

State of Virginia

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: VA0261	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED 01/27/2022
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NAME OF PROVIDER OR SUPPLIER FAUQUIER HEALTH REHABILITATION & NURSING CE	STREET ADDRESS, CITY, STATE, ZIP CODE 360 HOSPITAL DRIVE WARRENTON, VA 20186
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F 000	<p>Initial Comments</p> <p>An unannounced biennial State Licensure Inspection was conducted 01/25/2022 through 01/27/2022. Corrections are required for compliance with the following Virginia Rules and Regulations for the Licensure of Nursing Facilities.</p> <p>The census in this 113 certified bed facility was 54 at the time of the survey. The survey sample consisted of 27 current resident reviews and four closed record 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 - 250 F, G, I - cross reference to Federal Deficiency - F656 12 VAC 5 - 371 - 200 B.1 - cross references to Federal DEficiency - F658 12 VAC 5 - 371 - 220 B - cross references to Federal Deficiency - F697 12 VAC 5 - 371 - 220 B - cross references to Federal Deficiency - F 757 No cross reference was found for F 758. 12VAC5-371-140 FAUQUIER 2022</p> <p>Based on staff interview and facility document review, it was determined that the facility staff failed to evidence that sworn statements, criminal record background checks and/or license verifications were obtained in accordance with the laws of the State of Virginia, for 16 of 24 employee records reviewed.</p> <p>The findings included:</p>	F 001	<p>F001 Non Compliance</p> <p>12VAC5-371-250 F,G,I - Cross-reference to Plan of Correction for F656 12VAC5-371-200 B.1 - Cross-reference to Plan of Correction for F658 12VAC5-371-220 B - Cross-reference to Plan of Correction for F697 12VAC5-371-220 B - Cross-reference to Plan of Correction for F757</p> <p>12VAC5-371-140 FAUQUIER 2022 Criterion #1 <input type="checkbox"/> The facility HR Department will obtain and provide the missing items for all current staff from the identified files for all staff currently employed. Criterion #2 <input type="checkbox"/> The facility will perform a compliance audit/review the employee files for current staff as of January 25, 2022, and all new hires thereafter. HR records that previously were held off-site</p>	3/7/22

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

TITLE

(X6) DATE

Electronically Signed

02/11/22

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F 001	<p>Continued From page 1</p> <p>On 01/27/2022 at approximately 11:00 a.m., the employee records for newly hired employees within the past two years were reviewed. Review of the employee records failed to evidence that either/or sworn statements, criminal record background checks, license verifications and/or current license were obtained in accordance with the laws of the State of Virginia.</p> <p>The employees identified were:</p> <ol style="list-style-type: none"> 1. CNA [certified nursing assistant] # 1. Hire date 03/03/2021. No evidence of license verification prior to hire. 2. CNA # 3. Hire date 03/08/2021. No evidence of license verification prior to hire. 3. CNA # 4. Hire date 12/07/2020. No evidence of license verification prior to hire. 4. CNA # 5. Hire date 03/16/2020. No evidence of license verification prior to hire. 5. CNA # 6. Hire date 06/17/2021. No evidence that a criminal background check was obtained within 30 days of hire and no evidence of license verification prior to hire. 6. CNA # 8. Hire date 01/25/2021. No evidence of a sworn statement. 7. CNA # 9. Hire date 09/07/2021. No evidence of a sworn statement. 8. CNA # 10. Hire date 10/28/2021. No evidence that a criminal background check was obtained within 30 days of hire and no evidence of license verification prior to hire. 9. CNA # 11. Hire date 01/17/2022. No evidence 	F 001	<p>will be maintained within the facility. New hires to the facility will have all required documentation (sworn statements, criminal record background checks, and license verifications) housed and available in the facility.</p> <p>Criterion #3 <input type="checkbox"/> Administrator/designee will confirm compliance new hire documentation for compliance prior to new hire start date. HR will be re-educated by Administrator/designee on new hire employee regulatory compliance standards.</p> <p>Criterion #4 <input type="checkbox"/> Administrator/designee will audit new hire documentation x3 months. If variances are identified they will be investigated and appropriate corrective action and/or education will be conducted. Findings from the audits will be communicated to QAPI for oversight.</p> <p>Criterion #5 <input type="checkbox"/> Date of compliance 2/28/22.</p>	
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F 001	<p>Continued From page 2 of a sworn statement.</p> <p>10. CNA # 12. Hire date 03/09/2020. No evidence of license verification prior to hire.</p> <p>11. CNA # 13. Hire date 07/07/2021. No evidence that a criminal background check was obtained within 30 days of hire and no evidence of license verification prior to hire.</p> <p>12. LPN [licensed practical nurse] # 4. Hire date 02/01/2021. No evidence that the Virginia State Police criminal background check was obtained within 30 days of hire.</p> <p>12. RN [registered nurse] # 2. Hire date 10/21/2021. No evidence of license verification prior to hire.</p> <p>13. RN # 3. Hire date 09/14/2020. No evidence of a sworn statement, evidence of Virginia State Police criminal background check was obtained within 30 days of hire and evidence of license verification prior to hire.</p> <p>14. OSM [other staff member] # 8, clinical nutrition manager. Hire date 12/27/2021. No evidence of a sworn statement, evidence of Virginia State Police criminal background check was obtained within 30 days of hire and evidence of license verification prior to hire.</p> <p>15. OSM # 10, cook. Hire date 10/26/2021. No evidence of Virginia State Police criminal background check was obtained within 30 days of hire.</p> <p>On 01/27/2022 at approximately 2:30 p.m. an interview was conducted with OSM [other staff member] # 12, director of human resources and</p>	F 001		

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F 001	<p>Continued From page 3</p> <p>OSM # 13, human resource specialist. When asked to describe to process for obtaining a new employee's sworn statement, Virginia state police background check and license verifications OSM # 12 stated that they were obtained prior to the day they start working. OSM # 12 and OSM # 13 were asked to provide the employee's missing information as listed above.</p> <p>On 01/27/2022 at approximately 3:30 p.m., OSM # 12 verbally confirmed that they did not have the employee's missing information as listed above.</p> <p>Review of the state regulation 12VAC5-371-140 documents "E. Personnel policies and procedures shall include, but are not limited to: 3. An accurate and complete personnel record for each employee including: b. Criminal record check."</p> <p>Virginia Nursing Home Regulation 12VAC5-371-150 states that a facility must comply with the requirements of §32.1-126.01: Employment for compensation of persons convicted of certain offenses prohibited; criminal record checks required; suspension or revocation of license. "A nursing home shall, within 30 days of employment, obtain for any compensated employees an original criminal record clearance with respect to convictions for offenses specified in this section or an original criminal history record from the Central Criminal Records Exchange."</p> <p>State law (§§ 32.1-126.01 and 32.1-162.9:1 Employment for compensation of persons convicted of certain offenses prohibited; criminal records check required; suspension or revocation of license.) requires that each nursing facility, home care or home health organization, and</p>	F 001		

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F 001	<p>Continued From page 4</p> <p>hospice obtain a criminal record background check on new hires within 30 days of employment. The law also requires that these background checks be obtained using the Central Criminal Records Exchange from the Virginia Department of State Police. See Appendix 2 for a copy of each law.</p> <p>On 01/27/2022 at approximately 3:45 p.m., ASM [administrative staff member] # 1, the administrator and ASM # 2, director of nursing, were made aware of the findings.</p> <p>No further information was provided prior to exit. 12VAC5-371-250. Resident assessment and care planning cross reference to F657.</p> <p>Management and administration 12VAC5-371-110 B.2, B.3 cross reference to F625.</p>	F 001		
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