



AGENCY OF HUMAN SERVICES

DEPARTMENT OF DISABILITIES, AGING AND INDEPENDENT LIVING

Division of Licensing and Protection

HC 2 South, 280 State Drive

Waterbury, VT 05671-2060

<http://www.dail.vermont.gov>

Survey and Certification Voice/TTY (802) 241-0480

Survey and Certification Fax (802) 241-0343

Survey and Certification Reporting Line: (888) 700-5330

To Report Adult Abuse: (800) 564-1612

April 12, 2019

Mr. Jay Grimes, Manager
Meadows At East Mountain
157 Heritage Hill Place
Rutland, VT 05701-8811

Dear Mr. Grimes:

Enclosed is a copy of your acceptable plans of correction for the survey conducted on **February 6, 2019**. Please post this document in a prominent place in your facility.

We may follow-up to verify that substantial compliance has been achieved and maintained. If we find that your facility has failed to achieve or maintain substantial compliance, remedies may be imposed.

Sincerely,

A handwritten signature in black ink, appearing to read "Pamela M. Cota".

Pamela M. Cota, RN
Licensing Chief

Division of Licensing and Protection

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 1002	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING: _____		(X3) DATE SURVEY COMPLETED C 02/06/2019
NAME OF PROVIDER OR SUPPLIER MEADOWS AT EAST MOUNTAIN			STREET ADDRESS, CITY, STATE, ZIP CODE 157 HERITAGE HILL PLACE RUTLAND, VT 05701		
(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
R100	Initial Comments: An unannounced onsite investigation of a facility report was conducted on 2/6/2019 by the Division of Licensing & Protection. The following regulatory deficiency was identified as a result of the investigation:	R100			
R146 SS=E	V. RESIDENT CARE AND HOME SERVICES 5.9.c (3) Provide instruction and supervision to all direct care personnel regarding each resident's health care needs and nutritional needs and delegate nursing tasks as appropriate; This REQUIREMENT is not met as evidenced by: Based on record review and interviews the facility failed to assure that the facility Registered Nurse (RN) provides instruction and supervision to all direct care personnel regarding each resident's health care needs and delegates nursing tasks as appropriate. Findings include: Per record review, direct care givers (Resident Care Assistants [RCAs]) are instructed in the basic tasks of personal care, mobility, and other aspects of care by a combination of instruction and web based learning. In an interview on 2/6/19 at 2 pm the facility RN/Health Care Services Director stated that the new staff, both Licensed Nursing Assistants (LNAs) and unlicensed direct care staff, are instructed and skills checked by a facility RCA. The RCA has been employed at the facility for approximately 8 years according to the RN. After the first week of instruction and training the	R146	<p>R146</p> <p>Prior to staff working, or continuing their training on the floor with residents, they will receive a week of classroom training. The employee that conducts the training will have competencies completed by the Registered Nurse. The Registered Nurse will do direct training during this class on dementia care, resident rights, resident safety and chain of command. The training will also include a final exam that will include competencies which will be overseen by the Registered Nurse.</p> <p>After the week long classroom training the new staff will then receive a week long "on the floor" training. Staff that will be</p>		

Division of Licensing and Protection
LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE

TITLE

(X6) DATE

STATE FORM

6809

158E11

If continuation sheet 1 of 2

Division of Licensing and Protection

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R146	Continued From page 1 new staff moves to the units to work with experienced RCAs, who train the new staff in care specific to residents. This process is conducted for 1 week or longer if necessary. Only one of the RCAs training on the units is an LNA. All other RCAs training staff are unlicensed staff. The RN also stated that s/he did not perform additional competency checks for staff assigned to train new staff on the units. The RN further states that the RCA conducting the instruction & training had skill competency checks done upon hire but not since. The RN confirmed in the interview that it is not his/her practice to do a final skill check for each employee to determine competency, before they began providing care to residents, or to do the face to face instruction for staff.	R146	providing the "on the floor" training will have competencies completed by The Registered Nurse or other licensed staff as delegated by the Registered Nurse. The Director of Resident Care will be responsible for the completion of this plan. This will be completed by April 30, 2019. <i>R-146 POC accepted 4/11/19 M. Higgins, RN / S. Berry, RD</i>		