

and it would just save people coming back and forth all the time.

SENATOR MARSH: Thank you.

CLERK: Madam Chair, the next amendment I have to the bill...Senator Hefner, I understand you wish to withdraw the one that you had printed in the Journal and substitute, is that right? Okay.

SENATOR MARSH: We are ready for the Hefner amendment. Senator Hefner.

SENATOR HEFNER: Mr. Chairman, I ask unanimous consent to withdraw the amendment that I had printed in the Journal and substitute another one.

SENATOR MARSH: Seeing no objections, it is done.

SENATOR HEFNER: Okay, what we are doing is striking the first part or number one of the amendment that was printed in the Journal. So now we will renumber those to one, two, three and four instead of up to five like I previously had. The first part of this amendment changes the date from ninety days to a hundred and twenty days before the employees would have to take the training. During the initial employment the staff of a facility are evaluating the appropriateness of an employee for nursing home work and the new employee is evaluating their suitability for nursing home work. Such a probationary period is important before the facility invests time, effort and money in an employee not suited to nursing home work. This proposed time frame, considerably less than was originally proposed, is a reasonable compromise and a realistic time frame. Also this time frame will facilitate more effective grouping of new employees for training which increases and improves the economic feasibility of such training. In other words, it would cost less. The second part, and this is what I am concerned about, and therefore the emphasis in any staff training should be the development of specific skills, not an arbitrary number of hours of instruction. Certain persons learn skills more quickly than others. Some persons may come to the job with some necessary skills. Rather than require time consuming and costly training, a skills assessment would determine the ability of staff to safely care for residents. Mandatory training in those states in which a requirement varies from twenty-five to one hundred and forty-five hours which would seem to raise questions about the validity of a certain set number of hours. The ability of an employee to demonstrate necessary skills to an RN or to an LPN is more clearly a