

Received 11/17/23

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FORM APPF

Division of Health Service Regulation

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: HAL044009	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING: _____	(X3) DATE SURVEY COMPLETED 10/18/2023
NAME OF PROVIDER OR SUPPLIER HAYWOOD LODGE AND RETIREMENT		STREET ADDRESS, CITY, STATE, ZIP CODE 251 SHELTON STREET WAYNESVILLE, NC 28786		
(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)	(X) COMF DA
D 000	Initial Comments The Adult Care Licensure Section and the Haywood County Department of Social Services completed a follow-up survey and a complaint investigation from 10/17/23 through 10/18/23.	D 000		
D992	G.S. § 131D-45 (a) Examination and screening G.S. § 131D-45. Examination and screening for the presence of controlled substances required for applicants for employment in adult care homes. (a) An offer of employment by an adult care home licensed under this Article to an applicant is conditioned on the applicant's consent to an examination and screening for controlled substances. The examination and screening shall be conducted in accordance with Article 20 of Chapter 95 of the General Statutes. A screening procedure that utilizes a single-use test device may be used for the examination and screening of applicants and may be administered on-site. If the results of the applicant's examination and screening indicate the presence of a controlled substance, the adult care home shall not employ the applicant unless the applicant first provides to the adult care home written verification from the applicant's prescribing physician that every controlled substance identified by the examination and screening is prescribed by that physician to treat the applicant's medical or psychological condition. The verification from the physician shall include the name of the controlled substance, the prescribed dosage and frequency, and the condition for which the substance is prescribed. If the result of an applicant's or employee's examination and screening indicates the presence of a controlled substance, the adult care home may require a second examination	D992	Both employees were retested on the day of survey and both were negative. We also conduct random drug test ever 30-60 days.	10/19/23

Division of Health Service Regulation

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

TITLE

(X5) DATE

STATE FORM

1609

JMOP11

If continuation sheet 1 c

Renewed & Acknowledged 11/17/23 ADMINISTRATOR JMJ 11/17/23

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D992	Continued From page 1 and screening to verify the results of the prior examination and screening. This Rule is not met as evidenced by: Based on interviews and record reviews, the facility failed to ensure 2 of 3 sampled staff (Staff B and C) that tested positive for controlled substances and did not have a physician's prescription were not employed by the facility. The findings are: 1. Review of Staff B's, personal care aide (PCA), personnel record revealed: -Staff B was hired on 09/06/23. -There was documentation of a drug screen positive for THC (the substance primarily responsible for the effects of marijuana on a person's mental status). -There was no documentation of any further drug screens. Interview with Staff B on 10/18/23 at 9:45am revealed: -She worked as a PCA in the facility and her job duties consisted of assisting residents with incontinence care, showers, and transfers. -She knew she tested positive for THC upon hire and was informed she would need to complete a second drug screen another day. -She was not told when to complete the second drug screen. Refer to the interview with the Human Resources (HR) director on 10/18/23 at 8:25am. Refer to the interview with the Resident Care Coordinator (RCC) on 10/18/23 at 8:30am. Refer to the interview with the Administrator on	D992	The facility will not hire any individual testing positive for controlled substance unless they have a physician order indicating a need for that substance. We still maintain the right to deny employment if the applicant is unable to carry out the duties of the job.	10/19/23

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D992	Continued From page 2 10/18/23 at 9:10am 2. Review of Staff C's, medication aide (MA), personnel record revealed: -Staff C was hired 09/27/23. -There was documentation of a positive drug screen. -There was no documentation of which drug was positive or any further drug screens. Interview with Staff C on 10/18/23 at 8:48am revealed: -She worked as a MA in the facility and her job duties consisted of administering medications to residents. -She completed a drug screen upon hire but was not told the drug screen results. -She was not told she would need to complete a second drug screen. Refer to the interview with the Human Resources (HR) director on 10/18/23 at 8:25am. Refer to the interview with the Resident Care Coordinator (RCC) on 10/18/23 at 8:30am. Refer to the interview with the Administrator on 10/18/23 at 9:10am Interview with the Human Resources Director (HRD) on 10/18/23 at 8:25am revealed: -She and the Resident Care Coordinator (RCC) were responsible for ensuring drug screens for new staff were completed upon hire. -The RCC informed her having a drug screen positive for THC was not a condition for hiring staff. -She would be concerned staff administering medications and assisting residents might be working while cognitively impaired.	D992	DEFR. Employee was administered drug test on this day that was negative. Explained to staff that they would have random drug test	10/19/23	

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D992	Continued From page 3 -If there was a suspicion that staff was impaired while at work, she would conduct a drug screen and "send them home" if it was positive. Interview with the RCC on 10/18/23 at 8:30am revealed: -She and the HRD were responsible for ensuring drug screens were completed upon hire. -Staff B and Staff C had drug screens that were positive for THC. -Neither staff had prescriptions from their physicians for the THC. -The Administrator informed her in the past that having a drug screen positive for THC was not a condition of employment. -She was concerned that staff might be cognitively impaired while administering medications and assisting residents with ADLs, so she watched them carefully. -She would send staff "home" if they appeared impaired. Interview with the Administrator on 10/18/23 at 9:10am revealed: -Staff that had drug screens positive for narcotics were required to provide a physician's prescription for the narcotic. -If he conducted drug screens for THC on all the staff in the facility most would test positive. -Staff was aware of that the facility conducted random drug screens every 30 - 60 days. -He would look at their criminal background check if staff had a drug screen positive for THC. -He would not hire staff if there were drug charges on the criminal background check or the staff looked cognitively impaired. -Newly hired staff were in training and other staff would be able to notice if the staff was cognitively impaired.	D992		