

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 155464	X2) MULTIPLE CONSTRUCTION A. BUILDING 00 B. WING _____	X3) DATE SURVEY COMPLETED 07/03/2012
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NAME OF PROVIDER OR SUPPLIER ROCKVILLE NURSING AND REHABILITATION CENTER	STREET ADDRESS, CITY, STATE, ZIP CODE 768 N US HWY 41 ROCKVILLE, IN 47872
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F0000	<p>This visit was for the Investigation of Complaint IN00109790.</p> <p>Complaint IN00109790- substantiated, state deficiencies related to the allegation are cited at F9999.</p> <p>Survey date: July 3, 2012</p> <p>Facility number: 000492 Provider number: 155464 AIM number: 100291360</p> <p>Survey team: Joyce Hofmann, RN</p> <p>Census bed type: SNF/NF: 38 Total: 38</p> <p>Census payor type: Medicare: 4 Medicaid: 16 Other: 18 Total: 38</p> <p>Sample: 3</p> <p>Rockville Nursing and Rehab was found to be in compliance with 42 CFR Part 483, Subpart B in regard to the Investigation of Complaint IN00109790.</p>	F0000		

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

TITLE

(X6) DATE

Any deficiency statement ending with an asterisk (*) denotes a deficiency which the institution may be excused from correcting providing it is determined that other safeguards provide sufficient protection to the patients. (see instructions.) Except for nursing homes, the findings stated above are disclosable 90 days following the date of survey whether or not a plan of correction is provided. For nursing homes, the above findings and plans of correction are disclosable 14 days following the date these documents are made available to the facility. If deficiencies are cited, an approved plan of correction is requisite to continued program participation.

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	This state finding was cited is in accordance with 410 IAC 16.2.				

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F9999	<p>STATE RULE FINDINGS</p> <p>3.1-14 PERSONNEL</p> <p>(a) Each facility shall have specific procedures written and implemented for the screening of prospective employees. Specific inquiries shall be made for prospective employees. The facility shall have a personnel policy that considers references and any convictions in accordance with IC 16-28-13-3.</p> <p>This state rule was not met as evidenced by:</p> <p>Based on interview and record review, the facility failed to ensure all personnel were checked for findings in the CNA registry. [Employee #1]</p> <p>Findings include:</p> <p>Interview with the Business Office Manager [BOM] on 07/03/12 at 10:50 a.m., indicated the facility had an ex-employee by the name of Employee #1. Employee # 1 was the name of alleged personnel who had a finding of neglect on the CNA registry. The BOM indicated the facility had a file on the Employee # 1.</p>	F9999	<p>Preparation and/or execution of this plan does not constitute admission or agreement by the provider of the truth of the facts alleged or conclusions set forth on the statement of deficiencies. This plan of correction is prepared and/or executed solely because required.</p> <p>F 9999 Personnel</p> <p>(a) What corrective action(s) will be accomplished for those residents found to have been affected by the practice:</p> <p>Employee # 1 personnel file reviewed and interview with employee conducted. The employee was suspended and subsequently terminated.</p> <p>(b) How you will identify other residents having</p>	08/02/2012			

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	<p>Interview with the Administrator on 07/03/12 at 11:15 a.m., indicated Employee #1 had worked at the facility as a housekeeper since 03/18/08 and was terminated on 06/28/12. The Administrator indicated the Attorney General had come to the facility on 06/18/12 and told the Administrator that Employee #1 had a finding against her on the CNA registry. The Administrator indicated the facility did not do the check on the CNA registry due to Employee #1 did not put on her application she had worked as a CNA. The Administrator indicated once the Attorney General informed her, Employee #1 was suspended immediately pending investigation. The Administrator indicated Employee #1 did not show up on the federal exclusion check. The Administrator indicated Employee #1 falsified her application as she had put on her application she had only been employed at the local high school as a custodian.</p> <p>Review of Employee #1's personnel file on 07/03/12 at 11:50 a.m., indicated a termination Personnel Action Form, dated 06/28/12, which indicated, "Employee suspended 6-18-12 pending investigation. Employee found to have abuse allegation at previous employment there-fore</p>		<p>potential to be affected by the same practice and what corrective action will be taken:</p> <p>.</p> <p>A one time audit of current employees and they were checked for findings in the C N A registry. No other employees were identified with any findings on the C N A registry.</p> <p>(c) What measures will be put into place or what systematic changes you will make to ensure that the practice does not recur</p> <p>Department Managers were educated on practice of pre-employment requirements including checking for finding in the C.N.A. registry. All applicants for employment will be checked with the C N A registry for any findings prior to employment as per requirement. Checklist of pre employment requirements</p>	

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	<p>employee terminated 6-28-12." The file had 2 Employment Reference Forms that indicated she was employed at the local high school and at another local health care facility as a CNA from June 2005 to March 2007. Both reference checks indicated they were conducted by the Maintenance Director on 03/18/08, but there was no indication or reference to Employee #1 having a finding against her while she was a CNA.</p> <p>The Employment Record indicated only 1 employer, which was the school corporation and the previous health care facility had not been placed on the employment record.</p> <p>Interview with Employee #1 on 07/03/12 at 4:37 p.m., indicated she was employed at the other health care facility when she was certified and worked as an aide and the finding against her was placed while employed at that facility which was 11 or 12 years ago. Employee #1 indicated she could not remember any of the details of the finding because it had been so long ago. Employee #1 indicated her mother-in-law had called this in over a personal family problem they were having.</p> <p>Review of Indiana Online Licensing check provided by the Administrator on</p>		<p>developed and implemented with each new hire.</p> <p>(d) How the corrective action(s) will be monitored to ensure the practice will not recur, i.e., what quality assurance program will be put into place:</p> <p>HFA/Designee will audit the checklist of the new hire prior to offer of employment. The above audits will be reviewed at the next Risk Management/QA committee meeting and monitoring will be completed quarterly by the RDCO when she completes her system reviews which includes pre-employment /documentation.</p> <p>(e) Date of compliance: 8-2-12</p>				

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	<p>07/03/12 at 4:30 p.m. indicated the alleged personnel was a CNA who was certified from 10/16/1996 and expired on 10/16/2006. The License Status indicated, "Finding." No other information was provided.</p> <p>Review of the facility's policy on Abuse, Neglect, and Exploitation, dated 11/03, indicated, "... The facility will screen all potential employees in the following ways: a) Require the prospective employee to complete an application form. b) Criminal background screening will be performed on employees prior to offer of permanent employment. If a conviction is found of a felony or crimes against a dependent population or abuse, neglect, mistreatment, or misappropriation of resident funds, the employee is ineligible for permanent employment. > Employees who fail to report criminal convictions on their applications will be considered as falsification of their applications and not eligible for employment. > If previous unknown information would affect the applicants fitness for work in the nursing facility, the facility will notify the appropriate authorities. c) The facility shall request at least two(2) [sic] work references on the prospective employee and the facility will make every effort to contact those references in regard to work</p>				

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	<p>performance and background. d) All health care providers that require licensure or certification in the State of Indiana will be verified through the Indiana Health Professions Bureau prior to employment. The applicant must be in good standing...."</p> <p>Interview with the Administrator on 07/03/12 at 4:55 p.m. indicated the facility had checked all their employees for findings on the CNA registry since this occurred.</p> <p>Indiana Code 16-28-13-4 indicated, "... Except as provided in subsection (b), a person who: (1) operates or administers a health care facility; or (2) operates an entity in the business of contracting to provide nurse aides or other unlicensed employees for a health care facility; shall apply within three (3) business days from the date a person is employed as a nurse aide or other unlicensed employee for a copy of the person's state nurse aide registry report from the state department and a limited criminal history from the Indiana central repository for criminal history information under IC 10-13-3 or another source allowed by law...."</p> <p>3.1-14(a)</p>			