

3160

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Independent Regulatory  
Review Commission

I can't tell if a Program Specialist requires 24 hours of training in Chapter 2380. In 2380.36 a-e is bracketed, see below. To me, this indicates a deletion of the mandate that the Program Specialist requires 24 hours of annual training. However, in 2380.39, also outlined below, there is a statement that states 24 hours is related to the "positions in this chapter" (see red highlights) which could be a Program Specialist or could not be a Program Specialist. Regardless of this though, under 12 hours, there is listed "program". Should I assume Program does mean Program Specialist? This is the only Chapter that lists "positions in this chapter" Maybe that should be clearer. Thanks for your time.

**§ 2380.36. [Staff] Emergency training.**

- [(a) The facility shall provide orientation for staff persons relevant to their responsibilities, the daily operation of the facility and policies and procedures of the facility before working with individuals or in their appointed positions.
- (b) The chief executive officer shall have at least 24 hours of training relevant to human services or administration annually.
- (c) Program specialists and direct service workers who are employed for more than 40 hours per month shall have at least 24 hours of training relevant to human services annually.
- (d) Program specialists and direct service workers shall have training in the areas of services for people with disabilities and program planning and implementation, within 30 calendar days after the day of initial employment or within 12 months prior to initial employment.
- (e)].

**§ 2380.39. Annual training.**

- (a) The following staff persons shall complete 24 hours of training RELATED TO JOB SKILLS AND KNOWLEDGE each year:
  - (1) Direct service workers, including full-time and part-time staff persons.
  - (2) Direct supervisors of direct service workers.
  - (3) Positions required by this chapter.
- (b) The following staff persons shall complete 12 hours of training each year:
  - (1) Management, program, administrative and fiscal staff persons.
  - (2) Dietary, housekeeping, maintenance and ancillary staff persons. THIS PROVISION DOES NOT INCLUDE A PERSON WHO PROVIDES DIETARY, HOUSEKEEPING,

MAINTENANCE OR ANCILLARY SERVICES, IF THE PERSON IS EMPLOYED OR CONTRACTED BY THE BUILDING OWNER AND THE LICENSED FACILITY DOES NOT OWN THE BUILDING.

(3) Consultants AND CONTRACTORS who ARE PAID OR CONTRACTED BY THE FACILITY AND WHO work alone with individuals, EXCEPT FOR CONSULTANTS AND CONTRACTORS WHO PROVIDE A SERVICE FOR FEWER THAN 30 DAYS WITHIN A 12-MONTH PERIOD AND WHO ARE LICENSED, CERTIFIED OR REGISTERED BY THE DEPARTMENT OF STATE IN A HEALTH CARE OR SOCIAL SERVICE FIELD.

(4) Volunteers who work alone with individuals.

(5) Paid and unpaid interns who work alone with individuals.

(c) A minimum of 8 hours of the THE annual training hours specified in subsections (a) and (b) must encompass the following areas:

(1) The application of person-centered practices, including respecting rights, facilitating community integration, honoring INDIVIDUAL choice and supporting individuals in maintaining TO DEVELOP AND MAINTAIN relationships.

(2) The prevention, detection and reporting of abuse, suspected abuse and alleged abuse in accordance with sections 701—708 of the Older Adults Protective Services Act

32  
(35 P.S. §§ 10225.701—10225.708 10225.101—10225.5102), THE CHILD PROTECTIVE SERVICES LAW (23 Pa. C.S. §§ 6301—6386) (relating to Child Protective Services Law), the Adult Protective Services Act (35 P.S. §§ 10210.101—10210.704) and applicable protective services regulations.

(3) Individual rights.

(4) Recognizing and reporting incidents.

(5) The safe and appropriate use of positive interventions BEHAVIOR SUPPORTS if the staff person will provide a support to an individual with a dangerous behavior WORKS DIRECTLY WITH AN INDIVIDUAL.

(6) IMPLEMENTATION OF THE INDIVIDUAL PLAN IF THE PERSON WORKS DIRECTLY WITH AN INDIVIDUAL.

(d) The balance of the annual training hours shall be in areas identified by the facility in the facility's annual training plan as required under § 2380.37 (relating to annual training plan).

(e) All training, including those training courses identified in subsections (c) and (d), must be included in the provider's annual training plan.



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