

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1999

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SENATE BILL 432

Short Title: Health Care Personnel Registry Changes.

(Public)

Sponsors: Senators Carpenter and Phillips.

Referred to: Children & Human Resources.

March 22, 1999

A BILL TO BE ENTITLED

1 AN ACT TO CLARIFY THE FACILITIES THAT ARE INCLUDED IN THE HEALTH
2 CARE PERSONNEL REGISTRY; TO PROVIDE THAT GRIEVANCES
3 PERTAINING TO THE HEALTH CARE PERSONNEL REGISTRY FILED BY
4 STATE EMPLOYEES SHALL BE IN ACCORDANCE WITH STATE
5 PERSONNEL PROCEDURES; AND TO REQUIRE THAT EMPLOYERS AT
6 HEALTH CARE FACILITIES ACCESS THE HEALTH CARE PERSONNEL
7 REGISTRY.
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9 The General Assembly of North Carolina enacts:

10 Section 1. G.S. 131E-256 reads as rewritten:

11 "**§ 131E-256. Health Care Personnel Registry.**

12 (a) The Department shall establish and maintain a health care personnel registry
13 containing the names of all health care personnel working in health care facilities in
14 North Carolina who have:

15 (1) Been subject to findings by the Department of:

16 a. Neglect or abuse of a resident in a health care facility or a person
17 to whom home care services as defined by G.S. 131E-136 or
18 hospice services as defined by G.S. 131E-201 are being
19 provided.

- 1 b. Misappropriation of the property of a resident in a health care
2 facility, as defined in subsection (b) of this section including
3 places where home care services as defined by G.S. 131E-136 or
4 hospice services as defined by G.S. 131E-201 are being
5 provided.
6 c. Misappropriation of the property of a health care facility.
7 d. Diversion of drugs belonging to a health care facility or to a
8 patient or client.
9 e. Fraud against a health care facility or against a patient or client
10 for whom the employee is providing services.
11 (2) Been accused of any of the acts listed in subdivision (1) of this
12 subsection, but only after the Department has screened the allegation
13 and determined that an investigation is required.

14 The health care personnel registry shall also contain all findings by the Department of
15 neglect of a resident in a nursing facility or abuse of a resident in a nursing facility or
16 misappropriation of the property of a resident in a nursing facility by a nurse aide that are
17 contained in the nurse aide registry under G.S. 131E-255.

18 (b) For the purpose of this section, the following are considered to be 'health care
19 facilities':

- 20 (1) Adult Care Homes as defined in G.S. 131D-2.
21 (2) Hospitals as defined in G.S. 131E-76.
22 (3) Home Care Agencies as defined in G.S. 131E-136.
23 (4) Nursing Pools as defined by G.S. 131E-154.2.
24 (5) Hospices as defined by G.S. 131E-201.
25 (6) Nursing Facilities as defined by G.S. 131E-255.
26 (7) State-Operated Facilities as ~~set forth in G.S. 122C-22.~~ defined in G.S.
27 122C-3(14)f.
28 (8) ~~Residential Facilities and Hospitals for the Mentally Ill,~~
29 ~~Developmentally Disabled, or Substance Abusers licensed pursuant to~~
30 ~~G.S. 122C-23.~~ as defined in G.S. 122C-3(14)e.
31 (9) 24-Hour Facilities as defined in G.S. 122C-3(14)g.

32 (c) For the purpose of this section, the following are considered to be 'health care
33 personnel':

- 34 (1) In an adult care home, an adult care personal aide who is any person
35 who either performs or directly supervises others who perform task
36 functions in activities of daily living which are personal functions
37 essential for the health and well-being of residents such as bathing,
38 dressing, personal hygiene, ambulation or locomotion, transferring,
39 toileting, and eating.
40 (2) A nurse aide.
41 (3) An in-home aide or an in-home personal care aide who provides hands-
42 on paraprofessional services.

1 (4) Unlicensed assistant personnel who provide hands-on care, including,
2 but not limited to, habilitative aides and health care technicians.

3 (d) Except as otherwise provided in this subsection, health ~~Health~~ care personnel
4 who wish to contest findings under subdivision (a)(1) of this section are entitled to an
5 administrative hearing as provided by the Administrative Procedure Act, Chapter 150B of
6 the General Statutes. A petition for a contested case shall be filed within 30 days of the
7 mailing of the written notice of the Department's intent to place its findings about the
8 person in the health care personnel registry. Health care personnel who are career State
9 employees as defined by G.S. 126-1.1 who wish to contest findings under subdivision
10 (a)(1) of this section must do so by following the grievance procedures established by
11 Article 8 of Chapter 126 of the General Statutes as administered by the State Personnel
12 Commission.

13 (d1) Health care personnel who wish to contest the placement of information under
14 subdivision (a)(2) of this section are entitled to an administrative hearing as provided by
15 the Administrative Procedure Act, Chapter 150B of the General Statutes. A petition for a
16 contested case hearing shall be filed within 30 days of the mailing of the written notice of
17 the Department's intent to place information about the person in the health care personnel
18 registry under subdivision (a)(2) of this section. Health care personnel who have filed a
19 petition contesting the placement of information in the health care personnel registry
20 under subdivision (a)(2) of this section are deemed to have challenged any findings made
21 by the Department at the conclusion of its investigation.

22 (d2) Before hiring health care personnel into a health care facility or service, every
23 employer at a health care facility shall access the Health Care Personnel Registry and
24 shall note each incident of access in the appropriate business files.

25 (e) The Department shall provide an employer or potential employer of any person
26 listed on the health care personnel registry of the nature of the finding or allegation and
27 the status of the investigation.

28 (f) No person shall be liable for providing any information for the health care
29 personnel registry if the information is provided in good faith. Neither an employer,
30 potential employer, nor the Department shall be liable for using any information from the
31 health care personnel registry if the information is used in good faith for the purpose of
32 screening prospective applicants for employment or reviewing the employment status of
33 an employee.

34 (g) Upon investigation and documentation, health care facilities shall ensure that
35 the Department is notified of all allegations against health care personnel which appear to
36 a reasonable person to be related to any act listed in subdivision (a)(1) of this section, and
37 shall promptly report to the Department any resulting disciplinary action, demotion, or
38 termination of employment of health care personnel.

39 (h) The North Carolina Medical Care Commission shall adopt, amend, and repeal
40 all rules necessary for the implementation of this section."

41 Section 2. This act becomes effective July 1, 1999.