STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X2) MULTIPLE CONSTRUCTION	(X3) DATE SURVEY COMPLETED
	061614	A. BUILDING: _____ B. WING _____	C 12/02/2021

NAME OF PROVIDER OR SUPPLIER	STREET ADDRESS, CITY, STATE, ZIP CODE
REGENCY GARDENS NURSING CENTER	296 HAMBURG TURNPIKE WAYNE, NJ 07470

(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 interviews, and facility document review, the facility failed to ensure staffing ratios were met for 4 of 14 day and 3 of 14 overnight shifts checked out of 42 total shifts reviewed. There was no substantial increase in the resident census for a period of forty-two consecutive shifts. 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	S 560	1. Residents affected: All Residents. The following corrective action will be taken for those residents found to be affected: Don/Designee will review staffing needs with staffing coordinator regularly check that staff par levels meet the required ratios. Don/Designee will continue to advertise staffing needs through recruitment agencies. No negative outcomes were observed. 2. All residents have the potential to be affected.	12/8/21

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

Electronically Signed | 12/14/21

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S 560	Continued From page 1 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 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 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 One direct care staff member to every 14 residents for the overnight shift, provided that each direct care staff member shall sign in to work as a CNA and perform CNA duties. On 10/24/21, the overnight shift staffing ratio was 1 staff member to 15.33 residents. The minimum staffing ratio for overnight shift is 1 staff member to 14 residents. On 10/26/21, the overnight shift staffing ratio was 1 staff member to 15.33 residents. On 10/30/21, the day shift staffing ratio was 1 CNA to 11.88 residents. The minimum staffing ratio for day shift is 1 CNA to 8 residents. On 10/31/21, the day shift staffing ratio was 1 CNA to 11.88 residents. On 10/31/21, the overnight shift staffing ratio was 1 staff member to 15.83 residents. On 11/1/21, the day shift staffing ratio was 1 CNA to 8.55 residents.	S 560	3. The following Measures and systemic changes will be put in place to ensure the deficient practice will not recur: Don/Designee will review staffing needs with staffing coordinator at least weekly on an ongoing basis for progress and to assure mandatory staffing is maintained. Don/Designee will continue to maintain a recruitment & hiring log, to track all CNAs applicants and outcomes. (Copy of the Hiring Log was uploaded as an attachment). Facility to continue utilizing agency to increase staffing Facility to continue Ads placed on several job sites and job fairs Facility to continue to use HHAs and Temporary Nurse Aides Facility to continue to offer incentives, increase rates, and bonuses Current CNAs Rate is $20 per hour, which is above market rates and can be increased as needed. 4. The following programs will be put into place to monitor the continued effectiveness of the systemic changes: -Don/Designee will discuss staffing recruitment and retention plan monthly-QAPI quarterly for review /recommendations x12 months. -The recruitment log of all applicants and outcomes will be reviewed monthly, with a QAPI quarterly for review /recommendations x 12 months.	

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S 560	Continued From page 2 On 11/2/21, the day shift staffing ratio was 1 CNA to 13.43 residents. On 11/23/21 at 12:25 PM, the surveyor discussed the staffing ratios concerns with the Administrator and Director of Nursing, who stated the facility is attempting to hire new CNAs. NJAC 8:39-5.1(a)	S 560	Regency Gardens respectfully disputes the accuracy of these survey findings. Nothing in this plan of correction represents an admission that the facility accepts the alleged facts or conclusions to be true or that it admits to any liability thereto. This POC is being filed in accordance with state and federal requirements.	