

State of Virginia

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: VA0392	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING: _____	(X3) DATE SURVEY COMPLETED C 02/08/2023
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NAME OF PROVIDER OR SUPPLIER STREET ADDRESS, CITY, STATE, ZIP CODE

GLENBURNIE REHAB & NURSING CENTER **1901 LIBBIE AVE**
RICHMOND, VA 23226

(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	Initial Comments An unannounced biennial State Licensure Inspection was conducted 2/5/2023 through 2/8/2023. Corrections are required with the Virginia Rules and Regulations for the Licensure of Nursing Facilities. The census in this 125 licensed bed facility was 115 at the time of the survey. The survey sample consisted of 43 current resident reviews and 15 closed record reviews.	F 000		
F 001	Non Compliance The facility was out of compliance with the following state licensure requirements: This RULE: is not met as evidenced by: 12VAC5-371-140 (A). Policies and procedures. Cross reference to F565, F580, F583, F585, F622, F623, F625, F712, F695, F700, F710, F732, F756, F759, F760, F880. 12VAC5-371-140 (E.2), (E.3.f). Policies and procedures. Cross reference to F730, F947. 12VAC5-371-150 (A). Resident rights. Cross reference to F550, F565, F580, F583, F585, F622, F623, F625. 12VAC5-371-180 (A). Infection control. Cross reference to F880. 12VAC5-371-200 (B). Director of nursing. Cross reference to F658, F727, F730, F732, F759, F760. 12VAC5-371-210 (A),(B),(E). Nurse staffing.	F 001	F001 Non-Compliance 12VAC5-371-75 (B). Criminal Records Check. 12VAC5-371-140 (E.3) Policies and procedures. 1-Regional HR educate HR team on requirements for each on-boarding team member 2-HR will audit all records for Background checks, licensure check sworn statement, etc 3-Administrator or designee will audit completed monthly X 3 months to ensure that required in-service education is completed. Any variances will be corrected with additional training and/or corrective action. 4-On-going compliance will be monitored and reviewed at the QAPI meeting process. The results of the review will be	3/21/23

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

Electronically Signed

TITLE

(X6) DATE

03/03/23

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F 001	<p>Continued From page 1</p> <p>Cross reference to F657, F727, F730, F732, F759, F760.</p> <p>12VAC5-371-220 (A), (B),(D),(E),(F),(G),(H). Nursing services. Cross reference to F580, F677, F684, F686, F759, F760.</p> <p>12VAC5-371-240 (F). Physician services. Cross reference to F712.</p> <p>12VAC5-371-250 (A),(B),(F),(G). Resident assessment and care planning. Cross reference to F636, F641, F656, F657.</p> <p>12VAC5-371-260 (B),(E). Staff development and inservice training. Cross reference to F730, F947.</p> <p>12VAC5-371-300 (B),(D),(I). Pharmaceutical services. Cross reference to F755, F756.</p> <p>12VAC5-371-360 (E.6). Clinical records. Cross reference to F842.</p> <p>12VAC5-371-370 (A). Maintenance and housekeeping. Cross reference to F584</p> <p>12VAC5-371-75 (B). Criminal Records Check.</p> <p>Based on staff interview and facility document review, it was determined that the facility staff failed to evidence criminal records check and/or sworn disclosure in accordance with the laws of the State of Virginia, for 23 of 25 employee records reviewed.</p> <p>The findings include:</p>	F 001	<p>discussed at the monthly QAPI meeting. Once the QAPI committee determines the problem no longer exists, the reviews will be completed on a random basis. The Administrator or Director of Nursing are responsible for implementation of the plan of correction.</p> <p>5-Date of Completion 3/21/23</p> <p>12VAC5-371-140 (A). Policies and procedures. Cross reference to F565, F580, F583, F585, F622, F623, F625, F712, F695, F700, F710, F732, F756, F759, F760, F880.</p> <p>12VAC5-371-140 (E.2), (E.3.f). Policies and procedures. Cross reference to F730, F947.</p> <p>12VAC5-371-150 (A). Resident rights. Cross reference to F550, F565, F580, F583, F585, F622, F623, F625.</p> <p>12VAC5-371-180 (A). Infection control. Cross reference to F880.</p> <p>12VAC5-371-200 (B). Director of nursing. Cross reference to F658, F727, F730, F732, F759, F760.</p> <p>12VAC5-371-210 (A),(B),(E). Nurse staffing. Cross reference to F657, F727, F730, F732, F759, F760.</p> <p>12VAC5-371-220 (A), (B),(D),(E),(F),(G),(H). Nursing services. Cross reference to F580, F677, F684,</p>	

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F 001	<p>Continued From page 2</p> <p>On 2/7/2023 at approximately 10:00 a.m., the facility provided employee records for a sample of 25 newly hired employees within the past two years were reviewed. Review of the employee records failed to evidence a sworn statement for 23 of the 25 records reviewed and a Virginia State Police criminal background check for 16 out of 25 records reviewed.</p> <p>The employees identified were:</p> <p>CNA (certified nursing assistant) #11's employee record was reviewed. CNA #11's employee record documented they were hired as a CNA with the facility on 5/3/2022. Further review of CNA #11's employee record failed to evidence a sworn statement.</p> <p>CNA #12's employee record was reviewed. CNA #12's employee record documented they were hired as a CNA with the facility on 5/7/2022. Further review of CNA #12's employee record failed to evidence a Virginia State Police criminal background check.</p> <p>CNA #13's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 2/15/2021. No employee record was provided for CNA #13.</p> <p>CNA #14's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 5/25/2021. No employee record was provided for CNA #14.</p> <p>CNA #15's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 8/17/2021. No employee record was provided for CNA #15.</p>	F 001	<p>F686, F759, F760.</p> <p>12VAC5-371-240 (F). Physician services. Cross reference to F712.</p> <p>12VAC5-371-250 (A),(B),(F),(G). Resident assessment and care planning. Cross reference to F636, F641, F656, F657.</p> <p>12VAC5-371-260 (B),(E). Staff development and inservice training. Cross reference to F730, F947.</p> <p>12VAC5-371-300 (B),(D),(I). Pharmaceutical services. Cross reference to F755, F756.</p> <p>12VAC5-371-360 (E.6). Clinical records. Cross reference to F842.</p> <p>12VAC5-371-370 (A). Maintenance and housekeeping. Cross reference to F584</p>	

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F 001	<p>Continued From page 3</p> <p>CNA #16's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 7/13/2021. No employee record was provided for CNA #16.</p> <p>CNA #17's employee record was reviewed. CNA #17's employee record documented they were hired as a CNA with the facility on 6/15/2021. Further review of CNA #17's employee record failed to evidence a sworn statement.</p> <p>CNA #18's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 8/3/2021. No employee record was provided for CNA #18.</p> <p>CNA #19's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 6/15/2021. No employee record was provided for CNA #19.</p> <p>CNA #20's employee record was reviewed. CNA #20's employee record documented they were hired as a CNA with the facility on 7/13/2021. Further review of CNA #20's employee record failed to evidence a sworn statement.</p> <p>CNA #21's employee record was reviewed. CNA #21's employee record documented they were hired as a CNA with the facility on 5/31/2022. Further review of CNA #21's employee record failed to evidence a sworn statement.</p> <p>CNA #22's employee record was reviewed. CNA #22's employee record documented they were hired as a CNA with the facility on 9/27/2022. Further review of CNA #22's employee record failed to evidence a sworn statement.</p> <p>CNA #23's employee record was requested.</p>	F 001		

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F 001	<p>Continued From page 4</p> <p>Facility document review documented they were hired as a CNA with the facility on 5/25/2021. No employee record was provided for CNA #23.</p> <p>CNA #24's employee record was reviewed. CNA #24's employee record documented they were hired as a CNA with the facility on 9/20/2022. Further review of CNA #24's employee record failed to evidence a sworn statement.</p> <p>CNA #25's employee record was requested. Facility document review documented they were hired as a non-certified nursing assistant with the facility on 4/12/2021. No employee record was provided for CNA #25.</p> <p>CNA #26's employee record was reviewed. CNA #26's employee record documented they were hired as a temporary CNA with the facility on 3/29/2022. Further review of CNA #26's employee record failed to evidence a Virginia State Police criminal background check.</p> <p>OSM (other staff member) #11's employee record was reviewed. OSM #11's employee record documented they were hired as a dietary assistant with the facility on 8/2/2022. Further review of OSM #11's employee record failed to evidence a sworn statement.</p> <p>OSM #12's employee record was reviewed. OSM #12's employee record documented they were hired as a certified occupational therapy assistant with the facility on 6/27/2022. Further review of OSM #12's employee record failed to evidence a Virginia State Police criminal background check or a sworn statement.</p> <p>OSM #13's employee record was requested. Facility document review documented they were</p>	F 001			

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F 001	<p>Continued From page 5</p> <p>hired as a housekeeping assistant with the facility on 6/15/2021. No employee record was provided for OSM #13.</p> <p>OSM #14's employee record was requested. Facility document review documented they were hired as a physical therapist with the facility on 5/5/2022. No employee record was provided for OSM #14.</p> <p>LPN (licensed practical nurse) #9's employee record was reviewed. LPN #9's employee record documented they were hired as an LPN with the facility on 10/11/2022. Further review of LPN #9's employee record failed to evidence a sworn statement.</p> <p>LPN #12's employee record was requested. Facility document review documented they were hired as an LPN with the facility on 1/10/2022. No employee record was provided for LPN #12.</p> <p>LPN #13's employee record was requested. Facility document review documented they were hired as an LPN with the facility on 10/18/2022. No employee record was provided for LPN #13.</p> <p>LPN #14's employee record was reviewed. LPN #14's employee record documented they were hired as an LPN with the facility on 9/20/2022. Further review of LPN #14's employee record failed to evidence a sworn statement.</p> <p>RN (registered nurse) #4's employee record was requested. Facility document review documented they were hired as an RN with the facility on 7/6/2021. No employee record was provided for RN #4.</p> <p>On 2/7/2023 at 3:04 p.m., an interview was</p>	F 001		

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F 001	<p>Continued From page 6</p> <p>conducted with OSM #10, the human resource director. OSM #10 stated that they had started working at the facility on 1/3/2023 and had searched for the requested employee records and was unable to locate them. OSM #10 stated that they had provided what they were able to find and would provide anything additional if they were able to find anything. OSM #10 stated that since they had started working at the facility the process for new employee onboarding was to do the reference checks and background check prior to the first day of orientation and maintain paper copies in the employees file. OSM #10 stated that if the Virginia State Police background check was not back prior to the first day of employment the employee was hired on a contingent basis. OSM #10 stated that prior to orientation they made sure each employee had two references, the Virginia State Police background check, license verification and the sworn statement on paper and uploaded into their system.</p> <p>On 2/7/2023 at 5:28 p.m., ASM (administrative staff member) #1, the administrator, ASM #2, the interim director of nursing and ASM #3, the regional director of clinical services were made aware of the concern.</p> <p>No further information was provided prior to exit.</p> <p>12VAC5-371-140 (E.3) Policies and procedures.</p> <p>Based on facility document review and staff interview, it was determined that the facility staff failed to evidence a complete and accurate personnel record in accordance with the laws of the State of Virginia for 23 of 25 employee records reviewed.</p> <p>The findings include:</p>	F 001		

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F 001	<p>Continued From page 7</p> <p>On 2/7/2023 at approximately 10:00 a.m., the facility provided employee records for a sample of 25 newly hired employees within the past two years were reviewed. Review of the employee records failed to evidence a sworn statement for 23 of the 25 records reviewed, a Virginia State Police criminal background check for 16 out of 25 records reviewed, verification of a license for 13 of 22 eligible records reviewed.</p> <p>The employees identified were:</p> <p>CNA (certified nursing assistant) #11's employee record was reviewed. CNA #11's employee record documented they were hired as a CNA with the facility on 5/3/2022. Further review of CNA #11's employee record failed to evidence a sworn statement.</p> <p>CNA #12's employee record was reviewed. CNA #12's employee record documented they were hired as a CNA with the facility on 5/7/2022. Further review of CNA #12's employee record failed to evidence a Virginia State Police criminal background check.</p> <p>CNA #13's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 2/15/2021. No employee record was provided for CNA #13.</p> <p>CNA #14's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 5/25/2021. No employee record was provided for CNA #14.</p> <p>CNA #15's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 8/17/2021. No</p>	F 001		

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F 001	Continued From page 8 employee record was provided for CNA #15. CNA #16's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 7/13/2021. No employee record was provided for CNA #16. CNA #17's employee record was reviewed. CNA #17's employee record documented they were hired as a CNA with the facility on 6/15/2021. Further review of CNA #17's employee record failed to evidence a sworn statement. CNA #18's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 8/3/2021. No employee record was provided for CNA #18. CNA #19's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 6/15/2021. No employee record was provided for CNA #19. CNA #20's employee record was reviewed. CNA #20's employee record documented they were hired as a CNA with the facility on 7/13/2021. Further review of CNA #20's employee record failed to evidence a sworn statement. CNA #21's employee record was reviewed. CNA #21's employee record documented they were hired as a CNA with the facility on 5/31/2022. Further review of CNA #21's employee record failed to evidence a sworn statement. CNA #22's employee record was reviewed. CNA #22's employee record documented they were hired as a CNA with the facility on 9/27/2022. Further review of CNA #22's employee record failed to evidence a sworn statement.	F 001		

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F 001	<p>Continued From page 9</p> <p>CNA #23's employee record was requested. Facility document review documented they were hired as a CNA with the facility on 5/25/2021. No employee record was provided for CNA #23.</p> <p>CNA #24's employee record was reviewed. CNA #24's employee record documented they were hired as a CNA with the facility on 9/20/2022. Further review of CNA #24's employee record failed to evidence a sworn statement.</p> <p>CNA #25's employee record was requested. Facility document review documented they were hired as a non-certified nursing assistant with the facility on 4/12/2021. No employee record was provided for CNA #25.</p> <p>CNA #26's employee record was reviewed. CNA #26's employee record documented they were hired as a temporary CNA with the facility on 3/29/2022. Further review of CNA #26's employee record failed to evidence a Virginia State Police criminal background check.</p> <p>OSM (other staff member) #11's employee record was reviewed. OSM #11's employee record documented they were hired as a dietary assistant with the facility on 8/2/2022. Further review of OSM #11's employee record failed to evidence a sworn statement.</p> <p>OSM #12's employee record was reviewed. OSM #12's employee record documented they were hired as a certified occupational therapy assistant with the facility on 6/27/2022. Further review of OSM #12's employee record failed to evidence a Virginia State Police criminal background check, a sworn statement or license verification.</p>	F 001		

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F 001	<p>Continued From page 10</p> <p>OSM #13's employee record was requested. Facility document review documented they were hired as a housekeeping assistant with the facility on 6/15/2021. No employee record was provided for OSM #13.</p> <p>OSM #14's employee record was requested. Facility document review documented they were hired as a physical therapist with the facility on 5/5/2022. No employee record was provided for OSM #14.</p> <p>LPN (licensed practical nurse) #9's employee record was reviewed. LPN #9's employee record documented they were hired as an LPN with the facility on 10/11/2022. Further review of LPN #9's employee record failed to evidence a sworn statement.</p> <p>LPN #12's employee record was requested. Facility document review documented they were hired as an LPN with the facility on 1/10/2022. No employee record was provided for LPN #12.</p> <p>LPN #13's employee record was requested. Facility document review documented they were hired as an LPN with the facility on 10/18/2022. No employee record was provided for LPN #13.</p> <p>LPN #14's employee record was reviewed. LPN #14's employee record documented they were hired as an LPN with the facility on 9/20/2022. Further review of LPN #14's employee record failed to evidence a sworn statement.</p> <p>RN (registered nurse) #4's employee record was requested. Facility document review documented they were hired as an RN with the facility on 7/6/2021. No employee record was provided for RN #4.</p>	F 001		

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NAME OF PROVIDER OR SUPPLIER GLENBURNIE REHAB & NURSING CENTER		STREET ADDRESS, CITY, STATE, ZIP CODE 1901 LIBBIE AVE RICHMOND, VA 23226		
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F 001	<p>Continued From page 11</p> <p>On 2/7/2023 at 3:04 p.m., an interview was conducted with OSM #10, the human resource director. OSM #10 stated that they had started working at the facility on 1/3/2023 and had searched for the requested employee records and was unable to locate them. OSM #10 stated that they had provided what they were able to find and would provide anything additional if they were able to find anything. OSM #10 stated that since they had started working at the facility the process for new employee onboarding was to do the reference checks and background check prior to the first day of orientation and maintain paper copies in the employees file. OSM #10 stated that if the Virginia State Police background check was not back prior to the first day of employment the employee was hired on a contingent basis. OSM #10 stated that prior to orientation they made sure each employee had two references, the Virginia State Police background check, license verification and the sworn statement on paper and uploaded into their system.</p> <p>On 2/7/2023 at 5:28 p.m., ASM (administrative staff member) #1, the administrator, ASM #2, the interim director of nursing and ASM #3, the regional director of clinical services were made aware of the concern.</p> <p>No further information was provided prior to exit.</p>	F 001		