

DEPARTMENT OF HEALTH AND HUMAN SERVICES
CENTERS FOR MEDICARE & MEDICAID SERVICES

PRINTED: 11/27/2024
FORM APPROVED
OMB NO. 0938-0391

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 315196	(X2) MULTIPLE CONSTRUCTION A. BUILDING _____ B. WING _____	(X3) DATE SURVEY COMPLETED C 09/24/2024
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NAME OF PROVIDER OR SUPPLIER ARISTACARE AT MANCHESTER	STREET ADDRESS, CITY, STATE, ZIP CODE 1770 TOBIAS AVENUE MANCHESTER, NJ 08759
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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) COMPLETION DATE
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F 000	<p>INITIAL COMMENTS</p> <p>Complaint #: NJ176392</p> <p>Census: 138</p> <p>Sample Size: 5</p> <p>THE FACILITY IS IN SUBSTANTIAL COMPLIANCE WITH THE REQUIREMENTS OF 42 CFR PART 483, SUBPART B, FOR LONG TERM CARE FACILITIES BASED ON THIS COMPLAINT VISIT.</p>	F 000		
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LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE Electronically Signed	TITLE	(X6) DATE 10/08/2024
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Any deficiency statement ending with an asterisk (*) denotes a deficiency which the institution may be excused from correcting providing it is determined that other safeguards provide sufficient protection to the patients. (See instructions.) Except for nursing homes, the findings stated above are disclosable 90 days following the date of survey whether or not a plan of correction is provided. For nursing homes, the above findings and plans of correction are disclosable 14 days following the date these documents are made available to the facility. If deficiencies are cited, an approved plan of correction is requisite to continued program participation.

New Jersey Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 61517	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED C 09/24/2024
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S 000	<p>Initial Comments</p> <p>Complaint #: NJ176392</p> <p>Census: 138</p> <p>Sample Size: 5</p> <p>The facility was not in compliance with the standards in the New Jersey Administrative code, 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.</p>	S 000		
S 560	<p>8:39-5.1(a) Mandatory Access to Care</p> <p>(a) The facility shall comply with applicable Federal, State, and local laws, rules, and regulations.</p> <p>This REQUIREMENT is not met as evidenced by: Complaint #: NJ176392</p> <p>Based on interviews and review of facility documents on 09/24/2024, it was determined that the facility failed to ensure staffing ratios were met for 3 of 14-day shifts and 2 of 14 evening shifts reviewed. This deficient practice had the potential to affect all residents.</p> <p>Findings include:</p>	S 560	<p>S560</p> <p>1) Current schedules reviewed with no concerns</p> <p>2) All residents residing at the facility have the potential to be affected.</p> <p>3) a. Staffing coordinator was educated on meeting the state requirements for CNA to resident ratio.</p>	11/5/24

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10/08/24

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S 560	<p>Continued From page 1</p> <p>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 as N.J.S.A. 30:13-18 (the Act), which established minimum staffing requirements in nursing homes. The following ratio (s) were effective on 02/01/2021:</p> <p>One Certified Nurse Aide (CNA) to every eight residents for the day shift. One direct care staff member to every 10 residents for the evening shift, provided that no fewer of all staff members shall be CNAs and each direct staff member shall be signed into work as a certified nurse aide 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.</p> <p>For the 2 weeks of staffing prior to complaint survey from 09/08/2024 to 09/21/2024, the facility was deficient in CNA staffing for residents on 3 of 14-day shifts as follows:</p> <p>On 09/08/24 had 14 CNAs for 141 residents on the day shift, required at least 18 CNAs. On 09/15/24 had 16 CNAs for 136 residents on the day shift, required at least 17 CNAs. On 09/18/24 had 16 CNAs for 136 residents on the day shift, required at least 17 CNAs.</p>	S 560	<p>Based on the staff to resident ratio, Facility uses in house staff and agency staff to fulfill staffing needs.</p> <p>b. Daily staffing meetings are held with Director of Nursing/designee& staffing coordinator/ designee to review schedules, recruitment results & where to focus hiring.</p> <p>c. The facility uses many strategies in the recruitment & retention of staff - flyers enclosed.</p> <ol style="list-style-type: none"> 1. Job postings are posted on job boards such as Indeed, zip recruiter, LinkedIn, social media etc. Jobs are refreshed every 2 weeks for Certified Nursing Assistant (CNA) & nurses. 2. Recruitment ads and flyers are updated and posted. 3. Open house recruitment was held in March. June, July of 2024. 4. Payroll bonuses are offered to encourage staff to pick up shifts. 5. Recruiters actively work to obtain staff. 6. Facility has employee referral bonus program. 7. Facility increased shift deferential based on need. 8. Facility increased base rate for nurses based on years of experience. 9. Facility increased wage rate for Certifies Nurse aides in February 2024. 10. Facility offers frills & no frills option to recruit employees and offer a higher wage. 11. Facility offers sign on bonus to attract new employees. 12. Facility engages in outreach programs & marketing events in the community such as vocational school 	

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S 560	Continued From page 2	S 560	<p>career fairs.</p> <p>13. Facility partners with Prestige Medical Solutions to sponsor educational classes to become Certified Nursing Assistant (CNA's). The Facility is using this program to recruit & retain staff.</p> <p>a) The May 2024 class resulted in 1 Nursing Assistant (NA) who just recently became a Certified Nursing Assistant and is still currently on staff.</p> <p>b) The August 2024 class resulted in 4 Nursing Aides who went on staff rotation September 23, 2024.</p> <p>c) The September 2024 class resulted in 3 Nursing Aides scheduled to go on staff rotation beginning October 21, 2024.</p> <p>d) The October 2024 class scheduled for the 29th has 6 students currently enrolled for the classes.</p> <p>4). The Director of Nursing/ designee will audit schedule weekly for staffing ratios. The results of these reviews will be reported at the monthly QUAPI meetings for 3 months and as needed thereafter for any additional recommendations as determined by the QUAPI committee.</p>	

