

State of Virginia

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:  VA0002	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____  B. WING: _____	(X3) DATE SURVEY COMPLETED  C 04/07/2022
NAME OF PROVIDER OR SUPPLIER  AMELIA REHABILITATION AND HEALTHCARE		STREET ADDRESS, CITY, STATE, ZIP CODE 8830 VIRGINIA STREET AMELIA, VA 23002		
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F 000	Initial Comments  An unannounced biennial State Licensure Inspection was conducted 4/5/22 through 4/7/22. Corrections are required for compliance with the Virginia Rules and Regulations for the Licensure of Nursing Facilities.  The census in this 100 certified bed facility was 95 at the time of the survey. The survey sample consisted of 32 current resident reviews and 4 closed record reviews.	F 000		4/19/22
F 001	Non Compliance  The facility was out of compliance with the following state licensure requirements:  This RULE: is not met as evidenced by: The facility was not in compliance with the following Virginia Rules and Regulations for the Licensure of Nursing Facilities:  12VAC5-371-140. Policies and procedures A. D. 2. cross reference to F 623  12VAC5-371-220. Nursing services cross reference to F 677, F695, 698  12VAC5-371-340 Dietary and Food Service Program. cross reference to F812  Policies and Procedures 12VAC5-371-140  Based on staff interview and facility document review, it was determined that the facility staff failed to evidence that sworn statements, criminal	F 001	F-001  <i>The statements made on this plan of correction are not an admission to and do not constitute an agreement within the alleged deficiencies cited herein. To remain in compliance with all federal and state regulations, the center has taken or will take the actions set forth in the following plan of correction constitutes the center's allegation of compliance. All alleged deficiencies cited have been or will be corrected by the date or dates indicated</i>  It is the intended practice of the facility to maintain complete and accurate employee records to include sworn statements, criminal record background checks, license verifications and references, in accordance with the laws of the State of Virginia.  <b>RECEIVED</b> <b>APR 27 2022</b> <b>VDH/OLC</b>	

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

*Hailey Syler*  
STATE FORM

TITLE

*Administrator*

(X6) DATE

*4/19/22*

6899

UIUY11

If continuation sheet 1 of 5

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F 001	<p>Continued From page 1</p> <p>record background checks, license verifications and references were obtained in accordance with the laws of the State of Virginia, for seven of 25 employee records reviewed.</p> <p>The findings included:</p> <p>On 04/06/2022 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, current license and/or references were obtained in accordance with the laws of the State of Virginia.</p> <p>The employees identified were:</p> <p>1. CNA (certified nursing assistant) # 3. Hire date 02/03/2021. No evidence of a sworn statement, Virginia State Police criminal background check, license verification and references.</p> <p>2. CNA # 4. Hire date 12/08/2020. No evidence of a sworn statement, Virginia State Police criminal background check, license verification and references.</p> <p>3. CNA # 5. Hire date 11/11/2021. No evidence that a license verification was obtained prior to hire.</p> <p>4. RN (registered nurse) # 2. Hire date 10/20/2021. No evidence that a license verification was obtained prior to hire.</p> <p>5. OSM (other staff member) # 5, receptionist. Hire date 11/09/2021. No evidence of a Virginia State Police criminal background check.</p> <p>6. OSM # 6, ST (speech therapist). Hire date</p>	F 001	<ol style="list-style-type: none"> <li>1. Upon notification from surveyor regarding incomplete employee records for CNA #3, CNA #4, CNA #5, RN #2, OSM #5, OSM #6, and OSM #7 on 4/6/22, the Business Office Manager was educated on maintaining complete and accurate employee files regarding to sworn statements, criminal record background checks, license verifications &amp; obtaining current license and/or references in accordance with the laws of the State of Virginia.</li> <li>2. Residents who reside in the facility and staff who are employed at the facility have the potential to be affected.</li> <li>3. Admin and/or designee will re-educate Business Office Manager and Business Office Staff on maintaining complete and accurate employee files.</li> <li>4. Business Office Manager and/or designee will audit 5 new employee hires within the facility 3 days a week x 4 weeks and then monthly x 2 months. The results of the random audits will be reported to the QAA Committee for review and follow up recommendations as indicated.</li> <li>5. The facility's alleged date of compliance will be 5/12/2022.</li> </ol>	4/19/22



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F 001	<p>Continued From page 2</p> <p>05/08/2021. No evidence that a license verification was obtained prior to hire.</p> <p>7. OSM # 7, PT (physical therapist). Hire date 05/01/2021. No evidence that a license verification was obtained prior to hire.</p> <p>On 04/06/2022 at approximately 11:42 a.m. an interview was conducted with OSM # 1, business office manager. When asked to describe the prescreening procedures for new employees OSM # 1 stated that the license verification is obtained before they are hired, background checks within the 30 days of hire. When asked about the missing documentation for CNA #3 and CNA #4 OSM # 1 stated that they were unable to locate the employee records. OSM # 1 further stated the they did not save the original license verification for RN # 2, did not obtain the license verification prior to hire for CNA #3, OSM # 6 and OSM # 7 and unable to locate the criminal background check for OSM # 5.</p> <p>The facility's policy "Background Screening Investigations" documented in part, "Policy Interpretation Implementation. 2. The director of personnel, or designee, conducts background checks, reference checks and criminal conviction checks (including fingerprinting as may be required by state law) on all potential direct access employees and contractors. Background and criminal checks are initiated within 30 days of an offer of employment or contract agreement, and completed prior to employment. 3. For an individual applying for a position as a certified nursing assistant, the state nurse aide registry is contacted to determine if any findings of abuse, neglect, mistreatment of individuals, and/or theft of property have been entered into the applicant's file. 4. For any licensed professional applying for</p>	F 001			4/19/22

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F 001	<p>Continued From page 3</p> <p>a position that may involve direct contact with residents, his/her respective licensing board is contacted to determine if any sanctions have been assessed against the applicant's license."</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 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>	F 001		4/19/22



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F 001	Continued From page 4  On 04/06/2022 at approximately 5:00 p.m., ASM (administrative staff member) # 1, administrator, and ASM # 2, director of nursing, were made aware of the above findings.  No further information was provided prior to exit.	F 001			4/19/22