

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:  <b>345380</b>	(X2) MULTIPLE CONSTRUCTION A. BUILDING _____  B. WING _____	(X3) DATE SURVEY COMPLETED  <b>C</b>  <b>02/28/2019</b>
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NAME OF PROVIDER OR SUPPLIER  <b>VILLAGE GREEN HEALTH AND REHABILITATION</b>	STREET ADDRESS, CITY, STATE, ZIP CODE <b>1601 PURDUE DRIVE</b> <b>FAYETTEVILLE, NC 28304</b>
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F 000	INITIAL COMMENTS	F 000		
F 607 SS=D	<p>Develop/Implement Abuse/Neglect Policies CFR(s): 483.12(b)(1)-(3)</p> <p>§483.12(b) The facility must develop and implement written policies and procedures that:</p> <p>§483.12(b)(1) Prohibit and prevent abuse, neglect, and exploitation of residents and misappropriation of resident property,</p> <p>§483.12(b)(2) Establish policies and procedures to investigate any such allegations, and</p> <p>§483.12(b)(3) Include training as required at paragraph §483.95, This REQUIREMENT is not met as evidenced by: Based on review of the facility ' s abuse policy, review of employee files and staff interviews the facility failed to complete a criminal background check for 1 of 5 newly hired employees prior to the employee being allowed to work alone with residents in the facility (Employee #2). The findings included:</p> <p>The facility ' s abuse policy on Page 2, Abuse Prevention Program under Policy Interpretation and Implementation, revised on November 2010 read: "Our facility conducts employee background checks and will not knowingly employ any individual who has been convicted of abusing, neglecting or mistreating individuals."</p> <p>Review of the employee file for Employee #2 revealed the nurse was hired by the facility on</p>	F 607	<p>Preparation and/or execution of this plan does not constitute admission or agreement by the Provider of the truth or facts alleged or conclusion set forth on the statement of deficiencies. The plan is prepared and executed because it is required by the provisions of State and Federal Law.</p> <p>F 607</p> <p>On 2/27/19, background check on employee #2 was re entered into Vantage Point by the AP/Payroll employee. On 2/28/19 the results for employee #2 was returned, completed and no negative findings. On 2/28/19, the AP/Payroll employee</p>	3/12/19

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE  Electronically Signed	TITLE	(X6) DATE  03/12/2019
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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.

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F 607	<p>Continued From page 1</p> <p>1/2/19. A document that revealed the results of a criminal background check showed the background check was requested on 2/27/19.</p> <p>On 2/28/19 at 11:00 AM the Administrator stated in an interview when she started as the interim administrator, the staff scheduler was doing the criminal background checks and she felt the payroll department should be doing the background checks so she transferred the task to the payroll department.</p> <p>On 2/28/19 at 11:16 AM an interview was conducted with the Staff Scheduler who stated it was her practice to request the criminal background check on the day before the employee ' s hire date. The Staff Scheduler stated she had a problem with the system saying the results were pending and she would have to go in and request the background check again. The Staff Scheduler further stated she was behind and had quite a few on her desk to do when she was told by the administrator to not do them anymore that payroll would be doing the criminal background checks. The Staff Scheduler further stated a new employee was in class orientation for one day (the hire date) and then worked on the floor with another employee for 3 days prior to working alone with the residents.</p> <p>On 2/28/19 at 11:28 AM an interview was conducted with the employee in payroll assigned to request the criminal background checks for new employees. The Payroll Employee stated she was assigned to request the criminal background checks in February 2019 and last night she was requested to do an audit of the new employees hired to ensure the employee files were complete. The Payroll Employee further</p>	F 607	<p>conducted a 100% audit on all active employees personnel files to ensure all backgrounds were completed and copies placed readily available of personnel files. Any file found to have an incomplete background, a new background was conducted and reviewed by the Administrator. This was completed on 3/1/19.</p> <p>On 2/28/19, the Regional Clinical Manager conducted an in service with AP/Payroll, and Assistant Director of Nursing/Staff Development Coordinator on ensuring background checks have been completed and reviewed by the Administrator prior to bringing a new employee in for orientation. The AP/Payroll employee will bring all new hire background checks to the Administrator as results are returned for review and initials of completion. The Assistant Director of Nursing/ Staff Development Coordinator will review the completion of the background check and initial the new hire check off list prior to bringing the new employee to orientation. The AP/Payroll employee will audit weekly x 8 weeks then monthly x 1 that all newly hired employees have the background readily available, the Administrator signed for review and completeness, and the Assistant Director of Nursing/ Staff Development Coordinator have initialed on the new hire check off list prior to start date. The AP/Payroll employee will bring the results of the Background Audit to the Quality Assurance Committee monthly x 3 months.</p>		

DEPARTMENT OF HEALTH AND HUMAN SERVICES  
CENTERS FOR MEDICARE & MEDICAID SERVICES

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F 607	<p>Continued From page 2</p> <p>stated the criminal background check in the system for Employee #2 said it was pending and she put in another request for the criminal background check and the results came back this morning with no concerns for criminal activity.</p> <p>On 2/28/19 at 11:35 AM the Director of Nursing stated in an interview that Employee #2 was a full-time employee.</p> <p>On 2/28/19 at 11:50 AM the Administrator stated in an interview that Employee #2 had worked in the facility since her hire date and the criminal background check was missed and acknowledged it should have been done.</p>	F 607			