

Division of Health Service Regulation

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: HAL041023	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED 11/05/2014
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NAME OF PROVIDER OR SUPPLIER ST GALES ESTATES	STREET ADDRESS, CITY, STATE, ZIP CODE 7411 LEE'S CHAPEL ROAD GREENSBORO, NC 27405
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(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
D 000	Initial Comments The Adult Care Licensure Section conducted an annual survey on November 4, 2014 - November 5, 2014.	D 000		
D 131	<p>10A NCAC 13F .0406(a) Test For Tuberculosis</p> <p>10A NCAC 13F .0406 Test For Tuberculosis (a) Upon employment or living in an adult care home, the administrator and all other staff and any live-in non-residents shall be tested for tuberculosis disease in compliance with control measures adopted by the Commission for Health Services as specified in 10A NCAC 41A .0205 including subsequent amendments and editions. Copies of the rule are available at no charge by contacting the Department of Health and Human Services Tuberculosis Control Program, 1902 Mail Service Center, Raleigh, NC 27699-1902.</p> <p>This Rule is not met as evidenced by: Based on interview and record review, the facility failed to assure 2 of 5 sampled staff (E and B) were tested upon employment for tuberculosis (TB) disease in compliance with control measures adopted by the Commission for Health Services as specified in 10A NCAC 41A .0205. The findings are:</p> <p>1. Review of the employee record for Staff B revealed:</p> <ul style="list-style-type: none"> - Staff B was hired 6/03/10 as a personal care aide (PCA)/ Medication Aide (MA). - Staff B's employee record included a TB skin test dated 9/15/09 which was read as positive with a 27mm result. - A negative chest x-ray was obtained on 9/21/09. - No Record of TB screening upon hire was in the employee record for Staff B. 	D 131	<p>upon hiring if an employee has a positive TB screening they must have a record showing of a negative TB screening upon hire. the administrator or Asst. Administrator will be responsible for checking all records before hiring</p>	11/5/14



Division of Health Service Regulation
LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE

TITLE Administrator

(X6) DATE

11/25/14

12/5/14 K Miller Approved

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D 131	<p>Continued From page 1</p> <p>Review of the N.C. TB Control Program Policy Manual revealed:</p> <ul style="list-style-type: none"> - Employees/residents upon employment or admission with a previous documented positive TB skin test and negative chest x-ray and no symptoms of TB are required to have completed a Record of TB Screening (DHHS 3405). <p>2. Review of the employee record for Staff E revealed:</p> <ul style="list-style-type: none"> - Staff E was hired on 7/29/14 as a personal care aide. - A TB skin test had been obtained on 3/06/14 and read as negative on 3/08/14 which was within 12 months of Staff E's hire date. - No TB testing upon hire was in the employee record. <p>Review of the N.C. TB Control Program Policy Manual revealed:</p> <ul style="list-style-type: none"> - Staff with a TB skin test within the previous 12 months would require a single Tuberculin skin test (TST) upon employment. <p>Interview on 11/05/14 at 2:43 p.m. with the Resident Care Coordinator (RCC) revealed:</p> <ul style="list-style-type: none"> - The RCC was responsible for ensuring all residents and staff had TB testing. - The RCC ensured the facility nurse was notified to complete the required TB testing for new employees. - Names of employees were put on a check list for the nurse to complete. - The RCC ensured the TB tests were completed by the nurse. - The RCC was not aware Staff E's did not have a second TB skin test upon hire. <p>Interview on 11/05/14 at 2:43 p.m. with the</p>	D 131	<p>upon hiring an employee will present 1st step TB test screening within 15 days of employment the 2nd step TB test screening will be completed the administrator and a asst. administrator will be responsible for checking all records to ensure steps are complete.</p>	11/5/14
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D 131	Continued From page 2 Resident Care Director revealed: - The RCC was responsible for ensuring TB testing for all residents and staff. - The RCC ensured the facility nurse was notified to complete the required TB testing for new employees. - Names of employees were put on a check list for the facility nurse to complete. - The RCC ensured the TB tests were completed by the nurse. - The RCC was not aware of the need for a Record of TB screening needed to be completed upon hire on employees with a history of a positive TB skin test.	D 131		
D 139	10A NCAC 13F .0407(a)(7) Other Staff Qualifications 10A NCAC 13F .0407 Other Staff Qualifications (a) Each staff person at an adult care home shall: (7) have a criminal background check in accordance with G.S. 114-19.10 and 131D-40; This Rule is not met as evidenced by: Based on interview and record review, the facility failed to assure 3 of 5 sampled staff had a statewide criminal background check in accordance with G.S. 114-19.10 and 131D-40 upon hire. (C, D, E). The findings are: 1. Review of the employee record for Staff D revealed: - Staff D was hired on 7/21/14 as a personal care aide/Medication Aide (MA). - There was documentation of a local city criminal background check. - There was no documentation of a statewide criminal background check since Staff D had been hired.	D 139	<i>stop D131</i>	<i>11/5/14</i>
			<i>before hiring administrator or administrator asst. will complete a statewide criminal background check for all new employees</i>	<i>11/25/14</i>

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D 139	<p>Continued From page 3</p> <p>Interview on 11/05/14 at 3:55 p.m. with Staff D revealed:</p> <ul style="list-style-type: none"> - Staff D had been hired in July 2014 as a MA. - Staff D had orientation at this facility with training and now was passing medications but was not aware of a criminal statewide background check having been completed. <p>Refer to interview on 11/05/14 at 9:05 a.m. and 11:45 a.m. with the Resident Care Director. (RCD)</p> <p>Refer to interview on 11/05/14 at 11:45 a.m. with the Administrator.</p> <p>2. Review of the employee record for Staff E revealed:</p> <ul style="list-style-type: none"> - Staff E was hired on 7/29/14 as a personal care aide. - There was documentation of a local city criminal background check. - There was no documentation of a statewide criminal background check since Staff E had been hired. <p>Refer to interview on 11/05/14 at 9:05 a.m. and 11:40 a.m. with the Resident Care Director. (RCD)</p> <p>Refer to interview on 11/05/14 at 11:45 a.m. with the Administrator.</p> <p>3. Review of the employee record for Staff C revealed:</p> <ul style="list-style-type: none"> - Staff C was hired on 5/09/14 as a personal care aide. <p>There was documentation of a local city criminal background check completed.</p> <ul style="list-style-type: none"> - There was no documentation of a statewide 	D 139		11/25/14

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D 139	<p>Continued From page 4</p> <p>criminal background check since Staff C had been hired.</p> <p>Refer to interview on 11/05/14 at 9:05 a.m. and 11:40 a.m. with the Resident Care Director. (RCD)</p> <p>Refer to interview on 11/05/14 at 11:45 a.m. with the Administrator.</p> <hr/> <p>Interview on 11/05/14 at 9:05 a.m. and 11:40 a.m. with the RCD revealed:</p> <ul style="list-style-type: none"> - The process for criminal background checks for new employees is for the staff person to go to the local police or clerk of court themselves to obtain criminal background check. - The RCD was not aware of needing the statewide check. - The facility would ensure all new hires had the appropriate criminal background checks completed. 	D 139		11/25/14
D992	<p>Interveiw on 11/05/14 at 11:45 a.m. with the Administrator revealed:</p> <ul style="list-style-type: none"> - The Administrator was responsible for ensuring staff qualifications were completed upon hire. - The Administrator was not aware that a local city criminal background check did not meet the requirement. - All staff had a local check done but she would ensure all staff had a statewide criminal background check or nationwide check as indicated. <p>G.S. § 131D-45 Examination and screening</p> <p>G.S. § 131D-45. Examination and screening for the presence of controlled substances required</p>	D992	stop DB9	

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D992	<p>Continued From page 5</p> <p>for applicants for employment in adult care homes.</p> <p>(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 and screening to verify the results of the prior examination and screening.</p> <p>This Rule is not met as evidenced by: Based on interview and record review, the facility failed to assure an offer of employment was conditioned upon obtaining an examination and screening for controlled substances for 3 of 3</p>	D992	<p>upon hiring all new employees will sign a consent form for drug screening to check for controlled substances, illegal drugs, or non-prescription drugs test to be conducted by a licensed professional</p> <p>all employees of St. Gales Manor have completed drug screening that were hired after Oct. 2013</p>	<p>11/11/14</p> <p>11/11/14</p>
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D992	<p>Continued From page 6</p> <p>sampled employees. (C, D and E). The findings are:</p> <p>1. Review of the employee record for Staff D revealed:</p> <ul style="list-style-type: none"> - Staff D was hired on 7/21/14 as a personal care aide/Medication Aide (MA). - There was no evidence of a consent nor screening for controlled substances having been obtained since Staff D had been hired. <p>Interview on 11/05/14 at 4:12 p.m. with Staff D revealed:</p> <ul style="list-style-type: none"> - Staff D had been hired in July 2014 as a MA. - Staff D had orientation at this facility with training and now was passing medications but had not had a drug test completed. <p>Refer to interview on 11/05/14 at 11:45 a.m. with the Administrator.</p> <p>2. Review of the employee record for Staff E revealed:</p> <ul style="list-style-type: none"> - Staff E was hired on 7/29/14 as a personal care aide. - A signed drug testing consent was signed dated 7/29/14. - There was no evidence of controlled substance screening having been obtained. <p>Review of the facility's Consent and Release of Liability for Drug Testing in Staff E's employee record included:</p> <ul style="list-style-type: none"> - A statement as follows: "I understand that as a condition of employment (with the facility) I may be required to submit a sample for analysis to check for the presence of illegal or non-prescription drugs." <p>Refer to interview on 11/05/14 at 11:45 a.m. with</p>	D992		11/11/14
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D992	<p>Continued From page 7</p> <p>the Administrator.</p> <p>3. Review of the employee record for Staff C revealed:</p> <ul style="list-style-type: none"> - Staff C was hired on 5/09/14 as a personal care aide. - A drug testing consent was signed and dated 5/09/14. - There was no evidence of controlled substance screening having been obtained since Staff C had been hired. <p>Review of the facility's Consent and Release of Liability for Drug Testing in Staff C's employee record included:</p> <ul style="list-style-type: none"> - A statement as follows: "I understand that as a condition of employment (with the facility) I may be required to submit a sample for analysis to check for the presence of illegal or non-prescription drugs." <p>Refer to interview on 11/05/14 at 11:45 a.m. with the Administrator.</p>	D992	<p style="text-align: center; font-size: 2em;">STOP D992</p>	<p style="text-align: right; font-size: 1.5em;">11/11/14</p>
	<p>Interview on 11/05/14 at 11:45 a.m. with the Administrator revealed:</p> <ul style="list-style-type: none"> - She had been responsible for ensuring employee requirements were completed. - The Administrator did not know controlled substance testing was to be completed upon hire. - She was not aware that if a controlled substance test was positive, a physician verification statement would be required and if not, the applicant would not be able to be hired. - The Administrator would have all new staff controlled substance screened as soon as possible. 			

Herring, Belverly G

From: Miles, Karen
Sent: Friday, December 05, 2014 12:22 PM
To: vfunder@co.guilford.nc.us
Cc: Griffis, Angela; Herring, Belverly G
Subject: St. Gales Estates POC
Attachments: St. Gales Estates 2014-12-01 POC 794L11.pdf

Dear Ms. Funderburk:

Please find the POC for the annual survey at this facility dated 11/05/14 attached to this email.

Please contact this office at 919-855-3765 for questions.

Sincerely,

Karen L. Miles

Karen L. Miles RN, CNM, Nurse Consultant
N.C. Department of Health and Human Services
Division of Health Service Regulation
Adult Care Licensure Section
805 Biggs Drive, Raleigh N. C. 27603
Phone: 919-855-3765
Fax: 919-933-9379
karen.miles@dhhs.nc.gov
<http://www.ncdhhs.gov/dhsr/acis/index.html>

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Herring, Belverly G

From: Williams, Wendy
Sent: Friday, December 05, 2014 4:15 PM
To: Karen.hunt@yahoo.com
Cc: Griffis, Angela; Herring, Belverly G; Oakley, Eva; Coats, Tony; kmcrae@scotlandcounty.org
Subject: Morning Star Family Care Home #3 2014-10-16 POCA EBDN11
Attachments: Morning Star Family Care Home #3 2014-10-16 POCA EBDN11.pdf

Dear Ms. Hunt:

Please find the approved Plan of Correction with Addendum for the Statement of Deficiencies (EBDN11) dated 10/16/14 attached to this e-mail.

If you have any questions regarding the information provided in or attached to this email, please call our office at (919) 855-3765. Please be aware that information sent via electronic mail is immediately available for release to the public. Therefore, the information contained in and attached to this e-mail is now public information.

Sincerely,

Wendy Williams, Pharm.D., R.Ph.
N.C. Department of Health and Human Services
Adult Care Licensure Section - DHSR
805 Biggs Drive
Raleigh, NC 27603
Phone: 919-855-3765
Fax: 919-733-9379
wendy.williams@dhhs.nc.gov
www.ncdhhs.gov/dhsr

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