

Employer Instructions for Use – ODH Form 805 Uniform Employment Application for Nurse Aide Staff

<u>Purpose</u>

This form is to be used by employers as the only employment application for hiring nurse aide staff in nursing and specialized nursing facilities, residential care homes, assisted living centers, continuum of care facilities, hospice programs, adult day care centers and home care agencies as mandated by Title 63 O.S. § 1-1950.4, Uniform Employment Application for Nurse Aide Staff - Purpose - Training. The content of this form shall not be altered.

Employer Instructions

Provide this form to all applicants seeking employment as a nurse aide. The form may be duplicated as needed.

- Instruct the applicant to complete each section of this form.
 - 1. Personal Information
 - 2. Employment Desired
 - 3. U.S. Military Record
 - 4. Prior Work History
 - 5. Educational Background
 - 6. Certification
 - 7. References
 - 8. Background Information
 - 9. Applicant's Certification and Agreement
 - 10. Previous CNA Training: If the applicant will require nurse aide training, instruct to complete section 10 on page 4.

NOTE: If the facility has an approved nurse aide temporary emergency waiver, the applicant must be trained and certified within four (4) months of hire date.

<u>Category</u>: List any CNA training received in the past by type of training: Long Term Care Aide (LTCA), Home Health Aide (HHA), Adult Day Care Aide (ADCA), Residential Care Aide (RCA) and Developmentally Disabled Direct Care Aide (DDDCA).

Program Name: List the title of the training program where the training was received.

Training Days: List the number of days of training completed for each category.

- 11. Important Information for the Job Applicant
 - Instruct applicant to read and initial in the gray 'NOTICE' box on page 5, then sign and date certifying the application is true and complete.
- 12. Criminal Arrest Check

Instruct the applicant to read and complete the 'Criminal Arrest Check List' section on page 5. Obtain the applicant's signature and date in the designated spaces.

Effective November 1, 2012, and in accordance with public law, Title 63 of the Oklahoma Statutes, Section 1-1950.1(C) states:

§63-1-1950.1. Definitions - Criminal arrest check on certain persons offered employment - Exemptions.

- C. 1. If the results of a criminal history background check reveal that the subject person has been convicted of, pled guilty or no contest to, or received a deferred sentence for, a felony or misdemeanor offense for any of the following offenses in any state or federal jurisdiction, the employer shall not hire or contract with the person:
 - a. abuse, neglect or financial exploitation of any person entrusted to the care or possession of such person,
 - b. rape, incest or sodomy,
 - c. child abuse.
 - d. murder or attempted murder,
 - e. manslaughter,
 - f. kidnapping,
 - g. aggravated assault and battery,
 - h. assault and battery with a dangerous weapon, or
 - i. arson in the first degree.
- 2. If less than seven (7) years have elapsed since the **completion of sentence**¹, and the results of a criminal history check reveal that the subject person has been convicted of, or pled guilty or no contest to, a felony or misdemeanor offense for any of the following offenses, in any state or federal jurisdiction, the employer shall not hire or contract with the person:
 - a. assault,
 - b. battery,
 - c. indecent exposure and indecent exhibition, except where such offense disqualifies the applicant as a registered sex offender,
 - d. pandering,
 - e. burglary in the first or second degree,
 - f. robbery in the first or second degree,
 - g. robbery or attempted robbery with a dangerous weapon, or imitation firearm,
 - h. arson in the second degree,
 - i. unlawful manufacture, distribution, prescription, or dispensing of a Schedule I through V drug as defined by the Uniform Controlled Dangerous Substances Act,
 - j. grand larceny, or
 - k. petit larceny or shoplifting.

• Information regarding ADA requirements

The employer will note there is no information requested on the ODH Form 805, Uniform Employment Application for Nurse Aide Staff, pertaining to the Americans with Disabilities Act (ADA). However, it should be noted that any qualified applicant with a disability may request reasonable accommodation(s) to complete the application/interview process. The specific nature of the accommodation and the reason for the request must be indicated at the time the application is requested. All other ADA requirements related to the hiring process must be met according to the employer's procedure and be in compliance with the ADA.

Pursuant to 63 O.S. § 1-1950.1(A)(5), "Completion of the sentence" means the last day of the entire term of the incarceration imposed by the sentence including any term that is deferred, suspended or subject to parole.

Uniform Employment Application for Nurse Aide Staff

Effective November 1, 2012

This application form is required by Title 63 O.S. § 1-1950.4 of state law and by the Oklahoma State Board of Health Rules OAC 310-2-15-3. This uniform application shall be used as the *only* application for employment of nurse aides in nursing and specialized nursing facilities, residential care homes, assisted living centers, continuum of care facilities, hospice programs, adult day care centers and home care agencies.

This employer does not discriminate in its hiring decisions or in any other employment decision on the basis of race, color, sex, religion, citizenship, national origin, veteran status, age or upon a physical or mental disability which is unrelated to the applicant's/employee's ability to perform the essential functions of the position.

ATTENTION NURSE AIDES: RETURN YOUR COMPLETED APPLICATION TO EMPLOYER.

Date of Application:	Date Available to Start Work:			
1. Personal Information Name:		Social Security Number:		
(Last) (First)	(Middle)			
List any other name(s) you have previously worked under				
Present Address: (Street)		(City)	(State)	(Zip)
Danis and Address control and a second				
Permanent Address (if different than present address):(Stre	et)	(City)	(State)	(Zip)
Telephone #: Date of Birth:			ords Search	
Emergency Contact Person: (Name)	•	-		one Number)
2. Employment Desired Position applied for:		Salary requi	ired:	
Hours available to work: Days Evenings Nights Weekends Will you accept employment of: Full Time? Part Time? Occasional Part Time?				
3. U.S. Military Record				
Branch: Date Entered:	Date Discharged:	Type of Disc	harge:	
4. Prior Work History List your last four (4) jobs	s beginning with your m	ost recent or current emplo	уег.	
Employer's Name:		Telephone Num	ber:	
Employer's Address:				
(Street)		(City)	(State)	(Zip)
Position Held: Sup	ervisor:			
Dates Employed: From (month/year)	To (month/year)	Salary:		
Reason for Leaving:				

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Employer's Name:	Telephone Number:			
Employer's Address:(Street)	(City)	(State)	(Zip)	
Position Held: Supervise	sor:			
Dates Employed: From (month/year) T	o (month/year)	Salary:		
Reason for Leaving:				
Employer's Name:	_	elephone Number:		
Employer's Address:(Street)	(City)	(State)	(Zip)	
Position Held: Supervi	sor:			
Dates Employed: From (month/year) T	o (month/year)	Salary:		
Reason for Leaving:				
	Employer's Name:Telephone Number:			
Employer's Address:(Street)	(City)	(State)	(Zip)	
Position Held: Supervi				
Dates Employed: From (month/year) T				
Reason for Leaving:				
List name(s) of all other employers for the last five (5) yea	rs:			
May we contact your present employer? Yes Yes Have you ever been terminated or asked to resign from any particles, provide reason.		No		
5. Educational Background List all educational sch	ools attended with degrees, diplo	mas or certificates rece	eived.	
Name of Institution (High School, Technical School, Colle	ge) Type of Studies	Dates Attended	& Diplomas, etc.	
	nurse aide (CNA), check the ap th Aide (HHA) ntal Disability Aide (DDA)	propriate certification(sAdult Day Care (Certified Medica	e) below: (ADC) ation Aide (CMA)	
Certified Medication Aide-Respiratory (CMA-R)		Aide-Insulin Administra		

Uniform Employment Application for Nurse Aide Staff List all technical special skills or education honors, certificates, licenses, memberships or Medication Administration Technician (MAT) certification not previously listed: If you are a CMA, have you obtained your 8 hours of continuing education for the current 12-month certification period before your certification expires? Yes No If ves. where and when did you obtain. References List name, address and telephone number of three (3) references who are not relatives or former employers. 7. Background Information If you answer YES to any of the questions below, explain in the space after the question. The 8. explanation for a YES answer should include, but not be limited to: 1. State and/or jurisdiction. 2. Nature of complaint/offense. 3. Disposition of complaint and/or offense (e.g., "dismissed insufficient evidence", "deferred sentence"). 4. Date of disposition. 5. Attach copy of any correspondence received by you, the applicant, regarding the complaint/offense. Have you ever: 1) participated in a first offender program; 2) deferred adjudication or other program or arrangement where adjudication has been withheld; 3) pled guilty or no contest; 4) been convicted; 5) received a deferred sentence; and/or 6) been sentenced for any criminal offense in any state or US jurisdiction regardless of whether this matter has been expunged or otherwise removed? Have you ever been found in violation of any state, US jurisdiction, or federal law regulating the Yes No practice of a health care profession? Are any disciplinary actions or allegations, pending or substantiated, against you or your CNA No Yes certification or health care professional license in any state or U.S. jurisdiction? Have you had any certificate, license, registration or other privilege to practice a health care No profession denied, revoked, suspended, restricted, reprimanded, censured or placed on probation by a state or US jurisdiction, federal or foreign authority or have you ever surrendered such credential to avoid, or in connection with, action by such authority? 9. **Applicant's Certification and Agreement** Please Read Carefully - If you answer 'No' to any of the questions below, explain in the space after the question. a. ____ Yes ___ No I understand the employer has the right to proceed with any criminal background check.

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b. Yes No I understand as a part of the job selection product the time of employment and if requested in accordance with the state and fed result that has been confirmed as positive will eliminate me from employment. If the employer will reject my application.	leral law at anytime d	iuring my employment. A test
c. Yes No I understand I may be required to have a physical examination and any future physical examinations as required by the emp	nysical examination a ployer.	nd I hereby consent to take a
d. Yes No I understand if I am hired I will be required to U.S.A. in accordance with the IRCA of 1986.	produce proof that I h	nave a legal right to work in the
e Yes No l understand this form is not an employment c	ontract.	
10. <u>Previous CNA Training</u> Complete this section <u>only</u> if you will re		
lease complete the following if you have had CNA Training in the past for any of t		
Category Program Name		
Category Program Name		
Category Program Name	Start Date	thu bate
11. <u>Important Information for the Job Applicant</u> It is unlawful for any person to provide false information regarding a crapplication for nurse aides. Providing false information regarding a crimi of the Oklahoma Statutes, Section 1-1950.4a. Providing false information is punishable by a fine not to exceed Five Hundred Dollars (\$500.00), by it more than one (1) year, or by both such fine and imprisonment.	inal conviction is a n about a criminal c	misdemeanor under Title 63 onviction on this application
*** NOTICE *** UNDERSTAND PROVIDING FALSE OR MISLEADING INFORMATION TO A TRAINING FOUNDS FOR DENIAL, SUSPENSION, WITHDRAWAL, AND/OR NONRENEWAL OF FALSE INFORMATION OR OMISSION OF FACTS MAY DISQUALIFY ME FROM EDISCOVERED AT A LATER DATE. INITIAL HERE	F CERTIFICATION. I A	LSO UNDERSTAND PROVIDING
I certify I have read and completed this application and that the infortrue and complete.	mation I have pro	vided on this application is

12. Criminal Arrest Check List

Effective November 1, 2012, and in accordance with public law, Title 63 of the Oklahoma Statutes, Section 1-1950.1, employment at this employer shall not be considered if the below signed individual has been convicted of, pled guilty or no contest to, or received a deferred sentence for, a felony or misdemeanor offense for any of the following offenses in any state or federal jurisdiction, as stated by Oklahoma Statute, Section 1-1950.1(C)(1) of Title 63:

- a. abuse, neglect or financial exploitation of any person entrusted to the care or possession of such person,
- b. rape, incest or sodomy,
- c. child abuse.
- d. murder or attempted murder,

- e. manslaughter,
- f. kidnapping,
- g. aggravated assault and battery,
- h. assault and battery with a dangerous weapon, or
- i. arson in the first degree.

Effective November 1, 2012, and in accordance with public law, Title 63 of the Oklahoma Statutes, Section 1-1950.1, employment at this employer shall not be considered for the below signed individual if less than seven (7) years have elapsed since the completion of sentence, and the results of a criminal history check reveal that the subject person has been convicted of, or pled guilty or no contest to, a felony or misdemeanor offense for any of the following offenses, in any state or federal jurisdiction, as stated by Oklahoma Statute, Section 1-1950.1(C)(2) of Title 63:

- a. assault,
- b. battery,
- c. indecent exposure and indecent exhibition, except where such offense disqualifies the applicant as a registered sex offender,
- d. pandering.
- e. burglary in the first or second degree,
- f. robbery in the first or second degree,

- g. robbery or attempted robbery with a dangerous weapon, or imitation firearm,
- h. arson in the second degree,
- unlawful manufacture, distribution, prescription, or dispensing of a Schedule I through V drug as defined by the Uniform Controlled Dangerous Substances Act.
- j. grand larceny, or
- k. petit larceny or shoplifting.

¹ Pursuant to 63 O.S. § 1-1950.1(A)(5), "Completion of the sentence" means the last day of the entire term of the incarceration imposed by the sentence including any term that is deferred, suspended or subject to parole.

It is further understood that if I am hired, it will be as a temporary employee until the employer receives my criminal background check. If I have no criminal record in accordance with state law, I may be considered for employment, subject to training requirements and other requirements of the job for which I am applying with this employer.

I hereby certify I have no disqualifications for employment as described above and specified in Title 63 of the Oklahoma Statutes, Section 1-1950.1(C). My signature below authorizes the employer to run a check with the Nurse Aide Registry of the Oklahoma State Department of Health for notations of abuse, neglect or misappropriation of resident's property. I hereby give the Oklahoma State Bureau of Investigation authority to proceed with a criminal history records check as authorized by Title 63 of the Oklahoma Statutes, Section 1-1950.1(B).

Signature of Applicant	Date of Signature

Agency Application Addendum

I.	How did you learn of this job?
2.	Language(s) other than English in which you are fluent:
3.	Are you at least 18 years of age?
4.	Have you ever filed an application with us before? Yes No If yes, give date:
5.	Have you ever been employed with us or any Mays related company before? Yes No No
6.	Can you travel if a job requires it?
7.	Do you have any relatives (by blood or marriage) working for the Agency? Yes No If yes, List name(s), Relationship(s), and Location(s):
8.	Have you ever served in the military?
9.	Are you able to perform the tasks that appear on the attached job description with or without accomodations?
10.	How would you perform the tasks, and with what accomodations?

ACKNOWLEDGMENT

By my signature below, I acknowledge that the forgoing statements are true and correct;

I give consent to conduct all inquiries listed in this certification;

I release companies, schools, & persons from liability for providing requested information; and

I acknowledge that I am seeking at will employment

SIGNATURE_

DATE

AUTHORIZATION AND RELEASE FOR CRIMINAL HISTORY/SEX OFFENDER CHECK

This Authorization and Release is executed under penalty of perjury on theday of, an applicant for employment ("Applicant") with Agency("Agency").
Applicant understands that Agency receipt of a clear state and/or national felony record search is a condition of employment with Agency. Because Applicant desires employment with Agency, Applicant authorizes Agency to request and obtain the results of a national and/or state felony record search of Applicant's name, fingerprints, social security number and any other lawful means of obtaining such results. Applicant hereby releases Applicant's felony record search results to Agency. Applicant also releases Agency of any and all liability relating to its request for, receipt and use of the search results.
Applicant acknowledges that Applicant has been furnished and understands all of the requirements of Agency Criminal Arrest History Policy and agrees to be bound by all of its terms and conditions.
Applicant also agrees to truthfully answer the following questions:
HAVE YOU EVER:
a. Entered a plea of guilty or nolo Contendere to a state or federal Felony charge? Yes No
b. Been convicted of a state or Federal felony offense? Yes No
c. Been charged with a state or federal felony offense that was reduced to a misdemeanor offense to which you entered a plea of guilty or nolo contendere? Yes No
 d. Entered a plea of guilty or nolo contendere to, or been convicted of, a state of federal misdemeanor charge involving illegal chemical substances or illegal sexual activity. Yes No
Applicant understands that if Applicant is hired by Agency prior o receipt of the results of the felony record search, Applicant will be classified as a temporary employee until notified otherwise by Agency. Furthermore, Applicant understands that if the felony record search reveals a prior felony offense conviction or if Applicant provides a false response to one or more of the above questions, then Applicant will be denied employment. If Applicant is employed prior to receipt of the search results, then (1) Applicant is deemed to have resigned Applicant's temporary employment with Agency, effective upon acceptance by Agency, and (2) Agency may accept Applicant's resignation at any time after the date Agency was notified of either the unsatisfactory search results or the false response, whichever is later. Applicant understands and agrees that if hired by Agency, then Applicant is subject to a felony record search at any time during his/her employment with Agency and this Authorization and Release shall remain in full force and effect throughout Applicant's employment with Agency.
Applicant
Date

AUTHORIZATION FOR BACKGROUND CHECKS

After carefully reading this Background Check Disclosure and Authorization form, I authorize the Company to order my background report, including investigative consumer reports. I understand that the Company may rely on this authorization to order additional background reports, including investigative consumer reports, during my employment without asking me for my authorization again as allowed by law.

I also authorize the following agencies and entities to disclose to ADP Screening and Selection Services and its agents all information about or concerning me, including but not limited to: my past or present employers; learning institutions, including colleges and universities; law enforcement and all other federal, state and local agencies; federal, state and local courts; the military; credit bureaus; testing facilities; motor vehicle records agencies; if applicable, worker's compensation injuries; all other private and public sector repositories of information; and any other person, organization, or agency with any information about or concerning me. Workers' compensation information will only be requested in compliance with federal Americans with Disabilities Act and/or any other applicable federal, state or local laws and only after a conditional job offer is made. The information that can be disclosed to ADP Screening and Selection Services and its agents includes, but is not limited to, information concerning my employment history, earnings history, education, credit history, motor vehicle history, criminal history, military service, professional credentials and licenses and substance abuse testing.

I agree the Company may rely on this authorization to order background reports, including investigative consumer reports, from companies other than ADP Screening and Selection Services without asking me for my authorization again as allowed by law. I also agree that a copy of this form is valid like the signed original. I certify that all of the personal information I provided is true and correct.

Signature		Date Date
I agree to all terms and authorize the de	eduction from my first payched	ck should an offer of employment be made to me.
		of: \$50.00 for an Oklahoma applicant or \$34.00 tof the MVR, Criminal History and Substance
Signature		Date: (Month/Day/Year)
of your background check report	Camornia, minnesota or Cki	anoma. Crieck this box if you would like a free copy
If you the convert for the Company in	California Minnesota er Oklo	ahoma: Check this box if you would like a free copy
Maiden/Other Names		Years Used
Last Name	First	Middle
I agree that the Company may share the	information contained in the re	port with a third party as required.

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BACKGROUND CHECK INFORMATION:

The information requested below is collected solely for the purpose of aiding the Company in running a background check in connection with your application for employment. The employer is requesting that you provide this information to assist in conducting a thorough background check.

For residents of, or for jobs located in Utah, please do NOT provide your date of birth, social security number or driver's license number until instructed to do so by the Company.

First Name	Middle Name	Last Name	
Date of Birth//	_ (Month/Day/Year)		
Social Security Number			
Driver's License Number		State Issuing License	
Enter Any Other Names Use	ed (including maiden names):		
First Name	Middle Name	Last Name	
First Name	Middle Name	Last Name	
Firet Name	Middle Name	Last Name	

Registry and Criminal History Record Check Consent and Release Form

This form is a provided as a courtesy for the use of employers. Other versions of this form may also be used for the purposes of Title 63 O.S. § 1-1947(H), which requires that an applicant shall provide the employer a government photo identification of the applicant and written consent for the employer to conduct a registry screening and the Bureau [Okla. State Bureau of Investigation (OSBI)] to conduct a state and national criminal history record check under this section. The employer shall maintain the written consent and information regarding the individual's identification in their files for audit purposes.

For the purposes of documenting the individual's identification, it is recommended a copy of the identification be maintained with the applicant's written consent.

Employer must retain the signed applicant consent.

Instructions to Applicant: Prior to employment with an employer subject to the Long Term Care Security Act [63 O.S. 1-1945 et. seq.], an applicant must consent to a check of state and/or national licensure, certification, abuse, exclusion and offender registries, and fingerprinting for a state and national criminal history records check as required. Applicants with an active employment history in OK-SCREEN or previously fingerprinted for a license, certification or permit in Oklahoma where the authority having jurisdiction for the license, certification, or permit employs electronic criminal history monitoring, may not require fingerprinting. With your written consent below, the employer will submit your information through the OK-SCREEN portal for checks against state and national registries. If cleared, and the employer wishes to proceed, you will be notified via email or telephone the employer has authorized you to schedule an appointment for fingerprinting. You will be responsible for a Ten Dollar (\$10) administrative processing fee at the time the appointment is scheduled unless the employer elects to pay the fee. You will have ten (10) calendar days to submit your fingerprints through an authorized collection site or your application shall be deemed withdrawn and your will be required to start the application process over. [63 O.S. § 1-1947(I)(4)]

<u>Declarations:</u> By signing this form I consent to registry screening and submission of my fingerprints to the Oklahoma State Bureau of Investigation (OSBI) for forwarding to the Federal Bureau of Investigation for the purpose of conducting a state and national criminal history records check pursuant to 63 O.S. § 1-1947(H). I understand that the results will be shared with the Oklahoma National Background Check Program (ONBCP) operated by the Oklahoma State Department of Health (OSDH).

I understand that if my criminal history record check results reveal information that prevents the Department from making a final determination of employment eligibility, I will be given notice and will have sixty (60) days to make any necessary corrections or additions for the Department to review. If I am unable to make corrections or additions to the record within the sixty (60) days, the Department shall deny eligibility based on the disqualifying results and shall notify me of my right to appeal. The notice shall include the reasons I was found not eligible for employment and a statement that I have a right to appeal the decision. [63 O.S. § 1-1947(K)]

I understand that should I be selected for employment, and as a condition of continued employment, I agree to report to the employer immediately upon being arraigned, indicted, convicted, or pleading guilty or nolo contendere to one or more of the criminal offenses applicable to my license, certification, permit or employment class; or upon being the subject of a substantiated finding on a registry as described in this *Consent and Release* and Title 63, Section 1-1947. I further understand that reporting of an arraignment under this subsection may be cause for leave without pay, placement under direct supervision, restriction from direct patient access, termination, or denial of employment. [63 O.S. § 1-1947(Q)]

I understand the OSDH will store the records of an employer's enrolled employees, the results of the screening and criminal arrest records search, and an identifier issued by the OSBI for the purposes of receiving an automatic notification from the OSBI if a subsequent criminal arrest record submitted into the system matches a set of fingerprints previously submitted. Upon notification, the OSBI will immediately notify the Department and the Department will immediately notify the employee. Information in the database established under this subsection is confidential, is not subject to disclosure under the Oklahoma Open Records Act, and shall not be disclosed to any person except for purposes of this act or for law enforcement purposes. The employee shall promptly respond to Department inquiries regarding the status of an arraignment or indictment. Reporting of an arraignment or indictment under this subsection may be cause for leave without pay, placement under direct supervision, restriction from direct patient access, termination, or denial of employment. [63 O.S. § 1-1947(S)]

Pursuant to 63 O.S. § 1-1947(I)(1), the employer shall submit the applicant's name, any aliases, address, former states in which the applicant resided, social security number, and date of birth. Providing the requested information is voluntary; however, failure to furnish the information may affect timely completion or approval of your application. PLEASE PRINT CLEARLY:

This form requests this information for the purposes of a state and national criminal history records search.

These names must appear a	s recorded on you	r birth certificate or otl	ner official record.	
First Name:	st Name: Middle Name:			
Maiden Name (If Applicable):	Last	Name:		
What Other Aliases/Names Have You Us	ed?	····		
Date of Birth: Place of	Birth:	Race	/Ethnicity:	
Gender: ☐ Male ☐ Female Height:	Weight:	Hair Color:	Eye Color:	
Telephone Number:	Soci	al Security Number: _		
Present Address:	<u></u>			
Present City/State/Zip:				
In What Other States Have You Lived Aft	er 18 Years Of Age	?		
E-Mail Address:				
My signature acknowledges that I have form. I consent to registry screening and conducting a state and national criminal	d submission of my	fingerprints to the OS		
Applicant's Signature			Date	