

# Temporary Nurse Aides and Nurse Aide Waiver



# Before the PHE

**Prior to the PHE and the CMS and NJ waivers, after completing the first 16 hours of training, a CNA candidate may care for nursing home residents for 4 months while completing the 90 hours of training and passing the exams.**

## After the establishment of the NJ and CMS waivers:

TNAs who took the 8-hour on-line Temporary Nurse Aide Training Program sponsored by the American Health Care Association and the National Center for Assisted Living and worked 80 hours **between April 14, 2020, and January 11, 2022**, may become certified as nurse aides if they meet certain requirements:

- 1) The TNA completed the on-line training program and assessment and demonstrated competency at the facility using the competency checklist;
- 2) the temporary nurse aide worked a minimum of 80 hours under the supervision of a licensed professional nurse;
- 3) the temporary nurse aide's adequate competency **during that period** is verified by the director of nursing;
- 4) the temporary nurse aide successfully completed the criminal history record background check; and
- 5) by June 30<sup>th</sup>, the temporary nurse aide successfully completed (1) a State-approved nurse aide written or oral examination in no more than three attempts, and (2) a State-approved clinical skills competency examination.

# Temporary Nurse Aide (TNA) applications for certification

The Department provided TNA applications and instructions to facilities and advised them of the requirements of P.L. 2021, c. 326 and c. 368, which allow TNAs **who worked between April 14, 2020 and January 11, 2022** to become certified as nurse aides if they meet the requirements above.

Facilities must work with their TNAs to **file the applications by April 15, 2022 or as quickly as possible thereafter**. PSI may be unable to schedule examinations by the June 30, 2022 deadline for TNAs whose applications have not been filed by April 15, 2022.

## What if a TNA did not work 80 hours at a single facility between April 14, 2020 and January 11, 2022, but worked a total of 80 hours at more than one facility during that period?

The TNA's certification application package must include applications from each facility where the TNA worked, for a total of 80 hours, to demonstrate that the TNA meets the requirements at each facility and should include the hours and dates worked.

**The different facilities must each complete Section B. of the application for such a TNA, including documentation, and the application from the current employer must also have subsections A. and E. completed by the TNA applicant.**

**The applications from all the facilities must be submitted together, at the same time and in a single package.**

## TNAs who took the 8-hour course and/or completed their 80 hours of work after January 11, 2022:

CNA candidates that have registered for a NATCEP course and have taken the first 16 hours of training, may care for nursing home residents for the seven months provided under the New Jersey waiver, **but may not exceed the four months after June 6** provided under federal requirements, while completing the 90 hours of training and passing the certification exams.

A TNA who has not registered for a NATCEP course and has taken the first 16 hours of training, cannot work after June 6<sup>th</sup>.

## After June 6

CNA candidates who register for a NATCEP course and complete the first 16 hours of training may care for nursing home residents for 4 months while completing the 90 hours of training and passing the exams.

# Q&A



# Nursing Facility Requirements to Reimburse Fees for CNA Training and Testing

Under the nursing home standards of licensure at N.J.A.C. 8:39-43.18  
§ 8:39-43.18 Fees

(a) In accordance with [42 CFR 483.154](#), as amended and supplemented, fees may be charged by the testing agency for the following:

1. Clinical skills and written examination;
2. Clinical skills and oral examination;
3. Clinical skills and Spanish oral examination;
4. Written examination only;
5. Clinical skills examination only;
6. Oral examination only;
7. Spanish oral examination only;
8. Duplicate or updated certificate, which shall be charged to the individual; and

# Nursing Facility Requirements to Reimburse Fees for CNA Training and Testing

9. Recertification certificate, which shall be charged to the individual if the individual is neither currently employed nor has been offered employment by a long-term care facility.

(b) The fee charged by the Department for a two-year approval of a training program shall be \$ 75.00.

(c) The Department shall provide timely notice of any changes in fees specified in (a) above in the Public Notices section of the New Jersey Register.

(d) A nurse aide who is employed by, or who has received an offer of employment from, a facility on the date on which the aide begins a nurse aide training and competency evaluation program may not be charged for any portion of the program identified in (a) above, including tuition and testing, and fees for textbooks or other required course materials.

# Nursing Facility Requirements to Reimburse Fees for CNA Training and Testing

(e) If a nurse aide who is not employed, or does not have an offer to be employed as a nurse aide becomes employed by, or receives an offer of employment from, a licensed long-term care facility not later than 12 months after completing a nurse aide training and competency evaluation program, the facility shall provide for the reimbursement of reasonable costs incurred in completing the program. Such costs include, but are not limited to, tuition, testing, and fees for textbooks or other required course materials.

(f) A nurse aide shall be reimbursed the costs of certification within one year of the successful completion of a reasonable probationary period established by the long-term care facility.

(g) No nurse aide shall be required, as a condition of employment, to pay the cost of the training program in the event of voluntary or involuntary termination of employment.

(h) All fees referenced at (a) and (b) above are non-refundable.

# How Do Nursing Students Become CNAs

## Students in an Accredited Nursing Program

If you are a currently enrolled student in an accredited RN or LPN program and have completed the Fundamentals of Nursing course within the last 12 months you are eligible to request a waiver of the certified nurse aide (CNA) training program. The waiver will allow you to take the skills and/or written exam to obtain a CNA certification. To request the waiver you must send in a letter requesting a waiver because you are in nursing school and include:

1. Your full legal name;
2. Your mailing address;
3. A daytime phone number where you can be reached if there are questions;
4. A copy of the course description of the Fundamentals of Nursing program you attended from the school's course catalogue;
5. Your social security number\* and date of birth; and
6. Your school must send an *official* transcript to the below address. The transcript must contain your social security number so that it can be matched to your request. **NOTE: Unofficial or student transcripts will not be accepted. Also, official transcripts that were provided by the school in a sealed envelope will not be accepted if the envelope has been opened prior to receipt by the Department.**



# How Do Nursing Students Become CNAs

The request must be mailed to:

Certification Program  
PO Box 358  
Trenton, NJ 08625-0358

(Faxes and Emails are not accepted to protect your identity.)

You must allow up to eight weeks for processing. If you are approved you will be sent a packet that contains information on how to schedule the skills and written exams and updating the required criminal background check.

**\*Privacy Act Notice (PL 93-579):** The submission of social security numbers are mandatory for nurse aides pursuant to 42 USC 666 and N.J.S.A. 2A:17-56.44(e), and are used to uniquely to comply with child support order enforcement pursuant to N.J.S.A. 2A:17-56.41, et seq., establish the required test registration and for internal records coordination. Failure to provide your social security number will delay your application and may result in a rejection of your request.



# Phone Contact & Email Addresses

For questions about criminal background checks or general CNA program questions:

- [ciu@doh.nj.gov](mailto:ciu@doh.nj.gov)
- **1-866-561-5914**

DOH Fingerprint info: [nj.gov/health/fingerprinting](http://nj.gov/health/fingerprinting)

Link to

PSI: <https://candidate.psiexams.com/catalog/displayagencylicenses.jsp?catalogID=337>

If asked, select New Jersey from State and NJ Department of Health (nurse aides). Click on [\*\*NJ Certified Nurse Aide \(CNA\) Written - English\*\*](#) to link to the info page w/ the link to download the candidate handbook.



# Phone Contact & Email Addresses

## Office of Program Compliance and CNA Program Contacts

- [Gene.rosenblum@doh.nj.gov](mailto:Gene.rosenblum@doh.nj.gov)
- [Andrea.Ferguson@doh.nj.gov](mailto:Andrea.Ferguson@doh.nj.gov)