December 25, 2017

Q: Had a question with all of the regulatory changes that have taken place regarding all-staff in-services. Do staff need to take a pre-test and post-test when attending an all-staff in-service?

A: I could not find any specific requirement for pre and post-tests. However, the Interpretive Guidelines do state that the facility must have means and method for tracking staff participation in trainings/in-services. There is also a Surveyor Probe question stating, “How does the facility assess staff to determine if the training has been effective?” To address this, a pre- and post-test may be one method to meet this question. Although not mandated, at least a post-test would be a good management practice. Somehow, the facility needs to show that staff were and are being trained and that the training is effective and ongoing.