

2960.0650 STAFF ORIENTATION.

Subpart 1. **Initial orientation training for staff who provide program services.** A staff person who provides program services must complete orientation training related to the specific job functions for which the person was hired and that meets the needs of the residents the person is serving. During the first 45 calendar days of employment, and before assuming sole responsibility for the care of residents, staff who provide program services must complete training in:

- A. the Maltreatment of Minors Act, Minnesota Statutes, section 626.556, and the license holder's policies and procedures related to this statute;
- B. residents' rights;
- C. emergency procedures;
- D. policies and procedures concerning approved physical holding and seclusion techniques, de-escalation techniques, and physical and nonphysical intervention techniques;
- E. rules of conduct and policies and procedures related to discipline of residents served;
- F. psychiatric emergencies and crisis services; and
- G. problems and needs of residents with severe emotional disturbance and their families.

A staff person must not participate in the use of physical holding, seclusion, or other restrictive procedures with a resident before completing approved training according to item D.

Subp. 2. **Orientation training for staff who do not provide program services.** Facility staff who do not provide program services must receive orientation training according to subpart 1, items A to C and G.

Statutory Authority: *L 1995 c 226 art 3 s 60; MS s 241.021; 245A.03; 245A.09*

History: *28 SR 211*

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