

Minimum Level of Trained Staff Authorized to Provide Services																
Services Provided	PCH				PCH Memory Care				ALC				ALC Memory Care			
	Any	PC	CMA	Nurse	Any	PC	CMA	Nurse	Any	PC	CMA	Nurse	Any	PC	CMA	Nurse
ADL tasks	X				X				X				X			
Health maintenance activities (non-medication)		X				X				X				X		
Medication assistance	X				n/a				X				n/a			
Medication administration		X	*			X	X			X	X			X	X	
Morphine (hospice)	Not allowed						X				X				X	
Limited nursing services	Not allowed											X				X
Continuous nursing services	Not allowed															
Assistance with self-preservation	Only minimal assistance; maximum of 3 residents in entire licensed facility, including memory care unit, who require more than minimal help								Yes, with adequate staffing							

Any = any trained staff PC = Proxy Caregiver CMA = Certified Medication Aide Nurse = LPN or RN with current Georgia license

*CMAs working in the memory care center of a personal care home may assist other non-memory care residents located in the building.

Minimum Number of Trained Staff (subject to the needs of the residents)						
	PCH		ALC		Memory Care	
Ratios <i>average monthly minimum</i>	1 to 15 waking 1 to 20 non-waking		1 to 15 waking 1 to 20 non-waking		1 to 12 waking 1 to 15 non-waking	
On-site at all times	1 direct care on each floor		2 direct care w/1 on each floor		2 direct care w/1 on each floor and 1 RN, LPN or CMA	
RN/LPN Coverage	n/a		1-30 residents	8 hrs/week	1-12 residents	8 hrs/week
			31-60 residents	16 hrs/week	13-20 residents	16 hrs/week
			61-90 residents	24 hrs/week	31-40 residents	24 hrs/week
			Over 90 residents	40 hrs/week	Over 40 residents	40 hrs/week

Minimum Hours of Staff Training						
	PCH		ALC		Memory Care	
Staff	All	Direct Care	All	Direct Care	All	Direct Care
Initial Orientation	General training w/ 60 days	None specified	General training w/60 days	Training in hands-on care w/60 days	General training w/60 days + 4 hours on dementia care w/30 days	General training + 16 hours on dementia care w/30 days of caring for residents independently
First Year	None specified	Same as ongoing requirements	None specified	24 hours relevant to assigned duties	None specified	24 hours relevant to assigned duties + 8 hours in dementia care
Ongoing Annual (after first year)	None specified	16 hours relevant to assigned duties	None specified	16 hours in hands-on care	None specified	16 hours in hands-on care + 8 hours in dementia care
Hospice Training on Morphine Administration	n/a	n/a	n/a	If applicable: Prior to first administration of morphine and annually thereafter	n/a	If applicable: Prior to first administration of morphine and annually thereafter