

New Jersey Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 061301	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING: _____	(X3) DATE SURVEY COMPLETED 08/19/2021
NAME OF PROVIDER OR SUPPLIER ARNOLD WALTER NURSING & REHABILITATION		STREET ADDRESS, CITY, STATE, ZIP CODE 622 S LAUREL AVENUE HAZLET, NJ 07730		
(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		
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-resident ratios as mandated by the state of New Jersey for 12 of 42 shifts reviewed (CNA day shifts). This deficient practice has the potential to affect all residents in the facility. The findings included: Reference: NJ State requirement, CHAPTER 112. An Act concerning staffing requirements for	S 560	S560 The facility is in in constant contact with multiple staffing agencies to meet the needs of the facility. The facility had an open house on September 13th for Nurses and CNAs. Advertisements were posted on social media, flyers placed in various community establishments, colleges and schools, retail establishments, banners along the facility property and word of mouth to	9/30/21

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

TITLE

(X6) DATE

Electronically Signed

09/03/21

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S 560	Continued From page 1 nursing homes and supplementing Title 30 of the Revised Statutes. Be It Enacted by the Senate and General Assembly of the State of New Jersey: C.30:13-18 Minimum staffing requirements for nursing homes effective 2/1/21. 1. a. Notwithstanding any other staffing requirements as may be established by law, every nursing home as defined in section 2 of P.L.1976, c.120 (C.30:13-2) or licensed pursuant to P.L.1971, c.136 (C.26:2H-1 et seq.) shall maintain the following minimum direct care staff -to-resident ratios: (1) one certified nurse aide to every eight residents for the day shift; (2) 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 certified nurse aides, and each staff member shall be signed in to work as a certified nurse aide and shall perform certified nurse aide duties; and (3) 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 certified nurse aide and perform certified nurse aide duties b. Upon any expansion of resident census by the nursing home, the nursing home shall be exempt from any increase in direct care staffing ratios for a period of nine consecutive shifts from the date of the expansion of the resident census. c. (1) The computation of minimum direct care staffing ratios shall be carried to the hundredth place. (2) If the application of the ratios listed in subsection a. of this section results in other than a whole number of direct care staff, including certified nurse aides, for a shift, the number of	S 560	employees and community. The facility offers sign up bonuses and referral bonuses as incentives to hire more staff. The facility also offered additional \$2.00 per hour weekend differential. Pay rates in the surrounding area are continuously monitored and the facility will try their best to adjust as needed in order to remain competitive. Vacation accruals are allowed to be carried over an extended period in order to cover staffing and rotating senior nursing staff to ensure adequate coverage. The Facility has a recruiter who specifically works on Recruiting Nurses and CNAs. Attached is their job description. The facility Administrator and Human Resource personnel will continue to track all recruitment efforts, referrals, applicants and hired employees on a monthly basis and the Administrator will report findings to the quality assurance and corporate team quarterly.	

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S 560	<p>Continued From page 2</p> <p>required direct care staff members shall be rounded to the next higher whole number when the resulting ratio, carried to the hundredth place, is fifty-one hundredths or higher.</p> <p>(3) All computations shall be based on the midnight census for the day in which the shift begins.</p> <p>d. Nothing in this section shall be construed to affect any minimum staffing requirements for nursing homes as may be required by the Commissioner of Health for staff other than direct care staff, including certified nurse aides, or to restrict the ability of a nursing home to increase staffing levels, at any time, beyond the established minimum ...</p> <p>On 8/16/21 at 9:53 AM, during the initial tour of the facility, Resident #16 stated to the surveyor that there was "not enough staffing." Resident #16 stated that sometimes there was "only one aide and one nurse" for the residents on that wing of the unit. (Resident #16 was not able to specify a specific date or shift that the staffing was allegedly short.) The resident explained that he/she was concerned about the other residents. Resident #16 stated that he/she occasionally needed assistance with setting up the tray for meals, but could often take care of most personal needs.</p> <p>A review of "New Jersey Department of Health Long Term Care Assessment and Survey Program Nurse Staffing Report" for the weeks of July 25, 2021 and August 1, 2021 revealed the following:</p> <p>The facility was not in compliance with the State of New Jersey minimum staffing requirements of CNAs during the 7:00 AM - 3:00 PM Day shift on</p>	S 560		

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S 560	<p>Continued From page 3</p> <p>7/25, 7/26, 7/28, 7/29, 7/30, 7/31, 8/1, 8/2, 8/4, 8/5, 8/6 and 8/7/2021.</p> <p>On 8/19/21 at 9:17 AM, the surveyor interviewed the Staffing Coordinator who had been hired for that position in July 2021. The Staffing Coordinator stated that she had experience in that position for about 18 months in another Long Term Care Facility. She was aware of the mandatory staffing ratios that had been implemented on 2/1/21. She stated that she would text staff members to fill-in shortage gaps and that she was in constant contact with agencies for additional staff. The Staffing Coordinator concluded, "Sometimes we can't meet the requirement, but we get as close as we can to it."</p> <p>On 8/19/21 at 9:27 AM, the surveyor interviewed the Licensed Nursing Home Administrator (LNHA), who described that there may be some shortages, but the facility was implementing ways to meet staffing ratios. He stated that the facility was not previously relying on agencies to fill shortages when he filled the position of LNHA in February 2021. Since then, the facility contracted with five agencies to try and fulfill staffing needs. The LNHA stated that he and the Director of Nursing would also call staff to work extra shifts if they knew there would be a shortage. He also stated that the facility was involved in a "massive recruitment effort." They had offered sign-on bonuses and referral bonuses to staff. The facility had been advertising in social media as well. He added that the facility was planning on having an open-house in September 2021.</p> <p>On 8/19/21 at 9:38 AM, the Human Resources Director stated that she had posted the fliers at</p>	S 560			

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S 560	Continued From page 4 shopping malls, grocery stores, drug stores, restaurants, universities and a major airport. She also stated that they had a Regional Recruiter who met and developed relationships with nursing schools for future Certified Nursing Assistants and Licensed Practical Nurses.	S 560		