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
	306000		01/20/2023

NAME OF PROVIDER OR SUPPLIER
ALARIS HEALTH AT CEDAR GROVE

STREET ADDRESS, CITY, STATE, ZIP CODE
110 GROVE AVE
CEDAR GROVE, NJ 07009

(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 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 for the day shift as mandated by the State of New Jersey. This was evident in CNA staffing on 4 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 effective on 02/01/2021: 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	S 560	The Director of Nursing will review staffing daily for following day with the Staffing Coordinator to ensure compliance with regulated staffing ratios. Time off requests will be reviewed by the Director of Nursing and approved or denied based on facility needs to meet staffing ratios. Multiple staff will not be approved to be off on the same day, same shift based on the facility need. The facility is actively recruiting staff, and providing recruiting and sign on bonus. Facility job postings were updated. The facility began using a second staff agency to supplement current staffing levels. All residents have the potential to be affected. The Staffing Coordinator was in-serviced by the Director of Nursing on the minimum staffing ratio requirement. Director of Nursing or designee will review staffing daily for the following day to assure staffing ratios are met. Facility will continue recruitment with ads placed to hire new Certified Nursing Assistants. A second staffing agency was added to supplement staffing levels. The Director of Nursing will report results	2/23/23

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE: Electronically Signed
TITLE
(X6) DATE: 03/15/23

New Jersey Department of Health

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S 560	Continued From page 1 residents for the night shift, provided that each direct care staff member shall sign in to work as a CNA and perform CNA duties. A review of the "Nurse Staffing Report" completed by the facility for the weeks of 12/18/2022 through 12/24/2022 and 12/25/2022 through 12/31/2022, revealed the staffing to resident ratios did not meet the minimum requirement of one CNA to eight residents for the day shift as documented below: The facility was deficient in CNA staffing for residents on 4 of 14 day shifts as follows: -12/18/22 had 13 CNAs for 125 residents on the day shift, required 16 CNAs. -12/19/22 had 14 CNAs for 125 residents on the day shift, required 16 CNAs. -12/25/22 had 14 CNAs for 120 residents on the day shift, required 15 CNAs. -12/31/22 had 14 CNAs for 120 residents on the day shift, required 15 CNAs. During an interview with the surveyor on 01/12/23 at 09:53 AM, the Staffing Coordinator (SC) stated that she started in the position as SC on 12/16/2022. The SC stated that she works in the position as SC full-time Monday to Friday from 09:00 AM to 07:00 PM. The SC added that she was also "helping out" as a Unit Clerk (UC) on the Blue Unit until another UC is hired. The SC stated that her job as a SC was to "put together" the staffing schedules for the nursing department on each unit in the facility. The SC stated that the staff will call her directly when calling out sick or unable to come in for their scheduled shift. If the SC is unavailable, then staff would call the nursing supervisor or the Director of Nursing (DON). The SC stated that the facility uses two	S 560	of staffing ratios to the Administrator on a daily basis. The Director of Nursing will report staffing ratios to the QA Committee for the next 6 months.	

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S 560	Continued From page 2 nursing agencies to fill the staffing needs of the Certified Nursing assistants (CNAs), and currently considering another agency for nurses. The SC stated that she was not aware of the new minimum staffing ratio requirements for nursing homes. The SC stated that she reports to the Facility Administrator (FA) and the DON when having difficulty with staffing. The FA would approve for incentives or bonuses for staff to work an extra shift or for overtime. The SC added that the facility is currently hiring for CNAs. NJAC 8:39-5.1(a)	S 560		