STATEMENT OF DEFICIENCIES	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X3) DATE SURVEY COMPLETED
	AL11953542	**09/19/2012**
NAME OF PROVIDER OR SUPPLIER **PALMS OF LONGWOOD (THE)**	STREET ADDRESS, CITY, STATE, ZIP CODE **480 EAST CHURCH AVENUE** **LONGWOOD, FL 32750**	

SUMMARY STATEMENT OF DEFICIENCIES
(FINDINGS PRECEDED BY TAGS AND REGULATORY IDENTIFYING INFORMATION)

0000 - Initial Comments

. . . . to . . . . conducted Assisted Living Facility complaint inspection CCR#2012006554.

The allegation relating to Background Screening was substantiated.

Cornerstone of Longwood had deficiencies cited at the time of the visit.

0077 - Staffing Standards - Administrators - 58A-5.019(1) FAC

Based on personnel record review and interview the facility's administrator, who was responsible for the maintenance of the facility including the management of all staff, failed to have a system in place to obtain proper legal documentation prior to hiring employees who were not United States Citizens, who would be providing care to the residents of the facility and to terminate staff when their legal documentation to work expired for 2 of 4 sampled staff (Staff A & Staff B).

Findings:

The agency received information that the facility administrator hired staff that were born in another country and who did not have the proper legal documentation to work in the United States.

Personnel record review for Staff A revealed that there was no documentation in her file that she confirmed she was a United States Citizen.

1. Review of the Form I-9, Employment Eligibility Verification dated . . . . revealed Staff A stated she was a lawful permanent resident and provided a Green Card and Driver's license for verification.

Personnel record review for Staff A revealed that there was no documentation in her file that confirmed she was a lawful permanent resident.

The administrator and assistant administrator was asked on at approximately 3 PM to provide legal documentation that staff #A was eligible to work in the United States. They were unable to locate the documentation.

The administrator/assistant administrator was given the opportunity to provide the proper documentation via e-mail.

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SUMMARY STATEMENT OF DEFICIENCIES
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Email received from the facility on stated, "Upon hiring, the staff's Visa was checked and was valid until 2010. The staff was in the process of renewing their working visa. Due to not being able to provide valid documentation we are terminating (name mentioned)." Email received from the facility on stated, "The documents presented at time of employment were not copied."

2. Review of the Form I-9, Employment Eligibility Verification; dated revealed Staff B stated he was a citizen or national of the United States and provided a Driver's license and Social Security card for verification.

Personnel record review for Staff B revealed that there was no documentation in his file that confirmed he was a citizen or national of the United States.

The administrator and assistant administrator was asked on at approximately 3 PM to provide legal documentation that staff #B was eligible to work in the United States. They were unable to locate the documentation.

The administrator/assistant administrator were given the opportunity to provide the proper documentation via e-mail.

Email received on stated, "Upon hiring, the staff's Visa was checked and was valid until 2010. The staff was in the process of renewing their working visa. Due to not being able to provide valid documentation we are terminating (name mentioned). Email received from the facility on stated, "The documents presented at time of employment were not copied."

The administrator failed to have adequate documentation that indicated Staff A and Staff B were eligible to work in the United States and failed to terminate the employees when their legal documentation to work was not valid in 2010.

Class III

Z815 - Background Screening; Prohibited Offenses - 408.809, 435.02(2), 435.06

Based on record review and interview the facility failed to ensure 1 of 4 sampled staff (Staff C) was in compliance with Level 2 background screening before the staff received their Activities of Daily Living (ADL) training.

Findings:

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SUMMARY STATEMENT OF DEFICIENCIES
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Review of personnel files revealed Staff C was hired on , received training in ADL care on and had results for eligibility for Level 2 Background screening dated .

The facility did not ensure the staff was in compliance with Level 2 background screening before they received their ADL training.

Phone interview with the assistant administrator on at approximately 1:30 PM who stated she was not aware the staff member needed to be in compliance with Level 2 background screening before receiving training.

Unclassified