**Section 225.2020 Nursing Assistants**

a) A facility shall not employ an individual as a nursing assistant unless the facility has inquired of the Department as to information in the Nurse Aide Registry concerning the individual.

b) The facility shall ensure that each nursing assistant is included on the Nurse Aide Registry as having met training or equivalency requirements and not having a disqualifying criminal conviction.

c) Each person employed by the facility as a nursing assistant shall meet each of the following requirements:

1) Be at least 18 years of age, of good moral character, honest, reliable, and trustworthy;

2) Be able to speak and understand the English language or a language understood by a substantial percentage of the facility's residents;

3) Provide evidence of prior employment or occupation, if any, and residence for two years prior to present employment as a nursing assistant; and

4) Have a valid high school diploma or equivalent.

d) The facility shall certify that each nursing assistant employed by the facility meets the requirements of this Section. Such certification shall be retained by the facility as part of the employee's personnel record.

e) During inspections of the facility, the Department may require nursing assistants to demonstrate competency in the principles, techniques, and procedures covered by the basic nursing assistant training program curriculum described in 77 Ill. Adm. Code 395, and other training required by this Part, when possible problems in the care provided by nursing assistants or other evidences of inadequate training are observed. The State-approved manual skills evaluation testing format and forms will be used to determine competency of a nursing assistant when appropriate. Failure to demonstrate competency of the principles, techniques and procedures shall result in the provision of in-service training to the individual by the facility. The in-service training shall address the basic nursing assistant training principles and techniques relative to the procedures in which the nursing assistants are found to be deficient during inspection (see 77 Ill. Adm. Code 395).