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
	060405		02/09/2022

NAME OF PROVIDER OR SUPPLIER
LAUREL MANOR HEALTHCARE AND REHABILITATIO

STREET ADDRESS, CITY, STATE, ZIP CODE
18 W LAUREL ROAD
STRATFORD, NJ 08084

(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 observation, interview, and review of pertinent facility documentation, it was determined that the facility failed to maintain the required minimum direct care staff-to-shift ratios as mandated by the state of New Jersey for 14 of 14-day shifts reviewed. This deficient practice was evidenced by the following: Reference: New Jersey Department of Health (NJDOH) memo, dated 1/28/21, "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	S 560	S560 1) The staffing coordinator was educated on the required minimum direct care staff-to- resident ratios as mandated by the state of New Jersey. The facility will continue to reach out to existing staff to see if they want to pick up overtime shifts and continue to try and staff accordingly 2) All residents have the ability to be affected by the facility failing to maintain the required minimum direct care staff-to-resident ratios as mandated by the state of New Jersey.	2/17/22

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

TITLE

(X6) DATE
02/17/22

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S 560	Continued From page 1 nursing homes. The following ratio(s) were effective on 2/01/21: 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 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. Review of Certified Nursing Assistant (CNA) assignment sheet for the Upper Willow and Lower Willow Units revealed there were five CNAs assigned on the 7:00 AM-3:00 PM day shift for 02/03/22. Review of the Midnight Census Report, printed by the facility on 02/03/22 at 12:28 PM, revealed there was currently 32 residents on the Upper Willow Unit and 33 residents on the Lower Willow Unit, for a total of 65 residents assigned to five CNAs (1 CNA to 13 residents). Further review of the CNA assignment sheet and Midnight Census Report for the Upper and Lower Willow Units revealed CNA #4 was assigned to 11 residents, CNA #5 was assigned to 13 residents, and CNA #6 was assigned to 14 residents. During an interview with Surveyor #1 on 02/03/22 at 10:54 AM, CNA #5 stated that she was assigned to 13 residents and that she typically	S 560	3) The facility will continue to post job openings on job sites to promote CNA openings The facility is offering a sign on bonus The facility has contracted with agency to assist with our staffing needs The administrator/designee will review the daily staffing sheets weekly x 4 then monthly for 3 months and quarterly thereafter. 4) The Administrator/designee will review any findings of these audits and present them quarterly with the QAPI committee to determine frequency of future audits.	

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S 560	Continued From page 2 had nine to 10 residents on her assignment. The CNA further stated that she will not have enough time to get her work done if there are less than five CNAs assigned to the Upper and Lower Willow Units. During an interview with Surveyor #1 on 02/03/22 at 11:02 AM, CNA #6 stated that she was assigned to 11 residents and that she typically had eight residents on her assignment. During an interview with Surveyor #1 on 02/03/22 at 11:11 AM, CNA #4 stated she was assigned to 12 residents and that she typically had 12 residents on her assignment. The CNA further stated that she can get her work done, but "not at the timely manner that the residents want." During an interview with the Surveyor #3 on 02/03/22 12:15 at PM, CNA #1 stated that she had 16 residents on her assignment and there are usually 12-20 residents on her assignment. She stated that she can get her work done, but it often requires missing breaks. During an interview with the Surveyor #3 on 02/03/22 at 12:22 PM, CNA #2 stated that she has 14 residents on her assignment and there are usually 12-15 residents on her assignment. She stated she can get her work done, but it requires working very hard. A review of the CNA Assignment Sheet revealed that CNA #1 had 15 residents on her assignment and CNA #2 had 14 residents on her assignment. During an interview with the Surveyor #2 on 02/03/22 at 12:16 PM, CNA #3 stated he had 9 residents on his assignment. CNA #3 further stated that they normally would have three CNAs	S 560		

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S 560	Continued From page 3 on this unit (Redwood). CNA #3 further stated that if you have too many residents on your assignment, it makes it hard to get things done. A review of the CNA assignment sheet for the Redwood Unit revealed two CNAs were assigned nine residents and one CNA was assigned 10 residents for the day shift for 02/03/22. The surveyor requested staffing for weeks of 01/16/22 and 01/29/22. Review of the New Jersey Department of Health Long Term Care Assessment and Survey Program Nurse Staffing Report revealed the facility was deficient in CNA staffing for residents on 14 of 14 day shifts as follows: -01/16/22 had 7 CNAs for 89 residents on the day shift, required 12 CNAs. -01/17/22 had 9 CNAs for 87 residents on the day shift, required 11 CNAs. -01/18/22 had 9 CNAs for 86 residents on the day shift, required 11 CNAs. -01/19/22 had 8 CNAs for 86 residents on the day shift, required 11 CNAs. -01/20/22 had 9 CNAs for 86 residents on the day shift, required 11 CNAs. -01/21/22 had 7 CNAs for 86 residents on the day shift, required 11 CNAs. -01/22/22 had 8 CNAs for 90 residents on the day shift, required 12 CNAs. -01/23/22 had 8 CNAs for 90 residents on the day shift, required 12 CNAs. -01/24/22 had 8 CNAs for 90 residents on the day shift, required 12 CNAs. -01/25/22 had 6 CNAs for 90 residents on the day shift, required 12 CNAs. -01/26/22 had 8 CNAs for 90 residents on the day shift, required 12 CNAs.	S 560		

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S 560	Continued From page 4 -01/27/22 had 9 CNAs for 90 residents on the day shift, required 12 CNAs. -01/28/22 had 9 CNAs for 90 residents on the day shift, required 12 CNAs. -01/29/22 had 7 CNAs for 90 residents on the day shift, required 12 CNAs. During an interview with Surveyor #4 on 02/08/22 at 09:46 AM, the Staffing Coordinator stated that she was unsure of the mandated staffing ratios. During an interview with Surveyor #4 on 02/08/22 at 11:44 AM, the Administrator stated that he was aware of the mandated staffing ratios. He further stated that he's been trying to meet these ratios as much as possible and implemented programs such as bonuses, referrals, and retention programs. NJAC 8:39-5.1(a)	S 560		