

## State of Virginia

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:  VA0418	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____  B. WING _____	(X3) DATE SURVEY COMPLETED  C 06/12/2025
NAME OF PROVIDER OR SUPPLIER  SOUTHAMPTON REHABILITATION AND HEALTHCAR		STREET ADDRESS, CITY, STATE, ZIP CODE  7246 FOREST HILL AVE RICHMOND, VA 23225		
(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 6/10/25 through 6/12/25. Corrections are required for compliance with the Virginia Rules and Regulations for the Licensure of Nursing Facilities.</p> <p>The census in this 190 bed facility was 170 at the time of the survey. The survey sample consisted of 61 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 STANDARD is not met as evidenced by: 12VAC5-371-140 (E.3). Policies and procedures. Based on staff interview, and facility document review, the facility staff failed to obtain a Virginia State Police criminal background check and a license verification upon hire for one of 25 employee record reviews.</p> <p>The findings include:</p> <p>For OSM (other staff member) #13 (a speech language pathologist), the facility staff failed to obtain a Virginia State Police criminal background check and a license verification upon hire.</p> <p>OSM #13 was hired on 6/5/23. A review of OSM #13's employee record failed to reveal a Virginia State Police background check, or a license verification was completed upon hire.</p> <p>On 6/12/25 at 3:12 p.m., ASM (administrative</p>	F 001	<p>Non Compliance</p> <p>1. The facility obtained the Virginia State Police criminal background check and completed the license verification for the identified employee #13 on 7/2/25. The results confirmed the employee was eligible for employment and no disqualifying findings were present. The employee file was updated to include both documents, and HR leadership reviewed the file for completeness and accuracy.</p> <p>2. The Human Resources Director conducted an audit of all current employees hired within the past 12 months to confirm:</p> <ul style="list-style-type: none"> <li>- A valid Virginia State Police criminal background check was obtained prior to hire</li> <li>- Professional license or certification was</li> </ul>	7/18/25

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

TITLE

(X6) DATE

Electronically Signed

07/07/25

State of Virginia

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F 001	<p>Continued From page 1</p> <p>staff member) #1 (the administrator) and ASM #2 (the director of nursing) were made aware of the above concern.</p> <p>On 6/12/25 at 3:31 p.m., an interview was conducted with OSM (other staff member) #12 (the director of human resources). OSM #12 stated license verifications should be done during the interview process, and Virginia State Police background checks should be completed within one week of hire. OSM #12 stated OSM #13 was a member of a contracted rehab company, and that company was responsible for completing hiring requirements.</p> <p>The facility policy titled, "Background Screening Investigations" documented, "Our facility conducts employment background screening checks, reference checks and criminal conviction investigation checks on all applicants for positions with direct access to residents ("direct access employees") ...4. For any licensed professional applying for 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>No further information was presented prior to exit.</p> <p>12VAC 5-371-150 (A, B). Resident Rights. Cross reference to F550</p> <p>12VAC5-371-220 (A). Nursing services Cross reference to F558.</p> <p>12VAC 5-371-220 (D). Nursing Services. Cross reference to F550, F689.</p>	F 001	<p>verified and documented before the employee's start date</p> <p>Any missing information were obtained and added to personnel files. Employees with incomplete records were reviewed for compliance before continuing employment.</p> <p>3. The Administrator or designee educated HR director and department managers involved in hiring on the requirements for hiring includes State of Virginia regulations regarding pre-employment criminal background checks and license verification, updated facility policy requiring verification before hire, use of the new HR Onboarding Compliance Checklist</p> <p>4. The HR Director will conduct monthly audits for 3 months of all new hires to confirm: background checks and license verifications are completed before hire Files contain all required documentation in proper sequence. Results will be tracked and submitted to the QAPI committee monthly for review for tracking, analysis, and sustained compliance.</p> <p>5. Date of compliance: 7/18/2025</p>	

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F 001	<p>Continued From page 2</p> <p>12VAC5-371-220.D and F. Nursing services. Cross reference to F677.</p> <p>12VAC5-371-250 (A). Resident assessment and care planning Cross reference to F656.</p> <p>12VAC5-371-250.F Resident Assesment and Care Planning Cross reference to F657</p> <p>12VAC5-371-280 (A). Resident activities Cross reference to F679.</p> <p>12VAC 5-371-370 (A, B). Maintenance and Hosekeeping. Cross reference to F689.</p> <p>12VAC5-371-380 (A) (C). Laundry services cross reference to F584.</p>	F 001		