

Qualified Caregiver Comparison

Temporary Aide and Certified Nurse Aide

Temporary Aides were created to assist only during the pandemic ¹. TAs are not an established or proven category of worker. Making TAs permanent will dangerously degrade care for elders in residential care facilities. The comparison below shows how.

Comparison	Temporary Aide (TA or TNA)	Certified Nurse Aide (CNA)	TA Supervision	CNA Supervision
Training Curriculum	No Uniform Training Curriculum required	90 hours of training curriculum - defined by federal & state oversight agencies	No supervision during on-line training. Minimal supervision of on the job training	Supervised. Registered Nurse Instructor (RN)
Training & Instructor	Trainee reviews limited training content on line. Time to complete on line content 8 hours or less. Self-Test, unsupervised. Two hours of on the job training.	90 hours RN instructor led classroom training; 45 training hours in classroom and clinical settings.	Unsupervised on-line training and test. Checklist competency supervised by a nurse. On the job training supervised by a facility staff	RN led training & supervision in clinical settings
Competence	Demonstrate Competence on specific shortened checklist. See appendix A at end.	Demonstrate competence on a specific comprehensive checklist of skills (8 topic areas)	A facility staff person should confirm	Registered Nurse Instructor confirms
Which residents can aides help	Individuals in any nursing facility, nursing facility for	Individuals in any nursing facility, nursing facility for	None	RN Licensed Nurse

¹ HOUSE BILL No. 2477 signed into law Jan. 2022, extends the emergency order through Jan. 20, 2023 AN ACT concerning governmental response to COVID-19; relating to health and healthcare; renewing provisions of law authorizing expanded practice by certain healthcare professionals; providing for exceptions thereto; suspending certain licensure and other requirements for adult care homes; extending the authority of the state board of healing arts to issue temporary emergency licenses; limiting the professions for which such licenses may be issued; amending K.S.A. 2021 Supp. 48- 965 and 48-966 and repealing the existing sections. http://www.kslegislature.org/li/b2021_22/measures/documents/hb2477_enrolled.pdf

<p>Which residents can aides help <i>continued</i></p>	<p><u>Temporary Aide</u> mental health, intermediate care facility for people with intellectual disability, assisted living facility, residential healthcare facility, home plus, boarding care home and adult day care facility</p>	<p><u>Certified Nurse Aide</u> mental health, intermediate care facility for people with intellectual disability, assisted living facility, residential healthcare facility, home plus, boarding care home and adult day care facility</p>	<p><u>Supervision</u> None</p>	<p><u>Supervision</u> Registered Nurse</p>
	<p>Temporary Aide Training Content</p>	<p>Certified Nurse Aide Training Content</p>	<p>TNA Supervision</p>	<p>CNA Supervision</p>
	<p><i>COVID Emergency Order requires:</i> minimum training within a nursing facility to competently perform: Infection control; proper patient handling; and assist with the performance of activities of daily living</p>	<p>By law, training must include: Basic nursing skills, Personal care skills, Mental health and social service skills, Caring for cognitively-impaired residents, Basic restorative skills, and Residents’ rights.</p>	<p>Competence confirmed by nursing facility. No staff is designated in the emergency order.</p>	<p>Competence confirmed by Registered Nurse Instructor with experience in long-term care settings</p>
	<p>Scope of Practice TA</p>	<p>Scope of Practice CNA</p>	<p>Supervision</p>	<p>Supervision</p>
	<p>TAs can help elder residents “who require minimal supervision or assistance with activities of daily living” However, consumers report TAs doing all the tasks in the adjacent column → Many tasks in Appendix A fall outside of “minimal supervision”</p>	<p>CNAs provide personal patient care activities and nursing related services by assisting with oral care, dressing, bathing, toileting, transferring, transporting, turning and nutrition. Performs related activities such as changing linens and administering simple therapeutic treatments or procedures.²</p>	<p>No Supervision required</p>	<p>RN Supervision required</p>

² Certified Nurse Aide Job Specs <https://da.ks.gov/ps/specs/specs/cna.htm>

	Abuse Prevention	Abuse Prevention	Supervision	Supervision
	Fingerprinting for state and national background check on prior abuse history has not been implemented, although it is a requirement in KS law ³	Finger printing for state & national background check to determine prior abuse history has not been implemented, although it is a requirement in KS law ⁴	Facility Administrator and KDADS Secretary	Facility Administrator and KDADS Secretary

³ Kansas Law KSA 39-970 requires criminal and civil background checks and fingerprinting. KDADS has not implemented as of 2/4/22

⁴ Same as 3 above