hiring qualified and certified staff is crucial because they are hands on the residents' activities of daily living and other activities and must report accurately and promptly all residents' changes in condition to administration for follow-up.

A. Qualifications

At a minimum, all other staff shall:

(1) Be 18 years old or older

(2) Immunization records as evidenced by a physician's statement be free from: (a) Tuberculosis, measles, mumps, rubella, and varicella through appropriate screening procedures such as tuberculosis skin tests, positive disease histories, or antibody serologies; and (b) Any impairment which would hinder the performance of assigned responsibilities;

(3) Background check in less than 30 days of hiring. Have no criminal convictions or criminal history that indicates behavior that is potentially harmful to residents.

(4) Recommendation letter from most recent 2 years employer testifying on the moral and ethics of the candidate as well as skills and abilities to serve the residents in a manner that is consistent with the philosophy of assisted living.

B. Education:

(1) High school or the equivalent (GED)

(2) College: some College courses, 2 years College degree, 4 years College degree, Certification, Master program.

C. Orientation.

The length of the training and orientation will depend on the skills and competency performance of the candidate. Generally, between 2 weeks to 6 weeks or less.

(1) Receive initial and annual training in: (a) Fire and life safety, including the use of fire extinguishers; (b) Infection control, including standard precautions, contact precautions, and hand hygiene; (c) Basic food safety; (d) Emergency disaster plans; and (e) Basic first aid by a certified first aid instructor; participants shall demonstrate competence to the delegating nurse before performing these services

(2) Participate, who has been approved by the delegating nurse will be in ongoing training to ensure that the residents receive services that are consistent with their needs and observing the accepted standards of care for the specific conditions of those residents to whom staff will provide services.

C. Experiences. 2 years prior experience working in healthcare industry.