

New Jersey Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:  <b>061521</b>	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____  B. WING _____	(X3) DATE SURVEY COMPLETED  <b>12/20/2021</b>
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NAME OF PROVIDER OR SUPPLIER  <b>BARTLEY HEALTHCARE NURSING &amp; REHABIL</b>	STREET ADDRESS, CITY, STATE, ZIP CODE <b>175 BARTLEY ROAD JACKSON, NJ 08527</b>
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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		
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 observations, interviews, and review of pertinent facility documentation, it was determined that the facility failed to maintain the required minimum direct care staff-to-shift ratios as mandated by the state of New Jersey for 9 of 14-day shifts reviewed.  This deficient practice was evidenced by the following:  Reference: New Jersey Department of Health (NJDOH) memo, dated 1/28/21, "Compliance with N.J.S.A. (New Jersey Statutes Annotated) 30:13-18, new minimum staffing requirements for	S 560	Bartley Healthcare Nursing & Rehabilitation Completion 12/23/2021  S560  The Staffing Coordinator was re-in serviced on the required staffing ratios on December 9, 2021.  All residents have the potential to be affected by the New Jersey staffing ratios requirement.	12/23/21

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

TITLE

(X6) DATE

Electronically Signed

01/07/22

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.</p> <p>The following ratio(s) were effective on 2/01/21:</p> <p>One Certified Nurse Aide (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>During an interview with Surveyor #1 on 12/08/21 at 11:39 AM, CNA #1 stated that there were five CNAs assigned to the [REDACTED] Unit and that she was assigned 12 residents.</p> <p>During an interview with Surveyor #2 on 12/09/21 at 11:58 AM, CNA #2 stated he was assigned 11 residents on the [REDACTED] Unit.</p> <p>During an interview with Surveyor #3 on 12/09/21 at 01:02 PM, CNA #3 stated she was assigned 14 residents on the [REDACTED] Unit.</p> <p>During an interview with Surveyor #1 on 12/13/21 at 10:38 AM, the Licensed Practical Nurse/Unit Manager on the [REDACTED] Unit stated that the census was 59 residents and that there were seven</p>	S 560	<p>Facility Administrator together with the Director of Human Resource reviewed the facility's hiring and staff retention program. Facility CNA rates were reviewed and increased to attract hiring of CNA's.</p> <p>Ongoing posting of ads reflecting the rate increase, sign on bonus and referral bonus program.</p> <p>The facility reviewed the onboarding process as well as the use of other technologies to expedite hiring process. Using new job applicant site, which directly emails all applications to the department managers, and we can respond immediately. We have seen success already by using this platform.</p> <p>In addition, reevaluated agency use by assessing needs and availability and made changes. Added additional agencies as well to broaden our chances of staff.</p> <p>Started using additional job positing sites and boosted ads.</p> <p>Licensed nurses and CNA's were re-in-service and ongoing regarding facility's call out policy.</p> <p>All staff were re-in-services about the incentives to refer employees.</p> <p>The Director of Nursing/designee reviews staffing for compliance daily.</p> <p>The Director of Nursing or Staffing Coordinator will report issues to Human Resources and/or Administration if compliance is not being met. Additional resources will be reviewed if necessary and applicable to make sure compliance is met.</p>	

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S 560	<p>Continued From page 2</p> <p>CNAs working. She further stated there was usually between 3 and 5 CNAs on the unit.</p> <p>The surveyor requested staffing for weeks of 11/21/21 and 11/28/21.</p> <p>Review of the New Jersey Department of Health Long Term Care Assessment and Survey Program Nurse Staffing Report revealed the following:</p> <p>11/21/21 had 13 CNAs for 123 residents on the day shift, required 16 CNAs.            11/25/21 had 12 CNAs for 119 residents on the day shift, required 15 CNAs.            11/26/21 had 14 CNAs for 119 residents on the day shift, required 15 CNAs.            11/27/21 had 13 CNAs for 119 residents on the day shift, required 15 CNAs.            11/28/21 had 11 CNAs for 122 residents on the day shift, required 16 CNAs.            11/29/21 had 14 CNAs for 122 residents on the day shift, required 16 CNAs.            11/30/21 had 15 CNAs for 122 residents on the day shift, required 16 CNAs.            12/03/21 had 15 CNAs for 125 residents on the day shift, required 16 CNAs.            12/04/21 had 15 CNAs for 125 residents on the day shift, required 16 CNAs.</p> <p>During an interview with Surveyor #1 on 12/13/21 at 11:27 AM, the Staffing Coordinator stated the census was 59 residents on the [REDACTED] Unit and that she was aware of the staffing ratios.</p> <p>During an interview with the Surveyor #1 on 12/13/21 at 01:34 PM, the Director of Nursing stated she was aware of the staffing ratios and that they were having "staffing issues."</p>	S 560	<p>Staffing QAPI was created to review compliance for nurses and aides ratios and is reviewed quarterly by the QAPI committee for compliance and to assess if solutions and strategies are working or revisions are needed.</p>	