New Jersey Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X2) MULTIPLE CONSTRUCTION A. BUILDING: B. WING	(X3) DATE SURVEY COMPLETED
	060808		02/23/2022

NAME OF PROVIDER OR SUPPLIER: CEDAR GROVE RESPIRATORY AND NURSING CENTE

STREET ADDRESS, CITY, STATE, ZIP CODE: 1420 SOUTH BLACK HORSE PIKE WILLIAMSTOWN, NJ 08094

(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
S 000	Initial Comments The facility is not in compliance with the Standards in the New Jersey Administrative Code, Chapter 8:39, Standards for Licensure of Long Term Care Facilities. The facility must submit a plan of correction, including a completion date, for each deficiency and ensure that the plan is implemented. Failure to correct deficiencies may result in enforcement action in accordance with the Provisions of the New Jersey Administrative Code, Title 8, Chapter 43E, Enforcement of Licensure Regulations.	S 000		
S 560	8:39-5.1(a) Mandatory Access to Care (a) The facility shall comply with applicable Federal, State, and local laws, rules, and regulations. This REQUIREMENT is not met as evidenced by: Based on interviews and review of pertinent facility documentation, it was determined that the facility failed to maintain the required minimum direct care staff to resident ratios as mandated by the state of New Jersey. This was evident on 8 of 14-day shifts reviewed. Findings include: Reference: New Jersey Department of Health (NJDOH) memo, dated 01/28/2021, "Compliance with N.J.S.A. (New Jersey Statutes Annotated) 30:13-18, new minimum staffing requirements for nursing homes," indicated the New Jersey Governor signed into law P.L. 2020 c 112, codified at N.J.S.A. 30:13-18 (the Act), which established minimum staffing requirements in nursing homes. The following ratio(s) were	S 560	1. The facility staffing coordinator is collaborating with a recruitment agency to assist the facility in hiring new staff, which has proven positive results in hiring and retention. 2. All residents have the potential to be affected by a staffing shortage. No residents were negatively affected. 3. The HR Director and staffing coordinator have re-educated the unit managers and nursing supervisors on following the attendance policy within the facility's employee handbook in relation to disciplinary actions. The facility staffing coordinator is collaborating with a	3/25/22

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE: Electronically Signed

TITLE

(X6) DATE: 03/03/22

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S 560	Continued From page 1 effective on 02/01/2021: One Certified Nurse Aide (CNA) to every 8 residents for the day shift. One direct care staff member to every 10 residents for the evening shift, provided that no fewer than half of all staff members shall be CNAs, and each direct staff member shall be signed in to work as a CNA and shall perform nurse aide duties: and One direct care staff member to every 14 residents for the night shift, provided that each direct care staff member shall sign in to work as a CNA and perform CNA duties. As per the "Nursing Staffing Report" completed by the facility for the weeks of 01/23/22 and 01/30/22, the staffing to residents' ratios that did not meet the minimum requirement of 1 CNA to 8 residents for the day shift as documented below: The facility was deficient in CNA staffing for residents on 8 of 14 day shifts as follows: -01/23/22 had 18 CNAs for 177 residents on the day shift, required 23 CNAs. -01/24/22 had 21 CNAs for 176 residents on the day shift, required 22 CNAs. -01/25/22 had 21 CNAs for 175 residents on the day shift, required 22 CNAs. -01/28/22 had 21 CNAs for 175 residents on the day shift, required 22 CNAs. -01/29/22 had 19 CNAs for 175 residents on the day shift, required 22 CNAs. -01/30/22 had 20 CNAs for 175 residents on the day shift, required 22 CNAs. -02/05/22 had 21 CNAs for 171 residents on the day shift, required 22 CNAs.	S 560	recruitment agency to assist the facility in hiring new staff, which has proven positive results in hiring and retention by use of contract with agency, advertised open house, flyers and advertisements and visiting nursing schools for recruitments. 4. The staffing coordinator will conduct an audit weekly x 1, then monthly x 3 on following the attendance policy and disciplines that are given to the employees. The HR director will conduct audits on a weekly basis to ensure that disciplinary follow-up for all attendance issues with employees are addressed and to ensure minimum staffing levels are maintained. All findings will be brought to monthly QAPI meetings to determine if further action is necessary X 3 months.	

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S 560	Continued From page 2 -02/06/22 had 19 CNAs for 171 residents on the day shift, required 22 CNAs. During an interview with the surveyor on 02/22/22 at 10:10 AM, the Human Resources Director (HRD) and Staffing Coordinator (SC) reported that they both complete the staffing schedule. The HRD and SC stated that they are aware of the nursing requirements. When asked if they were meeting the minimum requirements, the HRD responded, "yes". During an interview with the surveyor on 02/22/22 at 11:18 AM, the Licensed Nursing Home Administrator (LNHA) confirmed that he was aware of the CNA staffing requirements. When asked if the facility was meeting the staffing requirements, the LNHA responded, "We have just started to, that's the goal." A review of facility policy titled Nursing Department- Staffing, Scheduling & Postings with revised date of December 1, 2021, revealed that The facility will put forth every effort to comply with the minimum staffing requirements/ratios set forth by The State of New Jersey (Bill S2712) in a 24 hour period as follows: One CNA to every eight residents for the day shift; One direct care staff member (RN, LPN, or CNA) to every 10 residents for the evening shift; and one direct care staff member (RN, LPN or CNA) to every 14 residents for the night shift.	S 560		