

New Jersey Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 061003	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED 05/21/2021
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NAME OF PROVIDER OR SUPPLIER LITTLE BROOK NURSING AND CONVALESCEI	STREET ADDRESS, CITY, STATE, ZIP CODE 78 SLIKER ROAD CALIFON, NJ 07830
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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) COMPLETE DATE
S 000	Initial Comments THE FACILITY WAS 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		
S1405	8:39-19.5(a) Mandatory Infection Control and Sanitation a) The facility shall require all new employees to complete a health history and to receive an examination performed by a physician or advanced practice nurse, or New Jersey licensed physician assistant, within two weeks prior to the first day of employment or upon employment. If the new employee receives a nursing assessment by a registered professional nurse upon employment, the physician's or advanced practice nurse's examination may be deferred for up to 30 days from the first day of employment. The facility shall establish criteria for determining the completeness of physical examinations for employees. This REQUIREMENT is not met as evidenced	S1405		6/9/21

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

TITLE

(X6) DATE

Electronically Signed

06/12/21

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S1405	<p>Continued From page 1</p> <p>by: Based on interview and review of recently hired employee files it was determined that the facility failed to ensure that newly hired employees completed a health history, or received an examination by a Physician, an Advanced Practice Nurse, or a licensed Physician Assistant within two weeks prior to employment, or upon employment.</p> <p>This deficient practice was noted for 5 of 5 newly hired employees as evidenced by the following:</p> <p>The surveyor reviewed employee files for five employees hired within the last three months on 05/19/21 at 11:46 AM.</p> <p>Review of the employee file for the Acting Director of Nursing that was hired by the facility on 4/21/21, with the first day of work on 4/21/21 revealed that there was no documented evidence that the employee completed a health history or received an examination by a physician two weeks prior to the first day of employment or upon employment.</p> <p>Review of the employee file for the Licenses Professional Nurse that was hired by the facility on 4/27/21, with the first day of work 4/27/21, revealed that there was no documented evidence that the employee completed a health history or received an examination by a physician two weeks prior to the first day of employment or upon employment.</p> <p>Review of the employee file for a Certified Nursing Assistant that was hired by the facility on 4/7/21, first day of work was 4/7/21, revealed that there was no documented evidence that the employee completed a health history or received</p>	S1405	<p>The plan of correction is the facility's credible allegation of compliance. Preparation and/or execution of this plan of correction does not constitute an admission or agreement by the providers of the truth or the fact alleged or conclusions set forth in the statement of deficiencies. The plan of corrections is prepared and or/ executed solely because it is required by the provision of Federal and State Department of Health.</p> <p>S1405:</p> <p>I. Corrective Actions:</p> <p>a. On 6/1/2021 The Facility Office Manager and DON began an audit an of all new hire within the last 6 months to schedule date for each new hire to complete RN assessment.</p> <p>b. On 6/9/2021 The Facility Administrator instated a contract with the facility Medical Director to complete on a monthly basis a health history and physical for all new hire employees.</p> <p>II. Identification of Others:</p> <p>a. The Administrator and Office Manager did a review of all staff members hired within the last 6 months and found no residents to a risk of this deficient practice.</p> <p>III. Systematic Changes:</p> <p>a. The Facility Medical Director will meet with facility HR Manager and DON to complete all scheduled new hire health history and physicals.</p> <p>b. The Facility HR Manager will create a monthly log for all new hire health history and physicals to ensure completion and submit to Administrator.</p> <p>IV. Quality Assurance:</p>	
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S1405	<p>Continued From page 2</p> <p>an examination by a physician two weeks prior to the first day of employment or upon employment.</p> <p>Review of the employee file for Trained Nursing Assistant (TNA) #1 that was hired by the facility on 2/17/21, first day of work was 2/23/21, revealed that there was no documented evidence that the employee completed a health history or received an examination by a physician 2 weeks prior to the first day of employment or upon employment.</p> <p>Review of the employee file for a TNA #2 that was hired by the facility on 3/29/21, first day of work was 4/5/21, revealed that there was no documented evidence that the employee completed a health history or received an examination by a physician two weeks prior to the first day of employment or upon employment.</p> <p>The surveyor discussed the employee files with the facility Administrator, the Office Manager (OM) and the Acting DON/RN on 05/21/21 at 10:56 AM, the facility could not provide documented evidence that 5 of the 5 newly hired employees received a physical exam by a physician, or an Advanced Practice Nurse within the stated time frame. The OM stated that they were aware that the physical is required and that if new hires were assessed by a RN, the physical could be deferred up to 30 days but they were not done.</p> <p>Review of the facility's policy and procedure "New Hires", dated 5/2020, revealed Policy: It is the policy of Little Brook Nursing and Convalescent Home to follow all required State and Federal rules and regulations during the hiring process. Procedures. The person may be provisionally hired at this time pending a clean criminal</p>	S1405	<p>a. The Administrator will monitor and review on a weekly basis for the next 3 months the monthly log for all new hire health history and physical to ensure compliance, and monthly thereafter.</p> <p>b. The Administrator to report findings of new hire and health history and physical to the QA/QAPI committee quarterly.</p>	

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S1405	Continued From page 3 background check and physical. The employee may not start work until the criminal background check and physical are completed. NJAC 8:39-19.5 (a)	S1405		
S1410	8:39-19.5(b)(1) Mandatory Infection Control and Sanitation (b) Each new employee, including members of the medical staff employed by the facility, upon employment shall receive a two-step Mantoux tuberculin skin test with five tuberculin units of purified protein derivative. The only exceptions shall be employees with documented negative two-step Mantoux skin test results (zero to nine millimeters of induration) within the last year, employees with a documented positive Mantoux skin test result (10 or more millimeters of induration), employees who have received appropriate medical treatment for tuberculosis, or when medically contraindicated. Results of the Mantoux tuberculin skin tests administered to new employees shall be acted upon as follows: 1. If the first step of the Mantoux tuberculin skin test result is less than 10 millimeters of induration, the second step of the two-step Mantoux test shall be administered one to three weeks later. This REQUIREMENT is not met as evidenced by: Based on interview and review of recently hired	S1410	The plan of correction is the facility's	6/1/21

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S1410	<p>Continued From page 4</p> <p>employee files it was determined that the facility failed to ensure that newly hired employees received a two-step Mantoux skin test (a test used to detect individuals with past tuberculosis-a potentially serious bacterial disease that mainly affects the lungs).</p> <p>This deficient practice was noted for 5 of 5 newly hired employees as evidenced by the following:</p> <p>The surveyor reviewed employee files for 5 employees hired within the last 3 months on 05/19/21 at 11:46 AM.</p> <p>Review of the employee file for the Acting Director of Nursing, Registered Nurse's (DON/RN) that was hired by the facility on 4/21/21, revealed that there was no documented evidence that the employee received a two-step Mantoux skin test.</p> <p>Review of the employee file for the Licenses Professional Nurse that was hired by the facility on 4/27/21, revealed that there was no documented evidence that the employee received a two-step Mantoux skin test.</p> <p>Review of the employee file for a Certified Nursing Assistant that was hired by the facility on 4/7/21, revealed that there was no documented evidence that the employee received a two-step Mantoux skin test.</p> <p>Review of the employee file for Trained Nursing Assistant (TNA) #1 that was hired by the facility on 2/17/21, revealed that there was no documented evidence that the employee received a two-step Mantoux skin test.</p> <p>Review of the employee file for TNA#2 that was</p>	S1410	<p>credible allegation of compliance. Preparation and/or execution of this plan of correction does not constitute an admission or agreement by the providers of the truth or the fact alleged or conclusions set forth in the statement of deficiencies. The plan of corrections is prepared and or/ executed solely because it is required by the provision of Federal and State Department of Health.</p> <p>S1410:</p> <p>I. Corrective Actions:</p> <p>a.On 6/1/2021 The Facility HR Manager and Acting DON re-educated on facility policy and procedure for receipt of state mandated two-step Mantoux Tuberculin skin test prior to start of employment.</p> <p>b.On 6/1/2021 The Facility HR Manager and DON began an audit an of all new hire within the last 6 months to ensure completion or prior receipt of state mandated two-step Mantoux Tuberculin skin test.</p> <p>II. Identification of Others:</p> <p>a.All Residents are at potential risk of this deficient practice. All staff members Mantoux were audited.</p> <p>III. Systematic Changes:</p> <p>a.The Facility HR Manager will create a weekly log for all new hire state mandated two-step Mantoux Tuberculin skin test to ensure completion and submit to Administrator.</p> <p>IV. Quality Assurance</p>	

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S1410	<p>Continued From page 5</p> <p>hired by the facility on 3/29/21, revealed that there was no documented evidence that the employee received a two-step Mantoux skin test.</p> <p>The surveyor discussed the employee files with the facility Administrator, the Office Manager (OM) and the Acting Director Nursing on 05/21/21 at 10:56 AM, the facility could not provide documented evidence that 5 of the 5 newly hired employees received a two-step Mantoux skin test.</p> <p>Review of the facility's policy and procedure "New Hires", dated 5/2020, revealed Policy: It is the policy of Little Brook Nursing and Convalescent Home to follow all required State and Federal rules and regulations during the hiring process. Procedures. The person may be provisionally hired at this time pending a clean criminal background check and physical. Before starting work, the employee must receive a Mantoux test.</p> <p>NJAC 8:39-19.5 (b)</p>	S1410	<p>a.The Administrator will monitor and review on a weekly basis for the next 3 months the monthly log for all new hire state mandated two-step Mantoux Tuberculin skin test to ensure compliance, and monthly thereafter.</p> <p>b.The Administrator to report findings of new hire state mandated two-step Mantoux Tuberculin skin test to the QA/QAPI committee quarterly.</p>	