

New Jersey Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 060714	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING: _____	(X3) DATE SURVEY COMPLETED 01/21/2022
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NAME OF PROVIDER OR SUPPLIER STREET ADDRESS, CITY, STATE, ZIP CODE

**STRATFORD MANOR REHABILITATION AND C 787 NORTHFIELD AVE
WEST ORANGE, NJ 07052**

(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 a.) maintain the required minimum direct care staff-to-resident ratios for the day shift and b.) provide that no fewer than half of all staff members shall be Certified Nursing Assistants (CNA) on the overnight shifts as mandated by the State of New Jersey. This was evident for 13 of 14 day shifts reviewed and for 2 of 14 overnight 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	S 560	Stratford Manor Rehabilitation and Care Center Plan of Correction _____ _____ _____ The facility is submitting this Plan of Correction in compliance with the law. Nothing in this Plan of Correction constitutes or shall be construed as an admission that the facility has failed to comply with any statutory or regulatory standard. S 560 1.What corrective actions(s) will be accomplished for those residents affected	3/27/22

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

Electronically Signed

TITLE

(X6) DATE

02/10/22

New Jersey Department of Health

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S 560	<p>Continued From page 1</p> <p>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:</p> <p>One CNA to every eight residents for the day shift.</p> <p>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</p> <p>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>As per the "Nurse Staffing Report" completed by the facility for the weeks of 01/02/22-01/08/22 and 01/02/22-01/15/22, the staffing-to-resident ratios that did not meet the minimum requirement of 1 CNA to 8 residents for the day shift are documented below:</p> <p>-01/02/22 had 11 CNAs for 120 residents on the day shift, required 15 CNAs. -01/03/22 had 12 CNAs for 118 residents on the day shift, required 15 CNAs. -01/04/22 had 13 CNAs for 118 residents on the day shift, required 15 CNAs. -01/05/22 had 12 CNAs for 118 residents on the day shift, required 15 CNAs. -01/06/22 had 14 CNAs for 118 residents on the day shift, required 15 CNAs.</p>	S 560	<p>by the deficient practice?</p> <p>~The staffing coordinator was educated on the minimum direct care staff to resident ratios as mandated by the state of New Jersey. ~The facility will continue to reach out to current staff to determine if they are interested in picking up overtime shifts.</p> <p>2. How you will identify other residents having the potential to be affected by the same deficient practice and what corrective action will be taken?</p> <p>~All residents have the potential 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.</p> <p>3. What measures will be put into place or what systemic changes you will make to ensure the deficient practice will not recur?</p> <p>~The facility will continue to post job openings on job sites to promote CNA openings. ~The facility will place signs as needed in front of the building advertising our staffing needs. ~The facility has contracted with staffing agencies to assist with our staffing needs. ~The staffing coordinator will offer staff the ability to pick up more shifts. ~The facility is partnered with a CNA school to use the facility as a training site and to recruit new graduates.</p>	

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S 560	<p>Continued From page 2</p> <p>-01/07/22 had 11 CNAs for 121 residents on the day shift, required 16 CNAs. -01/08/22 had 11 CNAs for 121 residents on the day shift, required 16 CNAs. -01/09/22 had 13 CNAs for 121 residents on the day shift, required 16 CNAs. -01/10/22 had 12 CNAs for 121 residents on the day shift, required 16 CNAs. -01/11/22 had 13 CNAs for 120 residents on the day shift, required 15 CNAs. -01/13/22 had 14 CNAs for 120 residents on the day shift, required 15 CNAs. -01/14/22 had 14 CNAs for 119 residents on the day shift, required 15 CNAs. -01/15/22 had 12 CNAs for 119 residents on the day shift, required 15 CNAs.</p> <p>As per the "Nurse Staffing Report" completed by the facility for the week of 01/09/22-01/15/22, the staffing-to-resident ratios that did not meet the minimum requirement of no fewer than half of all staff members shall be CNAs on the overnight shift:</p> <p>-01/09/22 had 8 total staff for 121 residents on the overnight shift, required 9 total staff. -01/10/22 had 8 total staff for 121 residents on the overnight shift, required 9 total staff.</p> <p>During an interview with the surveyor on 01/21/22 at 10:15 AM, the Administrator stated that to meet the required staffing ratios, the facility had contracted with several staffing agencies, although they are struggling to send staff, and offered bonuses to staff to cover a shift. The Administrator further stated that the facility contacted local CNA schools to help meet staffing requirements, offered hiring bonuses to new hires and referral bonuses to staff when a</p>	S 560	<p>~The administrator/designee will review the daily staffing sheets weekly for 4 weeks and monthly for 3 months and quarterly thereafter.</p> <p>4. How the corrective action will be monitored to ensure the deficient practice will not recur, i.e., what quality assurance program will be put into place?</p> <p>~The administrator/designee will review any findings of these audits and present them quarterly with the QAPI committee to determine frequency of future audits.</p> <p>Date of Compliance: 3/27/2022</p>	

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S 560	<p>Continued From page 3</p> <p>new employee is hired.</p> <p>During an interview with the surveyor on 01/21/22 at 11:57 AM, the Staffing Coordinator stated that she worked with the facility for three years staffing the building and was also assigned other human resources duties. The Staffing Coordinator stated that she does not know the staffing ratios "from the top of her head" and stated that she utilized the facility census to schedule staffing on the units. The Staffing Coordinator further stated that usually for the subacute unit, she would schedule seven to eight CNAs for days, five CNAs for evenings and three CNAs for nights; and for the long term care units, she would schedule seven CNAs for days, five CNAs for evenings and three CNAs for nights.</p> <p>NJAC 8:39-5.1(a)</p>	S 560		