

New Jersey Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 30707	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED 02/24/2021
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NAME OF PROVIDER OR SUPPLIER GREEN HILL	STREET ADDRESS, CITY, STATE, ZIP CODE 103 PLEASANT VALLEY WAY WEST ORANGE, NJ 07052
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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		
S1405	8:39-19.5(a) Mandatory Infection Control and Sanitation a) The facility shall require all new employees to complete a health history and to receive an examination performed by a physician or advanced practice nurse, or New Jersey licensed physician assistant, within two weeks prior to the first day of employment or upon employment. If the new employee receives a nursing assessment by a registered professional nurse upon employment, the physician's or advanced practice nurse's examination may be deferred for up to 30 days from the first day of employment. The facility shall establish criteria for determining the completeness of physical examinations for employees. This REQUIREMENT is not met as evidenced	S1405		3/31/21

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

TITLE

(X6) DATE

Electronically Signed

03/11/21

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S1405	<p>Continued From page 1</p> <p>by: Based on interview and review of facility documentation, it was determined that the facility failed to ensure that all newly hired employees had required physical examination (exam) by the physician within two weeks prior to the first date or upon employment. This deficient practice was identified for 4 of 5 new hired employees whose personnel record were reviewed, as was evidenced by the following:</p> <p>On 2/23/21 at 10:57 AM, the surveyor reviewed the new hired employee records that were provided by the Licensed Nursing Home Administrator (LNHA) that showed the following information:</p> <p>The Certified Nursing Aide (CNA) was hired on 1/14/21 and had a physical exam by the physician on 9/5/20.</p> <p>The Licensed Practical Nurse (LPN) was hired on 12/23/20 and had a physical exam by the physician on 10/16/20.</p> <p>The Physical Therapist (PT) was hired on 1/25/21 and had a physical exam by the physician on 11/16/20.</p> <p>The Housekeeper (HK) was hired on 1/16/21 and had a physical exam by the physician on 12/19/20.</p> <p>A review of the above facility-provided documentation revealed that the CNA, LPN, PT, and HK's physician physical exam was done more than two weeks before their hire dates.</p> <p>On the same day, at 11:05 AM, the LNHA</p>	S1405	<p>Element 1: The facility will ensure that all new employees receive a physical within 2 weeks of their first day of employments.</p> <p>A complete audit of the hiring and onboarding process was conducted to assure that all required documentation for new hires is properly completed to NJ standards. All hires with deficient documentation was sent for timely physicals.</p> <p>Element 2: The Chief Human Resource Officer, (CHRO) completed an audit to ensure the new hire paperwork was being completed timely.</p> <p>Element 3: The policy for onboarding new employees was reviewed to include the necessary revisions according to the NJ standards.</p> <p>All HR staff were educated regarding the requirements for new employees.</p> <p>The Administrator will audit new hire files prior to an employee starting to ensure all new hires have completed their physical within 2 weeks of their start date.</p> <p>Element 4: The Chief Human Resource Officer (CHRO) or his designee will audit new employee files weekly to ensure all new hire physicals are completed to the standard x 4, and then monthly. Results of the HR audits will be tracked and trended</p>	
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S1405	<p>Continued From page 2</p> <p>informed the surveyor that the facility utilized an agency for hiring new employees.</p> <p>On that same date and time, the LNHA provided a piece of paper undated and untitled that included, "Latest Physical exam (Statement of Good health, within 10 months of application)." The LNHA informed the surveyor that the piece of paper was the facility policy for hiring new employees. She further stated, "this is our policy."</p> <p>On 2/23/21 at 1:58 PM, the survey team met with the LNHA, Director of Nursing (DON), and discussed the above concerns. The LNHA stated that she was aware of the state regulations about the new hire employees' physical examinations that should be done within two weeks before the first day of employment and that "corporate was aware of the problem."</p> <p>NJAC 8:39-19.5 (a)</p>	S1405	to identify areas in need of improvement and will be presented in the monthly QAPI meeting for further review and recommendations.	