STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X2) MULTIPLE CONSTRUCTION	(X3) DATE SURVEY COMPLETED
	355051	A. BUILDING _____ B. WING _____	C 05/15/2023

NAME OF PROVIDER OR SUPPLIER	STREET ADDRESS, CITY, STATE, ZIP CODE
HATTON PRAIRIE VILLAGE	950 DAKOTA AVE HATTON, ND 58240

(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) COMPLETION DATE
F 000	INITIAL COMMENTS An unannounced onsite investigation survey regarding a facility reported incident was completed on May 15, 2023.	F 000		
F 940 SS=D	Training Requirements CFR(s): 483.95 §483.95 Training Requirements A facility must develop, implement, and maintain an effective training program for all new and existing staff; individuals providing services under a contractual arrangement; and volunteers, consistent with their expected roles. A facility must determine the amount and types of training necessary based on a facility assessment as specified at § 483.70(e). Training topics must include but are not limited to- This REQUIREMENT is not met as evidenced by: Based on review of the facility reported incident investigation report, review of the facility employee handbook and policies, review of personnel records, review of the contract staffing agency policies, and staff interviews, the facility failed to complete new employee orientation for 1 of 1 contracted staff (Staff #1). Failure to appropriately train all staff, including facility staff, contracted staff, and volunteers has the potential to adversely affect resident safety, care and may increase the risk of adverse events. Findings include: Review of the facility "Employee Handbook" occurred on 05/15/23. Page 9 of this handbook, revised April 2023, stated ". . . Orientation. Within seven (7) days of employment you will receive training in the following areas . . . Safe operating	F 940	Develop contract employee training policy and checklist, including prohibition of guns/weaponsw on Hatton Prairie Village's (HPV) premises and buildings. Implement training and checklist when next contract employee is working at HPV. Manager of the department where the contract employee is working will do the training and checklist. QAPI Manager will monitor this training to be sure contract employee is properly trained prior to beginning work at HPV. HPV's QAPI program will include monitoring of contract employee training. QAPI Committee will determine if HPV has a contract employee working, who	6/15/23

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

Electronically Signed | 06/05/2023

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F 940	Continued From page 1 procedures . . . You will also receive a copy of HPV's [Hatton Prairie Village] Employee Handbook which describes the expectations of employment at HPV, its policies and benefits available to you. . . ." Page 57 of the employee handbook included policy 6.30 titled "Code of Conduct and Disciplinary Action" This policy states ". . . Hatton Prairie Village may terminate an employee immediately . . for certain actions, as follow . . .Carrying weapons of any kind in HPV's buildings or on its property . . ." Review of facility policy number 8.64 titled "Workplace Violence Policy" states . . . Weapons in the Workplace. Hatton Prairie Village prohibits employees or any person in its buildings . . .from possessing weapons of any kind. . . . Prohibited weapons include, but are not limited to, hand guns . . ." Review of the "New Employee Onboarding Process" effective April 26, 2022, showed on Page 2 that an employee is to "Review policies/sign forms" including Abuse and Neglect and Alcohol and Drug Use. This form is to be initialed by the orientator when complete. Review of contract staff #1's staffing agency's policies and procedures occurred on 05/15/23. This document, signed by contract staff #1 on 02/21/23 acknowledged "I have received a copy of the following Policies and Procedures and any applicable supplement for [staffing agency] . . . . Employee Handbook . . ." Page 15 of the [staffing agency] employee handbook states, "being under the influence of . . . alcohol . . . while on client premises . . . is strictly prohibited. . . ." Page 16 states ". . . [staffing agency] prohibits the possession of weapons . . . additionally, while on duty, employees may not carry a weapon of any type. . . ."	F 940	the contract employee is, department he/she is working in and that the training of the contract employee has been completed.	

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F 940	Continued From page 2	F 940		

The facility's investigation report included the following documentation:
"On Sunday afternoon, May 7, (Staff #1) . . . approached (Individual A) . . . (Staff #1) was staying in HPV's motel room . . . The motel room is located at the very end of our south hallway. (Individual A) noticed a large hole in the door to the motel room. (Individual A) asked (Staff #1) what happened to the door. (Staff #1) told (Individual A) her gun had gone off accidentally and could he repair the door. . . . (Individual A) asked (Staff #1) why she had a gun in the room and she said she normally keeps it in her car but brought the gun in with her after drinking/partying in a local bar . . . (Staff #1) main concern wasn't that her gun had discharged in a nursing home, but how to cover up/hide the damage. (Individual A) immediately called (Staff #2). Traill County Sheriff's Department was called immediately after this notification. Two deputies arrived timely at HPV and interviewed (Staff #1). HPV prohibits guns/firearm in our facility and on our grounds. We had no knowledge that (Staff #1) had a gun with her. . . . We did do an orientation with (Staff #1) when she arrived for work at HPV which included our alcohol/drug policy. We did not review our gun/firearms prohibition policy with (Staff #1). It has not been a part of our orientation with agency employees. . . ."

Review of contract staff #1's personnel file showed no documentation of orientation/onboarding/training provided or signed within seven days of employment. During interviews on 05/15/23 at 9:30 a.m. and 11:10 a.m. respectively, an administrative staff member (#2) confirmed the supervising manager did not

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F 940	Continued From page 3 complete orientation with contracted staff #1. When asked if it is each department supervisors' responsibility to orientate staff to their departments she stated, "Yes." Administrative staff (#2) confirmed the facility does not have a contracted employee onboarding policy or checklist. The facility currently utilized their own employee onboarding checklist. During an interview on 05/15/23 at 12:10 p.m., an administrative staff member (#2) confirmed employee orientation should be done with all new staff including contract staff.	F 940		