

Appendix 1-B: Plan of Correction Form

NOV 13 2018

Plan of Correction			
Please complete <u>all</u> requested information and mail completed Plan of Correction form to:		In lieu of mailing the form, you may e-mail the completed electronic form to: Date Surveyed Completed: 9-26-18	
MHL081-109			
Provider Name:	Peace in the City	Phone:	828-429-1811
Provider Contact Person for follow-up:	Executive Director, Michelle Lattimore Michelle Lattimore	Fax:	828-245-6640
		Email:	michellelattimore2000@yahoo.com
Address:	724 Thompson Rd. Rutherfordton, NC 28139 Provider # 828-429-1811		
Finding	Corrective Action Steps	Responsible Party	Time Line
V 000 A limited follow up survey for the Type A1 was completed on September 26, 2018. This was a limited follow up survey with 10A NCAC 27G .0203 Competencies of Qualified Professionals and Associate Professionals (V109); 10A NCAC 27G .0205 Assessment and Treatment/Habilitation or Service Plan (V112); 10A NCAC 27G .1702 Residential Treatment Staff Secure for Children and Adolescents-Requirements of Qualified Professionals (V294); 10A NCAC 27G .1703 Residential Treatment Staff Secure for Children and Adolescents-Requirements of Associate Professionals (V295); 10A NCAC 27G .1705 Residential Treatment Staff Secure for Children and Adolescents-Requirements for Licensed Professionals (V297); 10A NCAC 27G .0603 Incident Response Requirements for Category A and B Providers (V366); 10A NCAC 27G .0604 Incident Reporting Requirements for Category A		Peace in the City, Michelle Lattimore Executive Director	

Michelle Lattimore, Executive Director 10-15-18

and B Providers (V367); 10A NCAC 27E .0104 Seclusion, Physical Restraint and Isolation Time-Out and Protective Devices for Behavioral Control (V517); 10A NCAC 27E .0108 Training in Seclusion, Physical Restraint and Isolation Time-Out (V537) reviewed for compliance. The following were brought back into compliance: 10A NCAC 27G .0203 Competencies of Qualified Professionals and Associate Professionals (V109); 10A NCAC 27G .0205 Assessment and Treatment/Habilitation or Service Plan (V112); 10A NCAC 27G .1702 Residential Treatment Staff Secure for Children and Adolescents-Requirements of Qualified Professionals (V294); 10A NCAC 27G .1703 Residential Treatment Staff Secure for Children and Adolescents-Requirements of Associate Professionals (V295); 10A NCAC 27G .1705			
Continued From page 1 V 000 Residential Treatment Staff Secure for Children and Adolescents-Requirements for Licensed Professionals (V297); 10A NCAC 27G .0603 Incident Response Requirements for Category A and B Providers (V366); 10A NCAC 27G .0604 Incident Reporting Requirements for Category A and B Providers (V367); 10A NCAC 27E .0104 Seclusion, Physical Restraint and Isolation Time-Out and Protective Devices for Behavioral Control (V517); 10A NCAC 27E .0108 Training in Seclusion, Physical Restraint and Isolation Time-Out (V537). Deficiencies were cited. This facility is licensed for the following service category: 10A NCAC 27G .1700 Residential Treatment Staff Secure for Children or Adolescents.			

<u>V 131</u> G.S. 131E-256 (D2) HCPR - Prior Employment Verification G.S. §131E-256 HEALTH CARE PERSONNEL REGISTRY (d2) Before hiring health care personnel into a health care facility or service, every employer at a health care facility shall access the Health Care Personnel Registry and shall note each incident of access in the appropriate business files. This Rule is not met as evidenced by: <u>V 131</u> <u>Based on record review and interview, the facility failed to ensure that before employment of facility staff, the Health Care Personnel Registry (HCPR) be accessed and each incident of access be filed</u>	<u>V131</u> <u>Executive Director, Michelle Lattimore has taken steps to address all deficiencies identified by: DHSR investigation in response to findings not being in compliant according to G.S. 131E-256 (D2) HCPR - Prior Employment Verification & G.S. §131E-256 HEALTH CARE PERSONNEL REGISTRY</u> <u>(d2) Before hiring health care personnel into a health care facility or service, every employer at a health care facility shall access the Health Care Personnel Registry and shall note each incident of access in the appropriate business files.</u> ****Peace in the City will make sure that all employees have an Health Care Registry check in place prior to beginning employment at peace in the City. ****Peace in the City Personnel Department Requires that staff is able to write and understand directions, meets the minimum level of education, competency, work experience, skills and other qualifications for the position; and has no known history of abuse, neglect, or exploitation of children of children or vulnerable adults verified by Health Care Registry per Peace in the City Policy and Procedure Manual. This Rule is not met as evidenced by: <u>V 131</u> Based on record review and interview, the facility failed to ensure that before employment of facility staff, the Health Care Personnel Registry (HCPR) be accessed and each incident of access be filed	Peace in the City, Michelle Lattimore Executive Director & Personell Dept. will make sure all implementation are carried out immediately.	Peace in the City, Michelle Lattimore Executive Director & Personnel Dept. will make sure all implementation are carried out immediately.
<u>V 131</u> Continued From page 2 <u>V 131</u> in the appropriate business file affecting 3 of 3 audited staff. The findings are: Review on 9/25/18 of the Associate Professional (AP) personnel record revealed: Hire date: 5/22/17 Employed as Associate Professional/Direct			Projected Completion Date: Immediately Going Forward

Support Residential Staff HCPR accessed: 5/25/17. Review on 9/26/18 of Staff #3's personnel record revealed: Hire date: 11/6/17 Employed as Direct Support Residential Staff HCPR accessed: 11/9/17. Review on 9/26/18 of Staff #4's personnel record revealed: Hire date: 8/1/16 Employed as Direct Support Residential Staff HCPR accessed: 2/16/17 Interview on 9/26/18 with the Licensee revealed: -Was under the assumption the HCPR could be accessed upon hire of the employee; -Will access the HCPR prior to hiring new employees.	<u>V 133 G.S. 122C-80 Criminal History Record Check</u> G.S. §122C-80 CRIMINAL HISTORY RECORD CHECK REQUIRED FOR CERTAIN APPLICANTS FOR EMPLOYMENT. (a) Definition. - As used in this section, the term "provider" applies to an area authority/county program and any provider of mental health, developmental disability, and substance abuse services that is licensable under Article 2 of this Chapter.	Executive Director, Michelle Lattimore has taken steps to address all deficiencies identified by: DHHS investigation in response to findings not being met according to V 133 G.S. 122C-80 Criminal History Record Check. Director will make sure the Human Resource Dept. follows all Procedures governed by the State of NC. Executive Director will make sure that Prior to any Direct Care Staff Beginning work at the Group Homes have met the requirements of Criminal background check. • The national criminal history record check shall • include a check of the applicant's fingerprints. If • the applicant has been a resident of this State for • five years or more, then the offer is conditioned • on consent to a State criminal history record • check of the applicant. A provider shall not • employ an applicant who refuses to consent to a • criminal history record check required by this • section. Peace in the City will be governed under this rule and staff will have a criminal background check prior to being employed and working with our children.	Implementation Date: 9-26-2018	Projected Completion Date: Immediately Going Forward
	<u>V 133 Continued From page 3 V 133</u>			

(b) Requirement. - An offer of employment by a provider licensed under this Chapter to an applicant to fill a position that does not require the applicant to have an occupational license is conditioned on consent to a State and national criminal history record check of the applicant. If the applicant has been a resident of this State for less than five years, then the offer of employment is conditioned on consent to a State and national criminal history record check of the applicant. The national criminal history record check shall include a check of the applicant's fingerprints. If the applicant has been a resident of this State for five years or more, then the offer is conditioned on consent to a State criminal history record check of the applicant. A provider shall not employ an applicant who refuses to consent to a criminal history record check required by this section. Except as otherwise provided in this subsection, within five business days of making the conditional offer of employment, a provider shall submit a request to the Department of Justice under G.S. 114-19.10 to conduct a criminal history record check required by this section or shall submit a request to a private entity to conduct a State criminal history record check required by this section. Notwithstanding G.S. 114-19.10, the Department of Justice shall return the results of national criminal history record checks for employment positions not covered by Public Law 105-277 to the Department of Health and Human Services, Criminal Records Check Unit. Within five business days of receipt of the national criminal history of the person, the Department of Health and Human Services, Criminal Records Check Unit, shall notify the provider as to whether the information received may affect the employability of the applicant. In no case shall the results of the			
V 133 Continued From page 4 V 133			Implementation Date: 9-26-18

Projected Completion Date: Immediately Going Forward		national criminal history record check be shared with the provider. Providers shall make available upon request verification that a criminal history check has been completed on any staff covered by this section. A county that has adopted an appropriate local ordinance and has access to the Division of Criminal Information data bank may conduct on behalf of a provider a State criminal history record check required by this section without the provider having to submit a request to the Department of Justice. In such a case, the county shall commence with the State criminal history record check required by this section within five business days of the conditional offer of employment by the provider. All criminal history information received by the provider is confidential and may not be disclosed, except to the applicant as provided in subsection (c) of this section. For purposes of this subsection, the term "private entity" means a business regularly engaged in conducting criminal history record checks utilizing public records obtained from a State agency. (c) Action. - If an applicant's criminal history record check reveals one or more convictions of a relevant offense, the provider shall consider all of the following factors in determining whether to hire the applicant: (1) The level and seriousness of the crime. (2) The date of the crime. (3) The age of the person at the time of the conviction. (4) The circumstances surrounding the commission of the crime, if known. (5) The nexus between the criminal conduct of the person and the job duties of the position to be filled. (6) The prison, jail, probation, parole, rehabilitation, and employment records of the <u>V 133 Continued From page 5 V 133</u> person since the date the crime was committed. (7) The subsequent commission by the person of
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a relevant offense. The fact of conviction of a relevant offense alone shall not be a bar to employment; however, the listed factors shall be considered by the provider. If the provider disqualifies an applicant after consideration of the relevant factors, then the provider may disclose information contained in the criminal history record check that is relevant to the disqualification, but may not provide a copy of the criminal history record check to the applicant. (d) Limited Immunity. - A provider and an officer or employee of a provider that, in good faith, complies with this section shall be immune from civil liability for: (1) The failure of the provider to employ an individual on the basis of information provided in the criminal history record check of the individual. (2) Failure to check an employee's history of criminal offenses if the employee's criminal history record check is requested and received in compliance with this section. (e) Relevant Offense. - As used in this section, "relevant offense" means a county, state, or federal criminal history of conviction or pending indictment of a crime, whether a misdemeanor or felony, that bears upon an individual's fitness to have responsibility for the safety and well-being of persons needing mental health, developmental disabilities, or substance abuse services. These crimes include the criminal offenses set forth in any of the following Articles of Chapter 14 of the General Statutes: Article 5, Counterfeiting and Issuing Monetary Substitutes; Article 5A, Endangering Executive and Legislative Officers; Article 6, Homicide; Article 7A, Rape and Other Sex Offenses; Article 8, Assaults; Article 10,		
V 133 Continued From page 6 V 133 Kidnapping and Abduction; Article 13,		

Malicious Injury or Damage by Use of Explosive or Incendiary Device or Material; Article 14, Burglary and Other Housebreakings; Article 15, Arson and Other Burnings; Article 16, Larceny; Article 17, Robbery; Article 18, Embezzlement; Article 19, False Pretenses and Cheats; Article 19A, Obtaining Property or Services by False or Fraudulent Use of Credit Device or Other Means; Article 19B, Financial Transaction Card Crime Act; Article 20, Frauds; Article 21, Forgery; Article 26, Offenses Against Public Morality and Decency; Article 26A, Adult Establishments; Article 27, Prostitution; Article 28, Perjury; Article 29, Bribery; Article 31, Misconduct in Public Office; Article 35, Offenses Against the Public Peace; Article 36A, Riots and Civil Disorders; Article 39, Protection of Minors; Article 40, Protection of the Family; Article 59, Public Intoxication; and Article 60, Computer-Related Crime. These crimes also include possession or sale of drugs in violation of the North Carolina Controlled Substances Act, Article 5 of Chapter 90 of the General Statutes, and alcohol-related offenses such as sale to underage persons in violation of G.S. 18B-302 or driving while impaired in violation of G.S. 20-138.1 through G.S. 20-138.5.

(f) Penalty for Furnishing False Information.

- Any applicant for employment who willfully furnishes, supplies, or otherwise gives false information on an employment application that is the basis for a

criminal history record check under this section shall be guilty of a Class A1 misdemeanor. (g) Conditional Employment. - A provider may employ an applicant conditionally prior to obtaining the results of a criminal history record check regarding the applicant if both of the following requirements are met:			
<u>V 133 Continued From page 7 V 133</u> (1) The provider shall not employ an applicant prior to obtaining the applicant's consent for criminal history record check as required in subsection (b) of this section or the completed fingerprint cards as required in G.S. 114-19.10. (2) The provider shall submit the request for a criminal history record check not later than five business days after the individual begins conditional employment. (2000-154, s. 4; 2001-155, s. 1; 2004-124, ss. 10.19D(c), (h); 2005-4, ss. 1, 2, 3, 4, 5(a); 2007-444, s. 3.) This Rule is not met as evidenced by: Based on record review and interview, the facility failed to ensure criminal background check was conducted within 5 days of the conditional offer of employment affecting 3 of 3 audited staff. The findings are: Review on 9/25/18 of the Associate Professional (AP) personnel record revealed: Hire date: 5/22/17 Employed as Associate Professional/Direct Support Residential Staff Criminal Background Check conducted: 6/27/17. Review on 9/26/18 of Staff #3's personnel record			

revealed: Hire date: 11/6/17 Employed as Direct Support Residential Staff Criminal Background Check conducted: 9/25/18. Review on 9/26/18 of Staff #4's personnel record revealed: Hire date: 8/1/16 Employed as Direct Support Residential Staff			
<u>V 133 Continued From page 8 V 133</u> Criminal Background Check conducted: 8/23/16. Interview on 9/26/18 with the Licensee revealed: -Will conduct criminal background checks on new employees within 5 days of the conditional offer of employment or prior to the hiring of new employees. V 736 27G .0303(c) Facility and Grounds Maintenance 10A NCAC 27G .0303 LOCATION AND EXTERIOR REQUIREMENTS (c) Each facility and its grounds shall be maintained in a safe, clean, attractive and orderly manner and shall be kept free from offensive odor. This Rule is not met as evidenced by: V 736 Based on observation and interview, the facility was not maintained in a safe, clean, attractive and orderly manner. The findings are: Observation on 9/24/18 between 4:05 pm and 4:25 pm revealed: -The carpet seam was lifted up from the floor in the front client bedroom;	Executive Director, Michelle Lattimore has taken steps to address all deficiencies identified by: DHSR investigation in response to findings not being met according to the Each facility and its grounds shall be maintained in a safe, clean, attractive and orderly environment. Executive will link with the Maintenance dept., Group Home Manager on a Monthly basis to ensure group homes are kept up and in a clean, attractive and orderly environment. 10A NCAC 27G .0303 LOCATION AND EXTERIOR REQUIREMENTS (c) Each facility and its grounds shall be maintained in a safe, clean, attractive and orderly manner and shall be kept free from offensive odor. This Rule is not met as evidenced by: V 736 Based on observation and interview: This deficiency will be fixed within 30 days from this implementation day.		Implementation Date: 9-26-18

-2 vanity sink doors were unpainted in the bathroom of the front client bedroom; -The carpet in Client #1's bedroom was frayed in multiple places and stained a dark color; -Drawers on the black chest of drawers in Client #1's bedroom were broken. Interview on 9/24/18 with Client #1 revealed: -Staff assigned him to his bedroom when he moved into the home; -The drawers on his dresser were already broken			
V 736 Continued From page 9 when he moved into the bedroom; -He was happy to have a room to himself. Interview on 9/26/18 with the Executive Director and Staff #2 revealed: -The carpet seam in the front client bedroom and painting the sink vanity doors could be corrected within a few days; -The chest of drawers in client bedrooms were being replaced when broken; -Awareness that the carpet in Client #1's bedroom needed to be replaced. This deficiency constitutes a recited deficiency and must be corrected within 30 days.			Projected Completion Date: Immediately Going Forward

Peace in the City
 724 Thompson Rd.
 Rutherfordton, NC 28139