

New Jersey Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 03015	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED C 09/30/2021
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NAME OF PROVIDER OR SUPPLIER LAUREL BROOK REHABILITATION AND HEALTHCAR	STREET ADDRESS, CITY, STATE, ZIP CODE 3718 CHURCH ROAD MOUNT LAUREL, NJ 08054
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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 interview and review of pertinent facility documentation, it was determined that the facility failed to maintain the required minimum direct care staff-to-resident ratios as mandated by the state of New Jersey for 21 of 21 shifts reviewed. This deficient practice had the potential to affect all residents. Findings include: Reference: NJ State requirement, CHAPTER 112. An Act concerning staffing requirements for nursing homes and supplementing Title 30 of the Revised Statutes. Be It Enacted by the Senate and General Assembly of the State of New Jersey: C.30:13-18	S 560	1.No residents were identified. 2.All residents have the potential to be affected. 3. Administrator, Director of Nursing, Human Resources Director, and Staffing Coordinator were re-educated on the minimum staffing requirements on 10/14/21. Administrator, Director of Nursing, Human Resources Director, and Staffing Coordinator will meet three times per week to review recruitment efforts and staffing patterns for the current week and the upcoming week. Trends identified from	10/22/21

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

TITLE

(X6) DATE

Electronically Signed

10/19/21

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S 560	<p>Continued From page 1</p> <p>Minimum staffing requirements for nursing homes effective 2/1/21.</p> <p>1. a. Notwithstanding any other staffing requirements as may be established by law, every nursing home as defined in section 2 of P.L.1976, c.120 (C.30:13-2) or licensed pursuant to P.L.1971, c.136 (C.26:2H-1 et seq.) shall maintain the following minimum direct care staff -to-resident ratios:</p> <p>(1) one certified nurse aide to every eight residents for the day shift;</p> <p>(2) 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 certified nurse aides, and each staff member shall be signed in to work as a certified nurse aide and shall perform certified nurse aide duties; and</p> <p>(3) 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 certified nurse aide and perform certified nurse aide duties.</p> <p>As per the "Nurse Staffing Report" completed by the facility for the weeks of 8/29/21 - 9/4/21, 9/5/21 - 9/11/21 and 9/12/21 -9/18/21, the staffing to resident ratios did not meet the minimum requirements of 1 CNA to 8 residents for the day shift as documented below:</p> <ul style="list-style-type: none"> - 8/29/21 had 17 CNAs for 186 residents on the day shift. - 8/30/21 had 18 CNAs for 186 residents on the day shift. - 8/31/21 had 18 CNAs for 186 residents on the day shift. - 9/1/21 had 16 CNAs for 186 residents on the day shift. - 9/2/21 had 17 CNAs for 188 residents on the 	S 560	<p>the meetings will be presented during the monthly QAPI meeting. Facility will continue to conduct weekly orientation and onboarding to enroll new staff members. Also, facility has contracted with multiple agencies to supplement filling open shifts. Facility will continue to participate in a weekly interdisciplinary Quality Care Resource call to review open positions, recruitment tactics, and changes to improve outcomes. All these efforts will provide an opportunity to meet the required staffing minimums.</p> <p>4. The administrator/designee will review the minutes from resident council to determine whether any concerns regarding care and services are identified monthly for three months and then quarterly. The administrator/designee will review the minutes from the staffing meetings to determine whether all efforts are resulting in meeting required staffing minimums. The administrator/designee will interview three residents weekly for four weeks and then monthly for three months to determine if needs are being met. Results of the audits and meeting minutes will be reported to the monthly QAPI meeting. The QAPI Committee will make recommendations based on the results of the audits and meeting minutes.</p>	
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S 560	<p>Continued From page 2</p> <p>day shift.</p> <ul style="list-style-type: none"> - 9/3/21 had 17 CNAs for 188 residents on the day shift. - 9/4/21 had 15 CNAs for 188 residents on the day shift. - 9/5/21 had 16 CNAs for 190 residents on the day shift. - 9/6/21 had 16 CNAs for 190 residents on the day shift. - 9/7/21 had 18 CNAs for 184 residents on the day shift. - 9/8/21 had 16 CNAs for 184 residents on the day shift. - 9/9/21 had 17 CNAs for 174 residents on the day shift. - 9/10/21 had 16 CNAs for 184 residents on the day shift. - 9/11/21 had 19 CNAs for 190 residents on the day shift. - 9/12/21 had 16 CNAs for 190 residents on the day shift. - 9/13/21 had 18 CNAs for 188 residents on the day shift. - 9/14/21 had 16 CNAs for 188 residents on the day shift. - 9/15/21 had 20 CNAs for 185 residents on the day shift. - 9/16/21 had 18 CNAs for 185 residents on the day shift. - 9/17/21 had 17 CNAs for 185 residents on the day shift. - 9/18/21 had 18 CNAs for 185 residents on the day shift. <p>On 10/06/2021 at 4:10 PM, the surveyor conducted a telephone interview with the Director of Nursing (DON) who stated that she was aware of the minimum staffing requirements. DON stated that the facility was actively trying to recruit staff by offering bonuses to the staff. The facility</p>	S 560		

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S 560	Continued From page 3 had signed contracts with 10 agencies to supplement the current staff. They implemented an on-call program with the management staff. The facility was holding events at local high schools and colleges to attract graduates. They were offering tuition incentives for those in the Certified Nurse Aide (CNA) program. The DON also stated that the facility was offering referral bonuses to the staff all in an effort to attract more nurses and aides.	S 560		