



AVINITY®

Dementia Training Policy

Original Effective Date: August 1, 2021

Purpose & Context

We believe that caring for the needs of those with memory loss grants us an extraordinary opportunity for ministry and we've made it a priority to raise the standard for this care through the PHS DOVE™ Signature Program for Memory Care. Avinity recognizes the significance of employing highly qualified staff with the knowledge, skills, and ability to manage and deliver quality services to those we serve experiencing memory loss.

Avinity provides specialized training in the area of Alzheimer's Disease and Related Disorders to its employees that also meet regulatory requirements and timelines.

Procedure

- 1) Initial Orientation
 - a) Dementia training will include:
 - i) An explanation of Alzheimer's disease and other dementias
 - ii) Assistance with activities of daily living
 - iii) Problem solving with challenging behaviors
 - iv) Communication Skills
 - v) Person-centered planning and service delivery
- 2) Employees who have not completed their initial dementia care training will not provide direct care independently:
 - a) There will be another employee onsite while this employee is working who:
 - i) Has completed the initial eight hours of training on topics related to dementia care
 - ii) Will serve as a resource for the employee who has not completed all of the initial dementia care training
 - b) A trainer or supervisor will be available for consultation with the new employee until the training requirement is complete.
- 3) Annual Training
 - a) Employees will receive training on topics related to dementia care for each 12 months of employment thereafter
- 4) Retraining
 - a) If a staff person is not demonstrating competency when performing assigned tasks, the staff person will receive retraining as determined by the supervisor.
 - b) If the supervisor determines retraining did not result in competency, the supervisor will create a plan to achieve competency based upon the skills of the individual staff member.

The plan will include:

 1. Steps to achieve competency
 2. Time frame to complete the additional steps
 3. Actions taken to protect resident rights until competency is achieved.

References/Notes (if applicable)

Presbyterian Homes Education & Training Policy

CMS State Operations Manual - §483.95(c)(3)

MN Dept of Health – Assisted Living Chapter 144G.64 & 144G.82