

State of Virginia

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: VA0091	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING: _____	(X3) DATE SURVEY COMPLETED 04/05/2023
NAME OF PROVIDER OR SUPPLIER GOODWIN HOUSE ALEXANDRIA		STREET ADDRESS, CITY, STATE, ZIP CODE 4800 FILLMORE AVE ALEXANDRIA, VA 22311		
(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 4/3/2023 through 4/5/2023. 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. The census in this 80 licensed bed facility was 77 at the time of the survey. The survey sample consisted of 26 resident 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: 12VAC5-371-220 (A). Nursing services. Cross reference to F656. 12VAC5-371-340 (A) Dietary and food service program. Cross reference to F812 & F814. 12VAC5-371-140 (E). Policies and procedures. Based on staff interview and facility document review, it was determined that the facility staff failed to evidence primary source verification of current professional license or certification in accordance with the laws of the State of Virginia, for four of 25 employee records reviewed, The findings included: On 4/5/23 at approximately 8:30 AM, the employee records for newly hired employees	F 001	12VAC5-371-220 (A). Nursing services. Cross reference to F656. 12VAC5-371-340 (A) Dietary and food service program. Cross reference to F812 & F814. 1. The community will obtain evidence of primary source verification of current professional license or certification in accordance with the laws of the State of Virginia. Corrective action will be accomplished by Human Resources fully reviewing current policies and procedures to identify items for clarification or improvement and recommend changes. Licenses for the four of 25 identified employees have been validated. 2. HR will audit all existing employee files associated with the Health Care Center at community to ensure compliance with all	5/10/23

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

TITLE

(X6) DATE

Electronically Signed

04/13/23

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F 001	<p>Continued From page 1</p> <p>within the past two years were reviewed. Review of the employee records failed to produce evidence of primary source verification of current professional license or certification.</p> <p>The employees identified were:</p> <p>1. CNA (certified nursing assistant) #2's employee record had documented they were hired as a CNA with the facility on 6/1/22. Further review of CNA's #2's employee record failed to evidence a primary source verification from the Virginia Department of Health Professionals for a certified nursing assistant certification was obtained prior to expiration date. Certification expired 9/30/22 and was obtained from the Virginia Department of Health Professionals site on 12/13/22.</p> <p>2. CNA #3's employee record had documented they were hired as a CNA with the facility on 5/3/22. Further review of CNA #3's employee record evidenced initial certification upon hire with expiration date of 10/31/22 and failed to evidence a primary source verification from the Virginia Department of Health Professionals for a certified nursing assistant certification until 4/3/23.</p> <p>3. OSM (other staff member) #2's employee record had documented they were hired as a registered dietitian with the facility on 1/25/22. Further review of OSM #2's employee record failed to evidence a primary source verification from the Virginia Department of Health Professionals for a registered dietitian upon hire and not obtained until 4/3/23.</p> <p>4. OSM #3's employee record documented they were hired as a speech therapist with the facility on 9/7/21. Further review of OSM #2's employee</p>	F 001	<p>regulatory requirements including validating licenses.</p> <p>3. HR will put into place a two-pronged auditing process. The first audit will be conducted by the HR Generalist and will occur no later than the employee's start date. Another member of HR will audit no fewer than 10% of all new hire files within 14 days of start date. The current policy and procedure will be updated to include this process.</p> <p>4. To monitor performance each quarter 10% of employee files will be audited by HR. Once three quarters have concluded with no errors, the audits will be completed twice annually.</p> <p>5. Corrective action will be accomplished by May 10, 2023.</p>	

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F 001	<p>Continued From page 2</p> <p>record failed to evidence a primary source verification from the Virginia Department of Health Professionals upon hire. Human Resources (HR) audit completed 10/22/21 evidenced no primary source verification upon hire, and was obtained from the Virginia Department of Health Professionals site on that date.</p> <p>An interview was conducted on 4/4/23 at 3:40 PM with OSM #1, the senior HR specialist. OSM #1 provided the 25 employee records and a spreadsheet with highlighted boxes under the licensure column. When asked what the highlighted boxes indicated, OSM #1 presented a copy of the employee files and grid to track everything needed. OSM #1 stated, "We missed pulling some of the licenses prior to the expiration date. We did an audit in October and found some holes, but then we registered for the Department of Health Professions to email us the daily renewals and expirations so we can keep track. I do not have any daily emails from them from September 13, 2022, to October 10, 2022. We did not have evidence of having current licenses or certifications for the two CNAs and the speech therapist."</p> <p>On 4/4/23 at 5:15 PM, ASM (administrative staff member) #1, the executive director, ASM #2, the interim administrator and ASM #3, the interim director of nursing was made aware of the above concerns.</p> <p>According to the facility's "New Hire Paperwork" policy dated 1/21, revealed "HR is responsible for ensuring that all new employees have a complete set of new hire paperwork as follows: Copy of necessary professional license(s) and printed copy of relevant license lookup information."</p>	F 001		

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F 001	<p>Continued From page 3</p> <p>According to the facility's "License Process" policy dated 1/21, revealed, "It is the policy of the facility to ensure that all employees working in positions that require a license to have a valid license. The following positions require a license: Cosmetologist, Manicurist, Social Worker, Licensed Nursing Home Administrator, Chaplain, Registered Nurse, Licensed Practical Nurse, Certified Nursing Assistant, Therapeutic Recreation, Health Information Manager, Dietician, Dietetic Technician, Van Driver (driver's license)."</p> <p>The state regulation 12VAC5-371-140 revealed "E. Personnel policies and procedures shall include, but are not limited to: 3. An accurate and complete personnel record for each employee including: a. Verification of current professional license, registration, or certificate or completion of a required approved training course ..."</p> <p>No further information was provided prior to exit.</p>	F 001		