



Long-Term Care/Aides Training Program Newsletter

June 2025

2025 Legislative Overview

Several bills were passed that will affect long-term care in Indiana. Full details on each of the bills can be found at the accompanying links.

We encourage you to submit any questions regarding recent legislation [at this form](#). Questions will be accepted through June 20. IDOH will be consolidating the questions to create a Q&A which we will send out in a later newsletter. Your inquiries are valuable, and we look forward to addressing them thoughtfully.

House Enrolled Act 1457: Changes in Crimes Barring Employment

Effective July 1, 2025

Significant adjustments in crimes barring employment and reporting responsibilities.

You can read the bill in its entirety for all the accompanying details at: [HB1457.05.ENRS.pdf](#)

- IDOH will produce a new fact sheet and distribute for changes with crimes barring employment
- Requirement of Home Health Agency, PSA, to report any conviction to IDOH that is barring employment for any nurse aide (HHA, CNA, QMA) or unlicensed

individual who applies for employment. Nursing facilities continue to have this requirement

- Note: If an aide was convicted to a crime prior to a hiring date of July 1, 2025, that was permitted under prior law, the aide may continue to be employed at the same agency/facility. If the aide moves to a new facility/agency, or leaves employment with the original agency and returns, the aide is subject to the new crimes barring employment guidelines

[Crimes Barring Employment Fact Sheet](#)

House Enrolled Act 1385: Peer Recovery Coach Exemption for Crimes Barring Employment

Effective July 1, 2025

Allowance of a CNA or QMA with a felony-controlled substance conviction to be allowed to work as a nurse aide or other unlicensed employee if the below items are met.

You can read the bill in its entirety for all the accompanying details at: [HB1385.05.ENRS.pdf](#)

- The aide becomes credentialed as a certified peer recovery coach through the Division of Mental Health & Addiction
The aide has not been convicted of a felony-controlled substance offense after the issuance of the peer recovery coach credential.
- The aide has no pending felony-controlled substance charges

Senate Enrolled Act 473: Various Health Care Matters

Effective September 1, 2025

Creation of a Certified Health Care Professions Commission to oversee HHA, CNA, and QMA training, testing, and disciplinary actions.

You can read the bill in its entirety for all the accompanying details at: [SB0473.07.ENRH.pdf](#)

- Creates a Certified Health Care Professions Commission, appointed by the governor, that will be housed under IDOH. The commission will be made up of a

seven-member oversight board appointed by the governor. The Commission consists of a mix of practicing nurse aides, medication aides, home health aides, registered nurses, a health facility administrator, and a public representative who is a consumer of nursing services

- The Commission is tasked with reviewing and approving aide certifications, setting training program standards, approving instructors and curricula, reviewing misconduct allegations, and issuing directives to IDOH regarding discipline and registry updates
- When an aide is accused of abuse, neglect, misappropriation of property, or misconduct, IDOH investigates the allegation. If evidence supports the claim, IDOH presents the findings to the Commission, and allows the aide to make a written or in person statement. The Commission will then direct IDOH to impose a disciplinary action, placing a formal "finding" on the public registry upon the exhaustion of any appeal rights
- Codifies the QMA rules
 - Adds QMA Misconduct as a disciplinary action for a finding
 - Any QMA training program that was approved by the Department of Health before September 1, 2025 (when this law's changes take effect) is automatically deemed approved by the new commission.
 - Similarly, existing curricula and exams will remain valid until the commission updates them
- Codifies the HHA rules and requires:
 - The HHA training program to be (at least) 75 hours
 - Yearly training for HHA recertification
 - Permits reciprocity for an HHA from another state
 - Any HHA training program that was approved by the Department of Health before September 1, 2025, (when this law's changes take effect) is automatically deemed approved by the new commission.
 - Similarly, existing curricula and exams will remain valid until the commission updates them
- Training Programs/Testing
 - Any CNA training program that was approved by the Department of Health before September 1, 2025 (when this law's changes take effect) is automatically deemed approved by the new commission.
 - Similarly, existing curricula and exams will remain valid until the commission updates them
 - Now allows 4 attempts to pass the test

- Decreases training hours for CNA to 75 hours
- Some small changes to the various pathways to become a CNA/QMA in Indiana (nursing student, EMS, military health care, and reciprocity)

New Crimes Barring Employment Fact Sheets

Effective July 1, 2025

IDOH has created a quick reference guide for facilities verifying nurse aide background checks to ensure that no bar employment per Indiana Code 16-28-13-3 are present. Please share and distribute to the appropriate staff. Additionally, if questions arise while reviewing a background check, please feel free to reach out to aideinvestigations@health.in.gov.

[Crimes Barring Employment Fact Sheet](#)

Certified Health Care Professions Commission Application

We invite you to apply to be considered for appointment to the Certified Health Care Professions Commission by [applying here](#). IDOH is accepting applications through July 11.

The members must meet one of these criteria:

- Two individuals, each of whom is either an Indiana Certified Nurse Aide (CNA), a Qualified Medication Aide, or a Home Health Aide. The individual must have five or more years' experience
- Three individuals, each of whom is a Registered Nurse (RN) in Indiana, and at least one of whom has experience training CNAs, QMAs, or HHAs. The individual must have five or more years' experience
- One individual who is a health facility administrator in Indiana. The individual must have five or more years' experience
- One individual who is a consumer of nursing services in Indiana

Ultimately, members will be appointed by the governor. Appointed members will be required to meet a minimum of four times yearly, although more frequent meetings may be determined as needed. A per diem of \$100 per meeting and travel reimbursement of \$0.49 cents per mile will be provided.

The commission will be responsible for:

- Considering and making determinations concerning the qualifications of individuals who apply to become a CNA, QMA, or HHA, and directing IDOH in the implementation of their decision(s)
- Renewing registrations and certifications, and directing IDOH in the implementation of their decision(s)
- Considering and making determinations concerning qualifications for instructors or nurse aide training programs and qualified medication aide training programs, and directing IDOH in the implementation of their decision(s)
- Considering and making determinations concerning curriculum for CNA, QMA, and HHA training programs, and directing IDOH in the implementation of their decision(s)
- Reviewing evidence concerning allegations against a CNA, QMA, or HHA submitted by IDOH
- Allowing the CNA, QMA, or HHA to provide a written or oral statement to the commission regarding the evidence the IDOH presented
- Directing the IDOH to enter a finding in the registry against a CNA, QMA, or HHA, if appropriate, after review of the evidence and statement

[Click here to apply.](#)

To **promote, protect, and improve** the health and safety of all Hoosiers.

This email was sent by: Indiana Department of Health
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