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 |
|---|---|---|---|
| | 061209 | | 11/03/2021 |

NAME OF PROVIDER OR SUPPLIER: ALAMEDA CENTER FOR REHABILITATION AND HEAI

STREET ADDRESS, CITY, STATE, ZIP CODE: 303 ELM STREET, PERTH AMBOY, NJ 08861

| (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 |
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| S 000 | Initial Comments<br><br>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 | | |
| S 560 | 8:39-5.1(a) Mandatory Access to Care<br><br>(a) The facility shall comply with applicable Federal, State, and local laws, rules, and regulations.<br><br>This REQUIREMENT is not met as evidenced by:<br>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-resident ratios as mandated by the state of New Jersey for 14 of 14 day shifts and 5 of 14 overnight shifts reviewed.<br><br>This deficient practice was evidenced by the following:<br><br>Reference: New Jersey Department of Health (NJDOH) memo, dated 1/28/21, "Compliance with N.J.S.A. (New Jersey Statutes Annotated) | S 560 | No residents in facility were identified who were affected. However there is potential to affect all residents.<br><br>1. The facility will use all possible resources to recruit staff and therefore, provide residents with appropriate staff-to-resident ratio.<br>2. Administrator, Director Of Nursing, Staffing Coordinator and HR will meet daily during the week to review and discuss progress in hiring efforts as well as staffing status for next day, upcoming weekend and next week. | 12/1/21 |

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

TITLE

(X6) DATE: 11/25/21

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| S 560 | Continued From page 1<br><br>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 2/01/21:<br><br>One Certified Nurse Aide (CNA) to every eight residents for the day shift.<br><br>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<br><br>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.<br><br>During the resident council meeting on 10/15/2021, a resident stated that staffing was short on the over night shift.<br><br>During an interview with the surveyor on 10/18/21 at 01:10 PM, a CNA stated she was assigned to 10 residents that day and usually assigned to 10-12 residents on the day shift.<br><br>Review of the 10/12/21 7-3 shift assignment sheet for the fourth floor revealed that the census for the unit was fifty and five CNA's were assigned to the unit.<br><br>Review of the 10/14/21 7-3 shift assignment sheet for the third floor revealed that the census for the unit was forty seven and five CNA's were | S 560 | 3. Temporary CNA waiver implementation.<br>4. Implementation of Emergency Staffing Policy.<br>5. Cooperation with six (6) staffing agencies.<br>6. Cooperation with recruiter.<br>7. Sign up bonuses.<br>8. Referral bonuses.<br>9. Gift cards and bonuses.<br>10. Pay rate increase.<br>11. Staff appreciation events.<br>12. Hiring advertisement (on website, around property, newsletter, etc.).<br>13. Job fairs.<br>14. Visiting and recruiting at local CNA schools<br>1. HR Officer will present progress in hiring efforts<br>and Staffing Coordinator will report CNA position yet to be filled to QAPI Committee on monthly basis x 90 days.<br>2. The QAPI Committee will make recommendations based on the results of the audits.<br>3. The QAPI Committee will determine tapering of hiring efforts once<br>CNA-to-resident ratio is met and then maintained x 90 days. | |

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| S 560 | Continued From page 2<br>assigned to the unit.<br><br>Review of the 10/18/21 7-3 shift assignment sheet for the second floor revealed that the census for the unit was twenty and two CNA's were assigned to the unit.<br><br>The CNA's were responsible for providing direct care to the residents.<br><br>The surveyor requested staffing for weeks of 9/26/21 and 10/3/21.<br><br>Review of the New Jersey Department of Health Long Term Care Assessment and Survey Program Nurse Staffing Report revealed the following:<br><br>9/26/21 had 11 CNAs for 203 residents on the day shift (required no more than 8 residents to each CNA).<br>9/26/21 had 14 total staff for 203 residents on the overnight shift (required no more than 14 residents for each staff).<br>9/27/21 had 17 CNAs for 202 residents on the day shift.<br>9/28/21 had 18 CNAs for 202 residents on the day shift.<br>9/29/21 had 18 CNAs for 202 residents on the day shift.<br>9/30/21 had 22 CNAs for 202 residents on the day shift.<br>10/1/21 had 21 CNAs for 201 residents on the day shift.<br>10/1/21 had 11 total staff for 201 residents on the overnight shift.<br>10/2/21 had 19 CNAs for 198 residents on the day shift.<br>10/2/21 had 13 total staff for 198 residents on the overnight shift. | S 560 | | |

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| S 560 | Continued From page 3<br>10/3/21 had 12 CNAs for 197 residents on the day shift.<br>10/3/21 had 14 total staff for 197 residents on the overnight shift.<br>10/4/21 had 19 CNAs for 197 residents on the day shift.<br>10/4/21 had 14 total staff for 197 residents on the overnight shift.<br>10/5/21 had 19 CNAs for 197 residents on the day shift.<br>10/6/21 had 23 CNAs for 197 residents on the day shift.<br>10/7/21 had 19 CNAs for 204 residents on the day shift.<br>10/8/21 had 19 CNAs for 204 residents on the day shift.<br>10/8/21 had 15 total staff for 204 residents on the evening shift (required no more than 10 residents to each staff).<br>10/9/21 had 19 CNAs for 203 residents on the day shift.<br><br>During an interview with the surveyor on 10/19/21 at 10:48 AM, the staffing coordinator stated that the facility was aware of the staffing ratios and they were trying to meet the requirements. | S 560 | | |