



ADMINISTRATIVE RULES OF MONTANA



37.106.1434 STAFF MEMBER TRAINING

- (1) A substance use disorder facility (SUDF) must have written policies, procedures, and initial and ongoing training curriculum to meet minimum requirements in this rule.
- (2) All staff members supervising, or providing, direct contact with clients must complete orientation training prior to supervising, or providing, direct care consisting of the following requirements:
 - (a) an overview of the SUDF policies, procedures, organization, and services;
 - (b) mandatory adult and child abuse, neglect, and exploitation reporting laws;
 - (c) fire safety, including emergency evacuation routes;
 - (d) confidentiality;
 - (e) suicide ideation and referral procedures;
 - (f) emergency medical procedures;
 - (g) documentation requirements;
 - (h) client rights and client grievance process;
 - (i) blood and air-borne pathogens;
 - (j) crisis prevention and de-escalation techniques; and
 - (k) upon completion of the orientation, the SUDF must complete a competency assessment for each staff member's ability to apply knowledge of material learned. Assessment results must be documented in each staff member's personnel file.
- (3) Staff members supervising or providing direct care to clients must complete the following certification training within six months of hire:
 - (a) first aid;
 - (b) cardio-pulmonary resuscitation (CPR) that includes direct instruction of the practical and demonstrated applications of CPR methods as taught by an instructor from an accredited entity; and
 - (c) physical restraint training for adolescent programs utilizing physical restraint.
- (4) Staff members must maintain and update trainings and certifications in (3) as required.
- (5) Staff members providing direct care to clients must not work unsupervised with clients without completing requirements in (3).

- (6) The SUDF must ensure 20 hours of annual training is provided for staff members providing direct care to improve proficiency in their knowledge and skills for the level of care provided.
- (7) All training must be documented and kept on file for each staff member.
- (8) All staff members working with adolescents must have training in adolescent development.

Authorizing statute(s): 50-5-103, MCA

Implementing statute(s): 50-5-103, MCA

History: NEW, 2022 MAR p. 1889, Eff. 9/24/22.