MSDH - Health Facilities Licensure and Certification

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X2) MULTIPLE CONSTRUCTION	(X3) DATE SURVEY COMPLETED
	43BM	A. BUILDING: _____ B. WING _____	09/12/2019

NAME OF PROVIDER OR SUPPLIER	STREET ADDRESS, CITY, STATE, ZIP CODE
DIVERSICARE OF BROOKHAVEN	519 BROOKMAN DRIVE BROOKHAVEN, MS 39601

(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
M 000	Initial Comments The State Agency (SA) conducted an annual recertification survey from 9/9/19 through 9/12/19. During the survey, the SA determined the facility was not in compliance with the Mississippi Regulations for Minimum Standards for Institutions for Aged or Infirm with deficiencies cited at M 515. At the time of the survey, the census was 53 and the facility held a license for 58 beds.	M 000		
M 515	45.18.2 In-service Training In-service Training. Appropriate in-service education programs shall be provided to all employees on an on-going basis. This Statute is not met as evidenced by: Level II Based on staff interviews, record reviews, and facility statement, the facility failed to ensure Nurse Aides (NA) in Training completed the examination within 120 days for three (3) of 43 nurse aides employed. Findings include: A review of a statement, signed by the Director of Nursing, not dated, revealed the facility follows Mississippi State regulations for the employment of nursing aides. A review of the Mississippi Nurse Aide Candidate Handbook, dated July 2018, revealed the nurse aide must take and pass both parts of the National Nurse Aide Assessment Program (NNAAP) Examination and be certified within four (4) months (120 days) from the hire date.	M 515	1. Nursing Aide #1, Nursing Aide #2, and Nursing Aide #3 were removed from working schedule on 9/10/2019 until certification has been obtained and are registered in Pearson Vue database.100% audit conducted on 9/12/2019 on all current Nursing Aide employees to verify certification obtained within 120 days after employment with any such employee found and removed from the working schedule per Director of Nursing (DNS) and Assistant Director of Nursing (ADNS). No other employees were removed from the schedule. 2. All Residents in the center are at risk for the deficient practice. 3. Education/In-service on Mississippi State Regulations of the Employment of Nursing Aides provided to DNS and ADNS	10/18/19

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE | TITLE | (X6) DATE

Electronically Signed | 10/04/19

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M 515	Continued From page 1 A review of the Certified Nurse Aide (CNA) certifications list revealed NA #1, NA #2, and NA #3 did not have any certifications listed. All three (3) aides were listed as Nurse Aides in Training on the list of employees provided by the facility. Review of the work schedule and documentation for NA #1, revealed the NA was hired 3/28/19. There was no documentation that NA #1 was certified. NA #1 completed the Mississippi State Nurse Aid Training Program on 11/21/18. The NA was scheduled and worked last on Sunday, 9/8/19. Review of the work schedule and documentation for NA #2, revealed she was hired 3/21/19. She completed the Mississippi State Nurse Aid Training Program on the 9/19/18. There was no documentation that NA #2 had been certified. NA #2 last worked Thursday, 9/5/19, Friday, 9/6/19, and Monday, 9/9/19. Review of NA #3's personnel file and schedule revealed the last scheduled work day was 7/3/19, with a hire date of 1/28/19. There was no documentation of a Certificate of Training or certification. During an interview on 09/10/19 at 3:05 PM, Registered Nurse (RN) #1/Staff Development (SD) stated the NAs in Training would work until they passed both tests. RN #1 stated that NA #3 had passed one (1) of the tests, but not both. She stated that NA #3 had not worked in almost 90 days. RN #1 said she believed the facility policy was they could work for a year without being certified. During an interview on 09/11/19 at 11:01 AM, RN	M 515	to monitor for certification completion within 120 days of employment per Director of Clinical Operations on 9/12/2019. All new potential hires will have completed certification prior to the hiring process. 4. DNS and ADNS will monitor all new potential Nursing Aides applicants for completion of certification prior to employment offer beginning 9/12/2019. This will discussed and documented in monthly Quality Assurance and Performance Improvement (QAPI) for three months. Any variance to procedure will be corrected immediately and addressed by DNS.	

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M 515	Continued From page 2 #1/SD said the two (2) NA in Training that were on the schedule, NA #1 and NA #2, were sent home and told they could no longer work as of yesterday (9/10/19), until they passed the test. RN #1 said she did not have access to examination results in the facility. During an interview on 09/11/19 at 1:42 PM, the Director of Nursing (DON) said she was aware the three (3) NA were working in the facility as NAs in Training, but did not know that the aides had 120 days to pass the CNA certification from the hire date, to continue working; providing resident care.	M 515		