

Division of Health Service Regulation

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: HAL026046	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED R 10/29/2015
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NAME OF PROVIDER OR SUPPLIER COUNTRYSIDE VILLA	STREET ADDRESS, CITY, STATE, ZIP CODE 8100 DUNN ROAD WADE, NC 28395
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D 000	Initial Comments	D 000		
D 072	<p>10A NCAC 13F .0305(m) Physical Environment</p> <p>10A NCAC 13F .0305 Physical Environment (m) The requirements for outside premises are: (1) The outside grounds of new and existing facilities shall be maintained in a clean and safe condition; (2) If the home has a fence around the premises, the fence shall not prevent residents from exiting or entering freely or be hazardous; and (3) Outdoor walkways and drives shall be illuminated by no less than five foot-candles of light at ground level.</p> <p>This Rule is not met as evidenced by: Based on observation and interview, the facility failed to maintain the designated outdoor smoking patio in safe condition, free of hazards, as evidenced by loose bricks and uneven terrain.</p> <p>The findings are:</p> <p>Observation of the designated outdoor smoking patio near the activity room on 10/28/15 at 11:30 a.m. revealed: -There were 3 residents on the smoking patio. -The smoking patio floor consisted of bricks covering the dirt ground. -There were missing bricks on the patio, which left the uneven ground exposed. -There were some displaced bricks, presenting a trip/fall hazard.</p> <p>Observation of the smoking patio on 10/29/15 at 9:08 a.m. revealed:</p>	D 072		

Division of Health Service Regulation LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE	TITLE	(X6) DATE
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D 072	<p>Continued From page 1</p> <ul style="list-style-type: none"> -There were two residents smoking on the patio. -There we 14 loose/displaced bricks, which presented a fall hazard. -The terrain underneath some of the intact bricks was uneven, presenting a fall hazard. <p>Interview with the Facility Manager (FM) on 10/29/15 at 8:55 a.m. revealed:</p> <ul style="list-style-type: none"> -The FM was aware of the loose bricks and uneven ground on the smoking patio. -The Maintenance Staff (MS) was aware of the loose bricks and uneven ground on the smoking patio. -The Owner/Administrator was aware of the loose bricks and uneven ground on the smoking patio. -No resident had been injured. -The MS was supposed to remove all of the bricks from the patio and "start over." -The FM did not know when MS was going to complete the work on the smoking patio. -The bricks and ground on the smoking patio had been cited during a previous survey. <p>The Owner/Administrator of the facility was not available for interview.</p>	D 072		
D 079	<p>10A NCAC 13F .0306(a)(5) Housekeeping and Furnishings</p> <p>10A NCAC 13F .0306 Housekeeping and Furnishings</p> <p>(a) Adult care homes shall</p> <p>(5) be maintained in an uncluttered, clean and orderly manner, free of all obstructions and hazards;</p> <p>This Rule shall apply to new and existing facilities.</p>	D 079		

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D 079	<p>Continued From page 2</p> <p>This Rule is not met as evidenced by: Non-compliance continues with increased severity resulting in residents placed at substantial risk that death or serious harm, abuse, neglect or exploitation will occur.</p> <p>TYPE A2 VIOLATION</p> <p>Based on observation, record reviews, and interviews the facility failed to ensure the adult care home was maintained in a clean, orderly manner, free of all obstructions and hazards including ceilings, walls, floors and other resident living areas. The findings are:</p> <p>Observation of the facility's "Women's Shower/Bathroom" on 10/27/15 at 10:45am and 10/29/15 at 9:10am revealed:</p> <ul style="list-style-type: none"> - The 1st shower stall had 1 cracked tile square and 5 missing tile squares at the bottom of the stall. - The floor in front of the shower stall had 2 cracked tile squares and 2 missing tile squares. - The 1st and 2nd shower stalls had thick brown and black grime on the floor tiles and wall tiles. - The tub had black and brown grime on the inside (bottom and sides of tub). <p>Observation of the facility's activity room on 10/29/15 at 9:30am revealed:</p> <ul style="list-style-type: none"> - A metal trash can was dirty with built up of the trash can black grime (inside and out and around the top). Flies (8-10) were inside the can and flying around the top. - The exit door to the outside smoking area had broken pieces of wood missing at bottom half of door near metal hinge. There was built up black grime on the bottom half of the door. 	D 079		

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D 079	<p>Continued From page 3</p> <ul style="list-style-type: none"> - Three plastic tables were set up in the middle of the room and 5 residents were sitting at the tables eating snacks and doing activities. The tables had dried food and beverage stains on them. Several flies were on the tables flying around and landed on the residents. The residents were swatting at the flies with their hands. - The entrance door to the activity room had broken pieces of wood missing from the bottom half of the door near the hinges and there was built up black grime on the bottom half of the door. - A chair with a metal frame and vinyl seat with the entire back of the chair missing (with only the metal frame of the back) was in the activity room against a wall. <p>Observation made in the hallway near and on the 200 hall on 10/29/15 at 9:45am revealed:</p> <ul style="list-style-type: none"> - A hole in the wall under the resident's wall phone approximately the size of the top of a soda can. - The door to room 201 had broken areas of wood near the bottom hinge and cracks in the tile at the threshold of the door. - The door to room 204 had broken areas of the wood near the bottom hinge and cracks in the tile at the threshold of the door. - Room 210 had cracked tile at the threshold of the entrance door with black grime build up. - The tile at the door, at the end of the 200 hall, had black grime build up. <p>Observation made in the dining room on 10/29/15 at 1:15pm revealed:</p> <ul style="list-style-type: none"> - Mini blinds covering the 9 large windows of the front of building had dirt build up on each individual louvers. - The louvers at the top half of each set of 	D 079		

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D 079	<p>Continued From page 4</p> <p>blinds were bent/dropped down.</p> <p>Resident interview on 10/29/15 at 10:15am revealed:</p> <ul style="list-style-type: none"> - The facility's halls (breezeway at the front of the building and Residents' halls) had tiles "coming up" and somebody could fall and get hurt in those "holes". - The common bathroom had a peculiar musty smell most of the time and the tile was black and dirty and needed replacing. - The activity room had broken furniture (including a television and a chair). - Flies were always in the activity room. Spiders were seen in the activity room at times. - The activity room needed to be cleaned and furniture and doors replaced. - When it rained "hard", the building leaked badly and there were puddles of water near the front windows in the dining room, the front breezeway and "here and there" down the residents' hallways. <p>Second resident interview on 10/29/15 at 10:35am revealed:</p> <ul style="list-style-type: none"> - All the floor tile in the facility needed to be replaced because of the holes in the tile. - It was very difficult to roll wheel chair across the broken tile/holes. - The common bathroom tile needed to be replaced because the tile was broken and dirty. - "Someone needed to get rid of all of the flies, it was difficult to eat with the flies landing on your food". - When it rained, water leaked in the building in puddles on the front breezeway floor and by the windows in the dining room. <p>Intermittent observation made throughout the survey revealed:</p>	D 079		

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D 079	<p>Continued From page 5</p> <ul style="list-style-type: none"> - The facility's housekeeper mopping the hallways, emptying the trash cans in the residents' rooms, sweeping and mopping the residents' room floors. - No observation made of housekeeper cleaning the facility's common bathrooms. <p>Interview with the facility's housekeeper on 10/29/15 at 10:00am revealed:</p> <ul style="list-style-type: none"> - The housekeeping staff cleaned the community bathrooms 3 times a day (which included the shower stalls, the bath tubs, sinks and floors). - The bath tubs were cleaned with a bleach solution. - The bathrooms had not been cleaned today, but should have been cleaned yesterday. - The housekeeper was not aware the bath tub in the women's community bath had dirty grime inside the sides and bottom of the tub. <p>Interview with the facility's Maintenance Director on 10/29/15 at 11:15am revealed:</p> <ul style="list-style-type: none"> - He was aware of the repairs needed to the building, including the floors, doors, walls and water leaks. - The facility's owner was aware of the water leaks in the facility's breezeway, side entrance, and water leaking through the facility's walls. - The owner has not discussed plans to make repairs to the building. - The Maintenance Director recently tried "caulking" the walls to repair areas of leaking, but it "did not work". - Sometimes when it rained, water leaked through the walls "steady". - The facility's owner was not aware of the broken tile in the common bathrooms. - The Maintenance Director was aware of the broken tile but has not informed the owner, but he 	D 079		

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D 079	<p>Continued From page 6</p> <p>talked to the owner every day.</p> <ul style="list-style-type: none"> - "I was waiting for you, [the state] to bring this to my attention". - All major repairs to the building which costed more than 50.00 had to be approved by the owner. <p>During initial walk through of kitchen and dining area on 10/27/2015 at 10:05 am, the following was observed:</p> <ul style="list-style-type: none"> - Three light fixtures in the kitchen preparation area were missing bulbs. - Several towels were jammed at the baseboard along the exterior wall of the dining area. - The ends of two metal slats from the bottom of the reach-in-freezer were resting on the floor. - Fifteen ceiling tiles over the narrow dining room section were stained with a grayish-black substance. <p>Interview with the Kitchen Supervisor on 10/27/2015 at 10:45 am revealed the following:</p> <ul style="list-style-type: none"> - The towels were there to absorb water as it leaked in from outside. - Water leaked in every time that it "rains hard " . - Maintenance had tried to repair the leak in the past but "it hadn't worked." - She would report the freezer slats to the Facility Manager. - She would report the lights being out to Facility Manager. <p>Interview with the Maintenance Director (MD) on 10/29/2015 at 11:30 am revealed the following:</p> <ul style="list-style-type: none"> - The MD had tried to repair the leak in the dining room using caulk but it hadn't worked. -The MD wasn't sure what he would do next in repairing the leaks. - The bulbs in the kitchen "were always going out" and he was "constantly replacing bulbs all over 	D 079		

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D 079	<p>Continued From page 7</p> <p>the place. "</p> <ul style="list-style-type: none"> - The MD had "fixed" the slats on the bottom of the reach- in-freezer " I bet five times in the past " and he "thinks the Residents are hitting it with their wheelchairs" . - The MD was continually finding and repairing leaks in the roof and as a result some tiles are stained. <p>The owner of the Facility was not available for interview.</p> <p>Observation during the initial facility tour on 10/27/15 revealed:</p> <ul style="list-style-type: none"> -There were numerous(too many to count) flies in all rooms of the facility. -There were two residents with flyswatters. <p>Observation on 10/27/15 at 11:04 a.m.in resident room #105 revealed:</p> <ul style="list-style-type: none"> -There were multiple flies in the room. -There were three flies flying around one resident's head and face. -The resident moved his hands in a swatting motion whenever the flies got close to his face. <p>Interview with two residents in room #105 on 10/27/15 at 11:04 a.m. revealed both residents denied complaints about the flies.</p> <p>Observation on 10/27/15 at 11:15 a.m. in resident room #103 revealed:</p> <ul style="list-style-type: none"> -There was a trash can sitting beside the bedside table. -The trash can was full and contained empty soda cans and food wrappers. -There were multiple flies in and around the trash can. -There were 2 flies on the bedside table. 	D 079		

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D 079	<p>Continued From page 8</p> <p>Interview with a resident in room #103 on 10/27/15 at 11:15 a.m. revealed: -The resident noticed the flies but the flies were not bothering him. -The resident did not have any complaints regarding the cleanliness or repair of the facility.</p> <p>Confidential staff interview revealed: -The facility used to have metered fly spray to help control the flies, but it was removed "a few months ago." -The flies "seemed" to have increased after the facility stopped using the metered fly spray.</p> <p>Interview with Maintenance Staff (MS) on 10/29/15 at 11:20 a.m. revealed: -The number of flies had increased since the facility discontinued use of insecticidal spray. -Residents' have "sometimes" complained about the flies to him. -The MS was supposed to call for an estimate on the cost of installing fans at the facility's entrances to reduce the flies. -The facility had made plans to install specialty lighting similar to the lighting used in food preparation areas in specific areas of the facility to help reduce the number of flies. -"He[the Owner/Administrator] is supposed to be giving me some petty cash to get lights" to decrease the flies.</p> <p>Interview with the Facility Manager (FM) on 10/29/15 at 8:55 .a.m., revealed the Owner/Administrator of the facility was aware of the fly problem.</p> <p>Observation of the rear hallway near the nurses' station on 10/29/15 at 9:08 a.m. revealed: -There was an 10 inch crack in a glass window near the nurses' station which faced the grassed</p>	D 079		

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D 079	<p>Continued From page 9</p> <p>patio area.</p> <ul style="list-style-type: none"> -The bar/handle to a door at the entrance to the "pink hall" was missing screws and was not attached to one side of the door, creating a hazard for injury. -The door was operational. -There were large, light brown colored stains on the floor coverings in the "green hall." -There was a large brown stain on the floor covering outside of the door to the Resident Care Coordinator's (RCC's) office. <p>Observation of the facility's main entrance hall on 10/29/15 at 8:40 a.m. and 9:11 a.m. revealed:</p> <ul style="list-style-type: none"> -The left wall near the restroom entrances was discolored with brown stains and buckling near the ceiling. -There was an "Out of Order" sign on the door to the women's restroom. -There were brown colored stains of various sizes on multiple ceiling tiles. -The water fountain was missing the front grill piece. -There were multiple black, brown, and gray colored stains on the tile floor coverings of various sizes. -There was a crack in the tile floor covering over 1 foot in length resulting in the floor being uneven; creating a trip/fall hazard. -There were additional smaller cracks in the tile floor coverings, creating a trip/fall hazard. -There was a 12 by 3 inch portion of the floor tile missing, presenting a trip/fall hazard. <p>Confidential staff interview revealed:</p> <ul style="list-style-type: none"> -The facility used to have metered fly spray which had caused stains on the walls and floors. -"The fly spray would spray on the floor and eat up the wax." -Staff had attempted to clean the stains on the 	D 079		

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D 079	<p>Continued From page 10</p> <p>floors "4 or 5 months" ago but it only "lightened" the stains.</p> <p>- "You'll find several spots like that in here."</p> <p>- The floor tile has been missing from the front entrance hall "about a month."</p> <p>- The floors were mopped "almost every day but had not been waxed in a "few months."</p> <p>- The grill piece on the water fountain had been broken by a resident "about 6 months ago."</p> <p>- The water fountain in the entrance hall was operational without the front grill piece.</p> <p>- The Maintenance staff was aware the front grill to the water fountain was missing.</p> <p>- "A few" residents' had mentioned to the staff member that facility repairs took "a while" to get completed.</p> <p>- The facility had only one maintenance employee; it had "always been like that."</p> <p>A second confidential staff interview revealed:</p> <p>- There had been unsuccessful attempts to clean the stains off the floors.</p> <p>- There have been times when it had taken "months" for repairs to be completed or the repair never got completed.</p> <p>- The water fountain had been without the grill piece for "6 or 7" months.</p> <p>Interview with Maintenance Staff (MS) on 10/28/15 at 11:45 a.m. revealed the structural problems with the floors, walls, and ceiling were due to water coming in through leaks in the roof.</p> <p>Interview with MS on 10/29/15 at 11:20 a.m. revealed:</p> <p>- The Owner/Administrator had not mentioned the need to repair the floor tiles to him.</p> <p>- He had not received any complaints from the residents about the floor tiles.</p>	D 079		

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D 079	<p>Continued From page 11</p> <p>Interview with the FM on 10/29/15 at 9:35 a.m. revealed:</p> <ul style="list-style-type: none"> -The ladies' restroom located on the main entrance hall had been out of order since "last Saturday" (10/17/15). -The ladies' restroom was out of order because water was running continuously in a toilet. -Maintenance staff (MS) was aware the restroom was out of order. -The FM and MS were aware of the broken door handle at the entrance to the "pink hall." -The FM had asked the MS to fix the broken door handle about "two months" ago. -The FM was aware the water fountain was missing the front grill piece. -MS was aware the water fountain was missing the front grill piece. -A resident had damaged the water fountain, but it was operational. -The FM had not had any complaints from the residents about the condition of the facility. -The FM had not had any complaints from family members about the maintenance and condition of the facility. <p>Observation of the men's common shower room on 10/28/15 at 8:20 a.m. revealed:</p> <ul style="list-style-type: none"> -Portions of the ceiling tile were missing and displaced, leaving the plumbing exposed. -There were a total of 10 missing ceiling tiles. -There were 3 bent, displaced ceiling tiles, creating a hazard of the tile falling. <ul style="list-style-type: none"> - Five ceiling tiles had tan and brown colored stains of various sizes. - One ceiling tile had black colored stains. -There was exposed fiberglass insulation in the ceiling around the plumbing. -The fiberglass insulation was stained with a black colored substance. -The room had a musty, foul odor. 	D 079		

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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 079	<p>Continued From page 12</p> <ul style="list-style-type: none"> -There was a crack along the corner of one of the light coverings approximately 3 inches long and 2 inches wide. -There was a brown colored stain on the ceiling tile around the fire/smoke detector. -There were dark brown and black colored stains along the tiled baseboards extending the entire length of the shower stalls. -Portions of the tile squares and grout in the shower stalls were discolored with a tan and dark brown colored substance. -There was thick black grime and soap scum stains around the tile squares near the floor in one shower stall on the right side of the room. -There were light brown stains on and around multiple wall tiles outside of the shower stalls. -The floor tiles were uneven in some sections, creating a fall hazard. <p>Confidential staff interview revealed:</p> <ul style="list-style-type: none"> -The ceiling tile in the men's common shower had been in disrepair for "4 or 5 months." -The ceiling leaked. -The staff did not know if the ceiling in the men's shower was going to be repaired. <p>Confidential interview with a second staff member revealed:</p> <ul style="list-style-type: none"> -There was an "active" leak in the roof in the men's shower that had been there for "three and a half to four months." -The staff member was concerned that some of the ceiling was going to fall on a resident or staff, causing injury. <p>Confidential interview with 4 male residents revealed no complaints about the condition of men's shower room.</p> <p>Interview with the MS on 10/28/15 at 11:45 a.m.</p>	D 079		

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D 079	<p>Continued From page 13</p> <p>revealed:</p> <ul style="list-style-type: none"> -He was the only maintenance staff person for two different adult care facilities owed by the Owner/Administrator. -"I am working on the ceiling" [in the men's common shower]. -The brown stains on the ceiling were the result of the leaking roof and air conditioning duct work. -He [the MS] was aware of the exposed fiberglass insulation "around the air conditioning duct work." -He was not aware of the black stains on the ceiling tile and insulation. -He did not know if the black stains on the ceiling tile and insulation were "mold", but he would check on it. -He had been working on the ceiling for "6 months on and off." -He had been trying to find out where the roof was leaking. -He had found "2 or 3 different leaks" in the roof. -He had repaired the previous leaks but the roof began to leak in other spots. -The Owner/Administrator was aware of the roof leak and disrepair of the men's shower ceiling and tiles. -The ceiling repairs were supposed to have been completed "last week, but it rained a lot." -The Owner/Administrator was aware the ceiling had not been repaired yet. -He did not know when he would get the roof leak and men's shower ceiling repaired. -He had worked on the tile in the men's shower the previous week. -He had "every day maintenance at both facilities" so he had to stop the ceiling repairs sometimes to complete other general maintenance duties that "take precedence." -"I do the best I can." -The Owner/Administrator was "supposed to be looking into some help for me." 	D 079		

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D 079	<p>Continued From page 14</p> <ul style="list-style-type: none"> -Parts of the facility's roof had been painted with a roofing material to stop the leaks. -The Owner /Administrator was going to have the rest of the roof covered with white painted roofing material to stop the leaks, "but it's expensive so I'm not sure when it will be done." <p>Interview with the FM on 10/28/15 at 8:24 a.m. revealed:</p> <ul style="list-style-type: none"> -The ceiling in the men's common shower room "leaked." -The Owner/Administrator had come to the facility to look at the ceiling "a few weeks ago." -The MS was aware of the leak and ceiling damage in the men's common shower. -The MS was supposed to start working on the ceiling in the men's common shower "last week" but "hasn't got to it yet." -The MS had worked on the floor tile in the men's common shower room "last week." <p>Interview with MS on 10/29/15 at 11:20 a.m. revealed he [the MS] planned to call the Owner/Administrator that day to discuss the deficiencies brought to his attention by the survey team.</p> <p>_____</p> <p>Review of the Plan of Protection dated 10/29/15 revealed:</p> <ul style="list-style-type: none"> - The Facility Manager spoke with maintenance about when he could start working on the maintenance issues. - Repairs to the facility will start 10/30/15 and continue thereafter until all issues are resolved. - Going forward she will report maintenance issues for repair as soon as possible. 	D 079		

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D 079	Continued From page 15 CORRECTION DATE FOR THE TYPE A2 VIOLATION SHALL NOT EXCEED NOVEMBER 27, 2015.	D 079		
D912	G.S. 131D-21(2) Declaration of Residents' Rights G.S. 131D-21 Declaration of Residents' Rights Every resident shall have the following rights: 2. To receive care and services which are adequate, appropriate, and in compliance with relevant federal and state laws and rules and regulations. This Rule is not met as evidenced by: Based on observation, record reviews, and interviews, the facility failed to assure every resident had the right to receive care and services which are adequate, appropriate, and in compliance with the rules and regulations as related to Housekeeping and Furnishings throughout the facility. Based on observation, record reviews, and interviews the facility failed to ensure the adult care home was maintained in a clean, orderly manner, free of all obstructions and hazards including ceilings, walls, floors and other resident living areas. [Refer to tag D912 10A NCAC 13F .0306 (a) (5) Housekeeping and Furnishings (Type A2 Violation)].	D912		
D994	G.S. 131D-45 (f) 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.	D994		

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D994	<p>Continued From page 16</p> <p>(f) The adult care home shall pay expenses related to controlled substance examination and screening pursuant to this section, except examinee-requested retests. The examinee shall pay all reasonable expenses for retests of confirmed positive results.</p> <p>This Rule is not met as evidenced by: Based on interview and record review, the facility failed to pay expenses related to examination and screening for controlled substance, as specified by the general statute. The findings are:</p> <p>Review of staff records of four staff hired after 6/19/13 revealed:</p> <ul style="list-style-type: none"> - A document/agreement dated September 15, 2015 titled Re: Employee Drug Testing policy. - Each of the 4 employees signed the document after 9/15/15. - New employees had been directed to go to one of the listed four laboratory (lab) locations listed on the document after calling to verify hours of operation. - The employees were given a {Chain of Custody} form from the new hire packet, to take along with photo identification to be screened for presence of controlled substances. - The \$29.00 fee would be deducted from the employee's next paycheck. - The fee for the testing was \$29.00. - Each employee signed and dated the document agreeing to have the \$29.00 fee deducted from their paycheck. <p>Interview with the Facility Manager on 10/29/15 at 11:25am revealed:</p>	D994		

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D994	<p>Continued From page 17</p> <ul style="list-style-type: none"> - When staff were hired to work at the facility, their employment was pending until the facility received results of their drug screen. - Before newly hired staff could start working at the facility, they would need to have a negative drug screen. - Prospective employees received one drug screen, if they tested positive they would not be rescreened, they would no longer be considered for employment at the facility. - She would give the prospective new hire a requisition to take to a lab contracted by the facility. - The lab fee for a drug screen was \$29.00. - The prospective new hire would have to sign a document agreeing to have the \$29.00 fee charged for the drug screen deducted from their paycheck. <p>Confidential interviews with 3 staff revealed:</p> <ul style="list-style-type: none"> - The employee was hired to work at the facility pending the result of their drug screen. - The employees would need to have a negative drug screen, before they could begin work at the facility. - Upon being hired, the employees were told by the Facility Manager they needed to sign a document agreeing to have \$29.00 deducted from their paycheck to pay for their drug screen. - The employee was told it was the facility's policy for prospective employees to pay for their own drug screen so they signed the agreement. - The Facility Manager handed the employees a lab requisition and instructed them to go the lab to be screened for the presences of controlled substances. - The employees were told if their drug screen was negative they could begin work at the facility, but if the test was positive they would no longer be considered for employment. 	D994		

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D994	Continued From page 18 - Twenty nine dollars was deducted from the first paycheck received by the employees. The Administrator was not available for interview.	D994		