STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X2) MULTIPLE CONSTRUCTION	(X3) DATE SURVEY COMPLETED
	315286	A. BUILDING _____ B. WING _____	C 05/07/2024

NAME OF PROVIDER OR SUPPLIER	STREET ADDRESS, CITY, STATE, ZIP CODE
REDBANK CENTER FOR REHABILITATION AND HEALING	**100 CHAPIN AVENUE RED BANK, NJ 07701**

(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) COMPLETION DATE
F 000	INITIAL COMMENTS Complaint #: NJ172093 Census: 109 Sample Size: 3 THE FACILITY IS IN SUBSTANTIAL COMPLIANCE WITH THE REQUIREMENTS OF 42 CFR PART 483, SUBPART B, FOR LONG TERM CARE FACILITIES BASED ON THIS COMPLAINT VISIT.	F 000		

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE | TITLE | (X6) DATE

Electronically Signed | 05/14/2024

Any deficiency statement ending with an asterisk (*) denotes a deficiency which the institution may be excused from correcting providing it is determined that other safeguards provide sufficient protection to the patients. (See instructions.) Except for nursing homes, the findings stated above are disclosable 90 days following the date of survey whether or not a plan of correction is provided. For nursing homes, the above findings and plans of correction are disclosable 14 days following the date these documents are made available to the facility. If deficiencies are cited, an approved plan of correction is requisite to continued program participation.

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X2) MULTIPLE CONSTRUCTION	(X3) DATE SURVEY COMPLETED
	061325	A. BUILDING: _____ B. WING _____	C 05/07/2024

NAME OF PROVIDER OR SUPPLIER	STREET ADDRESS, CITY, STATE, ZIP CODE
REDBANK CENTER FOR REHABILITATION AN	100 CHAPIN AVENUE RED BANK, NJ 07701

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S 000	Initial Comments The facility was not in compliance with the standards in the New Jersey Administrative code, 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: Complaint #: NJ172093 Based on interviews and review of facility documents on 5/7/2024, it was determined that the facility failed to ensure staffing ratios were met for 8 of 14-day shifts reviewed. This deficient practice had the potential to affect all residents. 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	S 560	Element One - Corrective Actions " Daily staffing is reviewed by the staffing coordinator and the DON/designee and additional hours are offered to facility staff to fill vacant slots due to callouts. The staffing coordinator overstaffs to meet the required ratios. " Agency staff are used when facility staff cannot fill open shift slots. The facility maintains multiple contracts with staffing agencies. " The staffing coordinator and DON review the CNA schedule monthly and	6/11/24

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S 560	Continued From page 1 Governor signed into law P.L. 2020 c 112, codified as 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 of all staff members shall be CNAs and each direct staff member shall be signed into work as a certified nurse aide and shall perform nurse aide duties: and 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. The facility was deficient in CNA staffing for residents on 8 of 14 day shifts as follows: On 04/21/24 had 10 CNAs for 102 residents on the day shift, required at least 13 CNAs. On 04/22/24 had 12 CNAs for 102 residents on the day shift, required at least 13 CNAs. On 04/24/24 had 10 CNAs for 102 residents on the day shift, required at least 13 CNAs. On 04/26/24 had 12 CNAs for 104 residents on the day shift, required at least 13 CNAs. On 04/27/24 had 11 CNAs for 104 residents on the day shift, required at least 13 CNAs. On 04/28/24 had 9 CNAs for 106 residents on the day shift, required at least 13 CNAs. On 04/29/24 had 12 CNAs for 106 residents on the day shift, required at least 13 CNAs. On 05/04/24 had 12 CNAs for 108 residents on the day shift, required at least 13 CNAs.	S 560	make adjustments to assure difficult to staff weekends meet minimum ratios. Incentives are provided to staff willing to work additional shifts. Element Two □ Identification of at Risk Residents No residents were affected. All Residents have the potential to be affected by this practice. Element Three □ Systemic Change " Administration has formed a staffing committee and has conducted salary analyses and implemented creative strategies for attracting new employees to minimize the use of agency personnel. " Bonuses and incentive programs have been implemented to attract and to retain current staff. " An employee recognition committee comprised of front-line workers was implemented to plan events to improve the morale of staff and recognize the exemplary services provided by staff. " Improvements in the environment and working conditions has helped attract new staff. Element Four □ Quality Assurance " Daily staffing levels are reported to the core team and management company and additional incentives are provided for working an extra shift if needed. The success of bonuses and incentives is analyzed by the facility Administrator and Director of Nursing who make recommendations to the QAPI compliance committee meetings monthly and to the management company	

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S 560	Continued From page 2	S 560	regarding what incentives or bonuses are working. " Staffing is discussed at daily morning operations meetings and recommendations solicited from the management team about ways to attract new hires to fill vacant positions. " Staffing levels of direct care staff and recruitment efforts are discussed daily by nursing management and the administrator, are reported daily to the management company, and are reviewed at the quarterly QAPI committee meetings. " Vacancy rates are reviewed weekly by the Director of Nursing and discussed with the Administrator. The effectiveness of strategies to attract and retain staff are discussed and strategies modified as needed. Findings are also discussed weekly with the management company that provides direct assistance with recruitment efforts.	