

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

PRINTED: 09/07/2007
FORM APPROVED
OMB NO. 0938-0391

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 146043		(X2) MULTIPLE CONSTRUCTION A. BUILDING _____ B. WING _____		(X3) DATE SURVEY COMPLETED 01/12/2007	
NAME OF PROVIDER OR SUPPLIER FRIENDSHIP MANOR HEALTH CENTER				STREET ADDRESS, CITY, STATE, ZIP CODE 485 SOUTH FRIENDSHIP DRIVE NASHVILLE, IL 62263			
(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 514	Continued From page 25 incident documented in the Nursing Notes dated 11/21/06. E11 did not report the incident to E2, DON, as a potential sexual abuse to be investigated. E11 stated that she did not feel this was a "sexual act". There is no documentation of any interviews with E12 until 1/12/07 after the facility was informed of concern about potential sexual abuse not investigated. On 1/12/07, E2 and E11 presented additional information regarding the incident 11/21/06. E11 had interviewed E12 on 1/11/07. E12 stated that R21 and R7 were "patting each other's legs", not touching genitals and that no sexual comments were being made by either resident. E12, LPN, was interviewed by telephone on 1/12/07 at 11:40 AM. E12 stated that she had not reviewed her documentation dated 11/21/06, that R21 had been transferred to another facility. E12 stated that she did not recall documenting that the residents were "rubbing pubic region." E12 stated that she did recall separating R21 and R7 on that date. E12 stated she, "didn't feel comfortable with what they (R21 and R7) were doing."			F 514			
F9999	FINAL OBSERVATIONS LICENSURE VIOLATIONS 300.610a) 300.650d) 300.660a) Section 300.610 Resident Care Policies a) The facility shall have written policies and procedures, governing all services provided by the facility which shall be formulated by a Resident Care Policy Committee consisting of at			F9999			

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F9999	<p>Continued From page 26</p> <p>least the administrator, the advisory physician or the medical advisory committee and representatives of nursing and other services in the facility. These policies shall be in compliance with the Act and all rules promulgated thereunder. These written policies shall be followed in operating the facility and shall be reviewed at least annually by this committee, as evidenced by written, signed and dated minutes of such a meeting.</p> <p>Section 300.650 Personnel Policies d) The facility shall check the status of all applicants with the Nurse Aide Registry prior to hiring.</p> <p>Section 300.660 Nursing Assistants a) A facility shall not employ an individual as a nurse aide unless the facility has inquired of the Department as to information in the Registry concerning the individual. (Section 3-206.01 of the Act) The Department shall advise the inquirer if the individual is on the Registry, if the individual has findings of abuse, neglect, or misappropriation of property in accordance with Sections 3-206.01 and 3-206.02 of the Act, and if the individual has a current background check. (See Section 300.661 of this Part.)</p> <p>These requirements are not met as evidenced by:</p> <p>Based on interview and record review, the facility failed to follow their policy for protection of residents from abuse by employing a Certified Nursing Assistant (E6) with a finding of resident abuse on the State nurse aide registry, and failed to follow their policy for pre-employment screening by not checking the nurse aide registry</p>			F9999			

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F9999	<p>Continued From page 27</p> <p>(now known as the Health Care Worker Registry) and not checking references from previous employers. The facility failed to check E6's status on the Health Care Worker Registry prior to employment. E6 was employed at the facility on 8/28/06 as a nurse assistant. On 10/20/06 E6 was enrolled in the Certified Nurse Aide program at the facility to become a Certified Nurse Aide. This was completed on 11/17/06 when E6 passed the test. The facility further failed to check the Health Care Worker Registry for 6 additional Certified Nurses Aides (E14-E19) prior to their hiring.</p> <p>Findings include:</p> <p>1. On 1/9/07 the "Nurse Aide Roster" provided by the facility to the surveyors was checked against the "Health Care Worker Registry" (HCWR) for all Certified Nurse Aides (CNA's) employed by the facility. An "Administrative Finding" of "Abuse" on 7/9/99 was noted on E6's HCWR record. The HCWR information also noted that E6 had been enrolled in a Certified Nurse Aide program 4/22/98 and 11/20/06 with competency passed on 5/27/98 and 11/20/06.</p> <p>E1, Administrator, was interviewed on 1/9/06 at 1:41 PM. E1 was unaware of the "abuse" finding on the HCWR. E1 stated that a Criminal History Background Check was done but a check of the HCWR was not done. E1 stated the HCWR was not done because "We didn't think she had ever been a CNA." E1 stated that E6 had not disclosed that she had been a CNA prior to working in this facility. E1 stated E6 worked the evening shift and there had been no problems or involvement in any abuse investigations with E6</p>		F9999				

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F9999	<p>Continued From page 28 during her employment.</p> <p>E6's employee file was reviewed and identified E6 began employment at the facility on 8/28/06. E6 continued to work at the facility until 1/9/07 when she was terminated according to the "Separation and Discharge" form. The employee file contained a Criminal History Background Check which was done 8/20/06. The background check identified E6 did have a non-disqualifying "Hit" which indicated E6 had been convicted for "Criminal Damage to Property" on 7/28/99. There was no documentation in the file that the HCWR had been checked. E6's "Application For Employment" did not identify that E6 had previously been a CNA. E6's employment record did not contain any documentation of reference checks prior to hire.</p> <p>The facility's "Abuse Prevention Program" policy states, "This facility will not knowingly employ individuals who have been convicted of abusing, neglecting or mistreating individuals." The policy further states that to prevent occurrences of abuse the facility will conduct "pre-employment screening of employees." Under the "Procedures for Prevention" regarding "Pre-employment Screening of Potential Employees" it states the facility will not knowingly employ any direct care staff with a finding of abuse on the Registry. It also states "Prior to a new employee starting a work schedule, this facility will: Initiate a reference check from previous employer(s), in accordance with facility policy; ...Check the Health Care Worker Registry on any individual being hired for a Certified Nurse Aide position"....</p> <p>The "Pre-Employment Screening Policy" states</p>	F9999					

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F9999	<p>Continued From page 29</p> <p>all applicants will be appropriately screened prior to the extension of the employment offer. The screen will include reference checks with one or more supervisors, status check on the CNA registry and validation of work history and/or references. The policy also states no applicant will be extended an offer of employment if the work history could not be validated, there are disqualifying offenses on the CNA registry, licensure cannot be validated, or there are convictions on the Criminal background check. Neither policy was followed.</p> <p>2. On 1/9/07 employees of the facility were checked against the HCWR. There were six additional CNA's; E14, E15, E16, E17, E18, and E19, who were identified by E1, as not having had the CNA registry check done prior to hire. E1, stated that they did not check the CNA registry at time of hire as none of the six identified staff, reported previous employment as a CNA at time of hire. Additionally, E1 stated the above six CNA's were in a CNA class at time of hire and E1 did not think they would appear on the registry if they had not worked as CNA's previously. On 1/9/07 the CNA registry check was completed for the above six identified CNA's.</p> <p>(A)</p>		F9999				