

Division of Health Care Facilities

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: TN7916	(X2) MULTIPLE CONSTRUCTION A. BUILDING _____ B. WING _____	(X3) DATE SURVEY COMPLETED C 08/14/2012
NAME OF PROVIDER OR SUPPLIER AMERICARE HEALTH AND REHABILITATION (STREET ADDRESS, CITY, STATE, ZIP CODE 3391 OLD GETWELL RD MEMPHIS, TN 38118	
(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
N 416	1200-8-6-.04(11)(a) Administration (11) All nursing homes shall initiate a criminal background check on any person who is employed by the facility in a position which involves providing direct care to a resident or patient, prior to or within seven (7) days of employment. (a) Any person who applies for employment in a position which involves providing direct patient care to a resident in such a facility shall consent to: 1. Provide past work and personal references to be checked by the nursing home; and/or 2. Agree to release and use of any and all information and investigate records necessary for the purpose of verifying whether the individual has been convicted of a criminal offense in the state of Tennessee, to either the nursing home or its agent, to any agency that contracts with the state of Tennessee, to any law enforcement agency, or to any other legally authorized entity; and/or 3. Supply a fingerprint sample and submit to a state criminal history records check to be conducted by the Tennessee Bureau of Investigations, or a state and federal criminal history records check to be conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation; and/or 4. Release any information required for a criminal background investigation by a professional background screening organization or criminal background check service or registry.	N 416	N 416 Any position, responsible for providing direct resident care, must undergo a criminal background check. Those affected by this deficient practice have been corrected and measures included to prevent this deficiency from re-occurring. It is the responsibility of Civic Health and Rehabilitation Center to comply with State of Tennessee guidelines regarding criminal background checks for all new hires. Effective immediately, all applications, being considered for employment, must include personal references, which will be contacted and information verified. Civic Health and Rehabilitation Center will

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

STATE FORM

6899

OUPC11

(X6) DATE

8/30/12

If continuation sheet 1 of 2

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N 416	<p>Continued From page 1</p> <p>This Rule is not met as evidenced by: Based on policy review, personnel record review and interview, it was determined the facility failed to provide documentation of criminal background screening for 2 of 7 (Certified Nursing Assistants (CNA) #1 and 2) employees whose records were reviewed during this complaint investigation.</p> <p>The findings included:</p> <ol style="list-style-type: none"> 1. Review of the facility's "ABUSE - RESIDENT'S FREEDOM FROM ABUSE" policy documented, "...POLICY STATEMENT... To provide background screening of all potential new employees..." 2. Review of the personnel record for CNA #1 documented a hire date of 4/2/12. The facility was unable to provide documentation that a criminal background check had been completed 3. Review of the personnel record for CNA #2 documented a hire date of 3/1/12. The facility was unable to provide documentation that a criminal background check had been completed. 4. During an interview in the conference room on 8/14/12 at 2:30 PM, the Assistant Administrator was asked to supply documentation that criminal background checks had been completed for CNA #1 and CNA #2. The Assistant Administrator stated that she could not find the documentation and stated, "...I'll just have to take a hit on that..." 	N 416	<p>contract with an accredited agency for the expressed purpose of conducting criminal background checks.</p> <p>The results of those reports will be included in the individual's personnel file.</p> <p>Personnel files for existing employees will be reviewed monthly, by the assistant administrator or designee, for required content and any appropriate additional information.</p> <p>Completion Date: 9/1/12</p>	