

Division of Licensing and Protection  
103 South Main Street  
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Voice/TTY (802) 871-3317  
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May 15, 2015

Ron Cioffi, Director  
Rutland Area VNA  
7 Albert Cree  
Rutland, VT 05701-4648

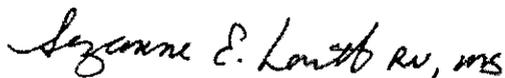
Provider ID #:477007

Dear Mr. Cioffi:

Enclosed is a copy of your acceptable plans of correction for the State Designation survey conducted on **April 9, 2015**.

Follow-up may occur to verify that substantial compliance has been achieved and maintained.

Sincerely,



Suzanne Leavitt, RN, MSN  
State Survey Agency Director  
Assistant Division Director

Enclosure

Division of Licensing and Protection

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:  VT477007	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____  B. WING _____	(X3) DATE SURVEY COMPLETED  04/09/2015
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NAME OF PROVIDER OR SUPPLIER  RUTLAND AREA VNA	STREET ADDRESS, CITY, STATE, ZIP CODE 7 ALBERT CREE RUTLAND, VT 05701
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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
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H 001	Initial Comments  An unannounced State Designation survey was conducted by the Division of Licensing and Protection from 4/6 - 4/9/15. The following are regulatory findings.	H 001	PLAN OF CORRECTION	
H 511 SS=D	5.1 Requirements for Operation  V. Requirements for Operation  5.1 A home health agency shall not employ or have a contract with any direct-care personnel without satisfactory results from the Adult Abuse Registry and the Child Abuse Registry and without having conducted a Vermont criminal record check in compliance with the Department's background check policy.  This REQUIREMENT is not met as evidenced by: Based on personnel record review and interview, the agency failed to ensure that documentation indicating that background checks were completed before hire were on file for 2 of 6 employees reviewed. Findings include:  Per review of personnel files of home health aides, two of these files did not have evidence that an original background check was completed before hiring. For LNA #1 (Licensed Nursing Assistant) who was hired 9/24/12, there was no background check information available in the personnel file. There was a background check done on 3/25/13, which showed no concerns. Per interview on 4/8/15 at 2:45 PM, the Human Resources Director stated that when they do the new background checks on an employee every other year, they discard the older reports of background checks. The HR Director confirmed the checks are done on all new hires, and that	H 511	<u>H 511 Requirements of Operation</u>  5.1 A home health agency shall not employ or have a contract with any direct-care personnel without satisfactory results from the Adult Abuse Registry and the Child Abuse Registry and without having conducted a Vermont criminal record check in compliance with the Departments background check policy  <u>Plan of Correction:</u>  1. The Director of Human Resources will review/revise the following policy as necessary by May 6, 2015: * Eligibility For Employment/Background Checks Measurement: Review/Revised date on the policy  2. The Director of Human Resources will review the revision to the policy with the HR Generalists and the Customer Service Associate in verbal and/or written format: *Eligibility For Employment/Background Checks Measurement: Sign in sheet Completion date: May 10, 2015	

*DDI amnt 5.14.15 K. Combs*

Division of Licensing and Protection LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE <i>Ronald J. Coffi</i>	TITLE <i>CEO</i>	(X6) DATE <i>5/8/15</i>
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NAME OF PROVIDER OR SUPPLIER  RUTLAND AREA VNA		STREET ADDRESS, CITY, STATE, ZIP CODE 7 ALBERT CREE RUTLAND, VT 05701		
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H 511	Continued From page 1  they have no documentation to indicate that they had completed the background checks before hire.  Per review of personnel files for LNA #2 who was hired 9/21/1993 and rehired 8/25/2008 there was no background check available in the record for background checks upon hire as required. There is a background check from 3/26/2013 which includes all required checks. In an interview on 4/9/15 the HR Director confirmed that, for any employee hired prior to 2013, there would be no evidence in the record that background checks had been conducted prior to staff working with clients as required.	H 511	3. Random monthly auditing of newly hired employee files will be completed to ensure compliance. Completion date June 30, 2015  <u>Completion Date for H 511 June 30, 2015</u>	

*Account 5-14-15 gcl/k [signature]*