This plan of correction constitutes my written allegation of compliance for all deficiencies cited. However, submission of this Plan of Correction is not an admission that a deficiency exists or that one was cited correctly. This plan of correction is submitted to meet requirements established by state and federal law.

**F281 55=D**

*483.200(k)(3)[i] SERVICES PROVIDED MEET PROFESSIONAL STANDARDS*

The facility will ensure that the services provided or arranged by the facility will meet professional standards of quality.

1. Resident #6 and #7 had no adverse reactions. The LPN attended a state approved LPN program and received state licensure from the State of TN on 09/07/2012. The CNA attended a state approved CNA program 11/18/2010.

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 patient. (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.
<table>
<thead>
<tr>
<th>F 281</th>
<th>Continued From page 1</th>
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<tbody>
<tr>
<td>unqualified persons to perform functions of licensed persons or delegating nursing care functions and tasks and/or responsibilities to others contrary to the Nurse Practice Act or rules and regulations to the detriment of patient safety...&quot;</td>
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</tbody>
</table>

2. Review of the Tennessee CNA candidate handbook version 9.0 effective 10/1/12 documented no manual skills allowing a CNA to obtain accucheks for blood glucose monitoring.

3. Review of the facilities "Certified Nursing Assistant" job description documented no duty or responsibility to obtain accucheks for blood glucose monitoring.

Review of the "Charge Nurse" job description documented, "...Direct the day-to-day functions of the nursing assistants in accordance with current rules, regulations and guidelines that govern the long-term care facility... Ensure that all nursing service personnel are in compliance with their respective job descriptions... Obtain sputum, urine, and other specimens for lab tests as ordered..."

4. Review of the facility's investigation dated 2/26/13 documented, "...Date(s) of Occurrence: unknown date but during Feb [February] 2013... LPN instructed CNA to perform blood glucose test (accucheck) on 2 residents..."

5. Medical record review for Resident #8 documented an admission date of 10/15/08 with diagnoses of Diabetes Mellitus, Dementia with Behavior Disturbances and Hypertension. Physician's Orders dated 2/6/13 documented,
F 281 Continued From page 2

"...NOVOLOG 100 U [units]/per 1 ML[milliliter]
UNIT ACCUCHECKS BEFORE MEALS & [and]
AT BEDTIME WITH SS [sliding scale] insulin..."

6. Medical record review for Resident #7
documented an admission date of 5/1/08 with
diagnoses of Diabetes Mellitus, Hypertension and
Mood Disorder. Physician's orders dated 1/10/12
documented, "...ACCU [Check symbol] 3 x [times]
daily c [with] Novolin R [regular] Insulin per SS
[sliding scale]. The Minimum Data Set 3.0 dated
2/27/13 documented, "...CO500: BIMS [brief
interviewable mental status] res [resident]
interview: summary score 15 [interviewable]..."

During an interview in Resident #7's room on
3/11/13 at 4:10 PM, Resident #7 stated, "Yes
[CNA #1 performed an accucheck on him] but
she got corrected and doesn't do it anymore. It's
been a while ago, only one time..."

7. During an interview on the 100 hall on 3/11/13
at 3:45 PM, LPN #1 stated, "...I did get one [CNA
#1] to get Blood Sugars [accuchecks] about a
month ago, [CNA #1 did accucheck on Residents
#6 and #7]. I don't know why I did it. I made a
mistake..."

During an interview on the 400 hall on 3/11/13 at
4:00 PM, CNA #1 stated, "...Yes I did a couple
[accuchecks]." CNA #1 was asked what she had
been taught in CNA training regarding
accuchecks. CNA #1 stated, "...Nurses do blood
sugars..."

During an interview in the Administrator's office
on 3/11/13 at 4:30 PM, the Administrator stated,
"No, CNAs can not do accuchecks..."

3. Licensed nurses and CNA's
will be educated on scope of
practice and job descriptions
upon hire by the Director of
Nursing, Assistant Director of
Nursing or designee. The
Director of Nursing, Assistant
Director of Nursing or
Administrator will observe
accuchecks and interview
staff on tasks and skills
related to accuchecks during
daily rounds at a minimum of
5 days a week to ensure
compliance. Results will be
reported daily during
morning start up at least 5
days a week. This will be
done weekly times 4 weeks
and monthly times 2 months.

4. Findings will be reported
monthly to the QA&A
Committee by the NHA
monthly x 3 months to access
the effectiveness of plan.
<table>
<thead>
<tr>
<th>(X4) ID PREFIX TAG</th>
<th>SUMMARY STATEMENT OF DEFICIENCIES (EACH DEFICIENCY MUST BE PRECEDED BY FULL REGULATORY OR LSC IDENTIFYING INFORMATION)</th>
<th>ID PREFIX TAG</th>
<th>PROVIDER'S PLAN OF CORRECTION (EACH CORRECTIVE ACTION SHOULD BE CROSS-REFERENCED TO THE APPROPRIATE DEFICIENCY)</th>
<th>(X5) COMPLETION DATE</th>
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<tbody>
<tr>
<td>F 495-483.75(e)(4)</td>
<td>NURSE AIDE WORK &lt; 4 MO - TRAINING/COMPETENCY</td>
<td>F 495</td>
<td>483.75(e)(4) NURSE AIDE WORK &lt; 4 MO - TRAINING/COMPETENCY</td>
<td>3/12/13</td>
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<tr>
<td>SS=D</td>
<td>A facility must not use any individual who has worked less than 4 months as a nurse aide in that facility unless the individual is a full-time employee in a State-approved training and competency evaluation program; has demonstrated competence through satisfactory participation in a State-approved nurse aide training and competency evaluation program or competency evaluation program; or has been deemed or determined competent as provided in §§483.150(a) and (b).</td>
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<td>This REQUIREMENT is not met as evidenced by:</td>
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<td>The facility will ensure that the use of any individual who has worked less than four months as a nurse aide in that facility unless the individual is a full-time employee in a State-approved training and competency evaluation program, has demonstrated competence through satisfactory participation in a State-approved nurse aide training and competency evaluation program or competency evaluation program, or has been deemed competent as provided in 483.150(a) and (b).</td>
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<td>Intakes: TN00031330</td>
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<td>Based on review of the Tennessee board of nursing rules, review of the certified nursing assistant (CNA) candidate handbook, review of facility job descriptions, review of a facility investigation, medical record review, and interview, it was determined the facility failed to ensure a CNA did not performance licensed nursing skills such as a blood glucose for 2 of 6 (Residents #6 and 7) sampled residents with ordered accuchecks.</td>
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<td>The findings included:</td>
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<td>1. Review of the Tennessee board of nursing rules chapter 1000-02 rules and regulations of Licensed Practical Nurses (LPN) revised November 2011 documented, &quot;...1000-02-.04... When a licensed practical nurse undertakes to supervise other nursing tasks requiring greater</td>
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<td>2. Residents that were competent were interviewed on 2/26/13, by the Administrator and Director of</td>
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<tr>
<td>ID</td>
<td>PREFIX TAG</td>
<td>SUMMARY STATEMENT OF DEFICIENCIES</td>
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<td>F 495</td>
<td>Continued From page 4</td>
<td>skill and knowledge by such persons the following requirements shall apply: (i)Such persons shall assist with and undertake only those nursing tasks which they are qualified to perform...&quot;</td>
<td>F 495</td>
<td>Nursing, when situation was discovered by facility as part of the QA action plan. Licensed nurses and CNA's were interviewed, by the Director of Nursing or Assistant Director of Nursing, as part of the facility QA action plan and no other unqualified staff has administered accucheks. Licensed nurses and CNA's were educated, by the Director of Nursing or Assistant Director of Nursing, on each disciplines scope of practice as part of the QA action plan identified by the facility. Licensed nurses and CNA's were educated on their job descriptions, by the Director of Nursing or Assistant Director of Nursing, as part of the QA action plan identified by the facility. No other residents were affected.</td>
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<td>2.</td>
<td>Review of the Tennessee CNA candidate handbook version 9.0 effective 10/1/12 documented no manual skills allowing a CNA to obtain accucheks for blood glucose monitoring.</td>
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<td>3.</td>
<td>Review of the facility's &quot;Certified Nursing Assistant&quot; job description documented no duty or responsibility to obtain accucheks for blood glucose monitoring. Review of the &quot;Charge Nurse&quot; job description documented, &quot;...Direct the day-to-day functions of the nursing assistants in accordance with current rules, regulations and guidelines that govern the long-term care facility... Ensure that all nursing service personnel are in compliance with their respective job descriptions...&quot;</td>
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<td>4.</td>
<td>Review of the facility investigation dated 2/26/13 documented, &quot;...Date(s) of Occurrence: unknown date but during Feb [February] 2013... CNA [#1] performed blood glucose test (accuchek) on 2 residents [#6 and #7]...&quot;</td>
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<td>5.</td>
<td>Medical record review for Resident #6 documented an admission date of 10/15/08 with diagnoses of Diabetes Mellitus, Dementia with Behavior Disturbances and Hypertension. Physician's Orders dated 2/6/13 documented, &quot;...NOVOLOG 100 U [units] / [per] 1ML[milliliter] UNIT ACCUCHECKS BEFORE MEALS &amp; [and] AT BEDTIME WITH SS [sliding scale insulin].&quot;</td>
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During an interview in Resident #7's room on 3/11/13 at 4:10 PM, Resident #7 stated, "Yes, [CNA #1] performed an accuchek on him but she got corrected and doesn't do it anymore. It's been a while ago, only one time..."

7. During an interview on the 100 hall on 3/11/13 at 3:45 PM, LPN #1 stated, "...I did get one [CNA #1] to get Blood Sugars [accucheks] about a month ago. [CNA #1] did accuchek on Resident #6 and #7]. I don't know why I did it. I made a mistake..."

During an interview on the 400 hall on 3/11/13 at 4:00 PM, CNA #1 stated, "...Yes, I did a couple [accucheks]." CNA #1 was asked what she had been taught in CNA training regarding accucheks. CNA #1 stated, "...Nurses do blood sugars..."

During an interview in the Administrator's office on 3/11/13 at 4:30 PM, the Administrator stated, "No, CNAs cannot do accucheks..."