

State of Virginia

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: VA0264	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED C 05/11/2023
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NAME OF PROVIDER OR SUPPLIER WAVERLY REHABILITATION AND HEALTHCARE CEN'	STREET ADDRESS, CITY, STATE, ZIP CODE 456 E MAIN ST WAVERLY, VA 23890
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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 5/09/2023 - 5/11/2023. The facility was not in compliance with the Virginia Rules and Regulations for the Licensure of Nursing Facilities.</p> <p>The census in this 120 licensed bed facility was 109 at the time of the survey. The survey sample consisted of 42 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: 12VAC5-371-75(B)(1)</p> <p>Based on staff interview and facility documentation review, the facility staff failed to have evidence of a signed sworn statement, on or prior to hire, for 11 employees, (Staff #3, #5, #9, #13, #15, #16, #17, #18, #19, #24, and #25), in a sample of 25 employee records.</p> <p>The findings included:</p> <p>On 5/10/2023, a review of 25 employee personnel records was conducted and revealed the following 11 employees did not have signed sworn statements on or before their hire dates in their personnel files/records:</p> <p>Staff #3, a Laundry Aide, was hired on 4/11/2022. There was no signed sworn statement provided.</p> <p>Staff #5, a Laundry Aide, was hired on 3/7/2021. There was no signed sworn statement provided.</p>	F 001	<p>1. The facility is unable to retroactively correct the previous missing sworn statements, criminal backgrounds or license verifications at time of hire.</p> <p>2. Staff #3 sworn statement and criminal background has been completed. Staff #5 sworn statement and criminal background has been completed. Staff #9 sworn statement and license verification completed. Staff #10 license verification completed. Staff #11 license verification completed. Staff #13 sworn statement completed. Staff #15 no longer employed here, . Staff # 16 criminal background and sworn statement completed, license verified. Staff# 17 criminal background and sworn statement completed, license verified. Staff # 18 criminal background and sworn statement completed, license verified. Staff # 19 criminal background and sworn statement completed, license</p>	6/12/23

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

TITLE

(X6) DATE

Electronically Signed

05/24/23

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F 001	<p>Continued From page 1</p> <p>Staff #9, CNA (Certified Nursing Assistant), was hired on 2/14/2023. There was no signed sworn statement for Staff #7 until 4/27/2023 (2 months after date of hire).</p> <p>Staff #13, CNA (Certified Nursing Assistant), was hired on 10/2/2021. There was no signed sworn statement provided.</p> <p>Staff #15 (RN) was hired on 7/20/2022. There was no signed sworn statement provided. Staff #15 was no longer employed at the facility-termination date 2/14/2023.</p> <p>Staff # 16 (RN) was hired on 7/1/2022. There was no signed sworn statement provided.</p> <p>Staff #17 (RN) was hired on 7/1/2022. There was no signed sworn statement provided.</p> <p>Staff #18 (RN) was hired on 4/1/2021. There was no signed sworn statement provided.</p> <p>Staff #19 (RN) was hired on 7/1/2022. There was no signed sworn statement provided.</p> <p>Staff #24, Certified Occupational Therapy Assistant (COTA) was hired on 10/1/2021. There was no sworn statement provided.</p> <p>Staff #25, Physical Therapy Assistant (PTA), was hired on 10/1/2021. There was no sworn statement provided.</p> <p>On 5/11/2023, the Assistant Business Office Manager/Human Resources (HR) Director was interviewed and stated she was newly hired at the facility seven weeks prior to the beginning of the survey. The HR Director stated she was unable</p>	F 001	<p>verified. Staff #20 license verified. Staff #21 license verified. Staff # 24 criminal background and sworn statement completed, license verified. Staff #25 criminal background and sworn statement completed, license verified.</p> <p>3. 100% of employee files have been audited for sworn statements, criminal backgrounds and license verifications.</p> <p>4. Education provided to BOM and ABOM regarding all new hires will have sworn statements, criminal backgrounds and license verifications obtained prior to orientation.</p> <p>5. Administrator will audit all new hire files for sworn statement, criminal background and license verifications weekly x 4 weeks, monthly for 4 months.</p> <p>6. Findings of audits will be reviewed by QAPI Committee for complete employee file.</p>	
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F 001	<p>Continued From page 2</p> <p>to find some of the documentation for the new hires. The HR Director confirmed the hire dates for the referenced facility staff members and stated she was unable to provide a sworn statement for those employees.</p> <p>On 5/11/2023, the Facility Administrator and Corporate Nurse Consultant were informed of the findings. Both stated that sworn statements are supposed to be obtained on or before a person is hired. The Corporate Nurse stated the Registered Nurses listed as Staff Numbers 16 through 19 were corporate nursed who helped the facility and the facility did not have any documentation on them. The Corporate Nurse Consultant stated there was nobody in the Corporate Office at the time of the employee record review and interview to obtain access to the personnel files. She stated that the Registered Nurses were listed as employees because they needed a name badge in order to work in the facility.</p> <p>No further information was provided.</p> <p>12VAC5-371-75(B)(3)</p> <p>Based on staff interview and facility documentation review, the facility staff failed to obtain a criminal record report from the Virginia Department of State Police within 30 days of hire for 10 employees, Staff #3, #5, #14, # 15, #16, #17 #18, #19, #24, and #25, in a sample of 25 employee records reviewed.</p> <p>The findings included:</p> <p>On 05/11/2023, a review of 25 employee</p>	F 001		

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F 001	<p>Continued From page 3</p> <p>personnel records was conducted and revealed the following 10 employees did not have Criminal Background Checks within 30 days of hire:</p> <p>Staff #3, a Laundry Aide, was hired on 4/11/2022. There was no criminal background check provided.</p> <p>Staff #5, a housekeeping staff member, was hired on 3/7/2021. There was no criminal background check provided.</p> <p>Staff #15 (RN) was hired on 7/20/2022. There was no criminal background check provided. Staff #15 was no longer employed at the facility-termination date 2/14/2023.</p> <p>Staff #16 (RN) was hired on 7/1/2022. There was no criminal background check provided.</p> <p>Staff #17 (RN) was hired on 7/1/2022. There was no criminal background check provided.</p> <p>Staff #18 (RN) was hired on 4/1/2021. There was no criminal background check provided.</p> <p>Staff #19 (RN) was hired on 7/1/2022. There was no criminal background check provided.</p> <p>Staff #24, Certified Occupational Therapy Assistant (COTA) was hired on 10/1/2021. There was no Criminal Background Check obtained until 5/11/2023 during the survey.</p> <p>Staff #25, Physical Therapy Assistant (PTA), was hired on 10/1/2021. There was no criminal background check provided.</p> <p>On 5/11/2023, the Assistant Business Office Manager/Human Resources (HR) Director was</p>	F 001		

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F 001	<p>Continued From page 4</p> <p>interviewed and stated she was newly hired at the facility seven weeks prior to the beginning of the survey. The HR Director stated she was unable to find some of the documentation for the new hires. The HR Director confirmed the hire dates for the referenced facility staff members and stated she was unable to provide documentation of a criminal background check for those employees.</p> <p>On 5/11/2023, the Facility Administrator and Corporate Nurse Consultant were informed of the findings. Both stated, "Criminal background checks are supposed to be obtained within 30 days of when a person is hired." The Corporate Nurse stated the Registered Nurses listed as Staff Numbers 16 through 19 were corporate nursed who helped the facility and the facility did not have any documentation on them. The Corporate Nurse Consultant stated there was nobody in the Corporate Office at the time of the employee record review and interview to obtain access to the personnel files. She stated that the Registered Nurses were listed as employees because they needed a name badge in order to work in the facility.</p> <p>No further information was provided.</p> <p>12VAC5-371-140(E)(3)(a)</p> <p>Based on staff interview and facility documentation review, the facility staff failed to verify the certification or professional license, prior to providing direct resident care for 11 licensed personnel in a survey sample of 25 staff members.</p>	F 001		
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F 001	<p>Continued From page 5</p> <p>The findings included:</p> <p>On 05/11/2023 at 9:30 a.m., a review of 25 employee records conducted with the Human Resources Director revealed there were issues with 11 records including the following:</p> <p>A) Three (Staff #9, #10 and #11) of 7 CNA personnel records reviewed did not have certification verification and/or current certification prior to care.</p> <p>B) Five Registered Nurses (#15, #16, #17, #18 and #19), 2 LPNs (#20 and #21), did not have license verification prior to care.</p> <p>C) There was no license verification at the time of hire for 2 therapists (Staff #24 and #25), in a sample of 2 therapy staff within the 25 personnel records reviewed.</p> <p>On 05/11/2023, the Facility Administrator was informed of the findings. She stated, "We obtain verifications for anyone who holds a professional license, to be sure they are qualified to provide the proper care to our residents and that their license is free from any disciplinary actions by the State [licensing board]".</p> <p>No further information was provided.</p>	F 001		