

State of Virginia

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: VA0191	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED 04/24/2019
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NAME OF PROVIDER OR SUPPLIER RAPPAHANNOCK WESTMINSTER CANTE	STREET ADDRESS, CITY, STATE, ZIP CODE 132 LANCASTER DRIVE IRVINGTON, VA 22480
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(X4) ID PREFIX TAG	SUMMARY STATEMENT OF DEFICIENCIES (EACH DEFICIENCY MUST BE PRECEDED BY FULL REGULATORY OR LSC IDENTIFYING INFORMATION)	ID PREFIX TAG	PROVIDER'S PLAN OF CORRECTION (EACH CORRECTIVE ACTION SHOULD BE CROSS-REFERENCED TO THE APPROPRIATE DEFICIENCY)	(X5) COMPLETE DATE
F 000	<p>Initial Comments</p> <p>An unannounced biennial State Licensure Inspection was conducted 04/23/19 through 04/24/19. The facility was not in compliance with the Virginia Rules and Regulations for the Licensure of Nursing Facilities. No complaints were investigated during the survey.</p> <p>The census in this 42 licensed bed facility was 38 at the time of the survey. The survey sample consisted of 18 resident reviews.</p>	F 000		
F 001	<p>Non Compliance</p> <p>The facility was out of compliance with the following state licensure requirements:</p> <p>This RULE: is not met as evidenced by: 12 VAC 5-371-220(A). Please cross reference to F689.</p> <p>12 VAC 5-371-140(A) and (E)(3)(a)</p> <p>Based on staff interview and facility documentation review, the facility staff failed to ensure employees' professional license was verified prior to hire, for 3 of 25 employees. (RN A, CNA B and CNA C)</p> <p>The facility staff failed to perform professional license verifications on employees prior to hire.</p> <p>The findings included:</p> <p>A review of employee records was conducted on 4/24/19. The facility failed to conduct license verification prior to hire for 3 of 25 employees, (employees RN A, CNA B and CNA C). During</p>	F 001	<p>The statements made on this plan of correction are not an admission to and do not constitute an agreement with the alleged deficiencies herein.</p> <p>To remain in compliance with all federal and state regulations, the facility has taken or will take the actions set forth in this plan of correction. The plan constitutes the center's allegation of compliance such that all alleged deficiencies cited have been or will be corrected by the dates included.</p> <p>12 VAC 5-371-220(A). Please cross reference to F689.</p> <p>12 VAC 5-371-140(A) and (E)(3)(a)</p> <p>Licenses will be verified for all employees prior to hire.</p> <p>The Director of Human Resources will</p>	6/6/19

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE

TITLE

(X6) DATE

Electronically Signed

05/09/19

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F 001	<p>Continued From page 1</p> <p>employee record review, RN A was hired 8/7/17 and her nursing license was not verified until 8/8/17. CNA B was hired 10/1/18 and her CNA license was not verified until 10/2/18. CNA C was hired 10/29/18, her license was verified on 10/9/18 and indicated her license had expired on 8/31/18. Payroll records indicate CNA C worked 10/29/18 for 8 hours. At the time of her employment the facility had now way of knowing if CNA C's, CNA license was active.</p> <p>Failure to verify nursing licenses did not permit the facility to know if there were findings of abuse reported against an individuals license and/or if the employee has an active license to practice without any provisions and/or restrictions. During an interview with (Employee C), Human Resources Director, on 4/24/19 at 10:37am, when asked why they would want to verify someone's license prior to employment, Employee C stated, "we want to make sure they don't have something on their record to prevent us from hiring them here."</p> <p>Review of the facility policy titled "Abuse, Neglect, and Exploitation," with an approval date of 11/28/2016 stated, "the facility must: not employ or otherwise engage individuals who have had a finding entered the state nurse aide registry concerning abuse, neglect, exploitation, mistreatment of residents or misappropriation of their property." The policy continued and read, "background, reference and credentials' checks should be conducted on employees prior to or at the time of employment, by facility administration, in accordance with applicable state and federal regulations."</p> <p>Review of the facility "hiring procedure" document, it read, "if RN, LPN, or CNA, checks</p>	F 001	<p>review the importance of following our hiring procedures consistently with the human resource department staff.</p> <p>The Administrator will audit the files of new hires bi-weekly for the next 6 weeks to ensure compliance. Any variances will be corrected at the time of observation and continued education will be provided. The results of the bi-weekly audits will be reported at QAPI meetings.</p> <p>Continued monitoring will be conducted through routine new hire file audits. Additional education and monitoring will be initiated for any identified concerns.</p>	
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F 001	<p>Continued From page 2</p> <p>Virginia Board of Nursing records of license and pending proceedings" as Step 3 in the hiring process.</p> <p>The Administrator and Director of Nursing were made aware of the findings on 4/24/19 during the end of day meeting.</p> <p>No further information was provided.</p>	F 001		