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Division of Health Service Regulation

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: MHL034-005	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED R 03/10/2022
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NAME OF PROVIDER OR SUPPLIER THE FELLOWSHIP HOME	STREET ADDRESS, CITY, STATE, ZIP CODE 661 NORTH SPRING STREET WINSTON SALEM, NC 27101
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V 000	INITIAL COMMENTS An annual and follow up survey was completed on 3/10/22. Deficiencies were cited. This facility is licensed for the following service category: 10A NCAC 27G .5600E Supervised Living for Adults with Substance Abuse Dependency. The survey sample consisted of audits of three current clients.	V 000		
V 108	27G .0202 (F-I) Personnel Requirements 10A NCAC 27G .0202 PERSONNEL REQUIREMENTS (f) Continuing education shall be documented. (g) Employee training programs shall be provided and, at a minimum, shall consist of the following: (1) general organizational orientation; (2) training on client rights and confidentiality as delineated in 10A NCAC 27C, 27D, 27E, 27F and 10A NCAC 26B; (3) training to meet the mh/dd/sa needs of the client as specified in the treatment/habilitation plan; and (4) training in infectious diseases and bloodborne pathogens. (h) Except as permitted under 10a NCAC 27G .5602(b) of this Subchapter, at least one staff member shall be available in the facility at all times when a client is present. That staff member shall be trained in basic first aid including seizure management, currently trained to provide cardiopulmonary resuscitation and trained in the Heimlich maneuver or other first aid techniques such as those provided by Red Cross, the American Heart Association or their equivalence for relieving airway obstruction.	V 108	Per Fellowship Home policy: The house manager (HM) and assistant house manager (AHM) received NCI training before they were hired and will renew that training annually. Certificates of completed NCI training were in their employment files. Upon hiring, the executive director provided the HM and AHM with orientation and training that addressed job duties, client rights, confidentiality and client mh/dd/sa needs. Written job descriptions and statements of client rights signed by the HM and AHM were in their employment files. During employment, the HM and AHM regularly received training and instruction from the executive director and/or one or more counselors on how best to meet client mh/dd/sa needs. In the future, the executive director will document the initial orientation and training provided to the HM and AHM upon their hiring. He will also document regular training that he and/or our counselors provide to the HM and AHM during their employment.	03/23/2022

Division of Health Service Regulation
LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE

Ken Powers

TITLE
Executive Director
(X6) DATE
03/24/2022

APR 01 2022

Lic. & Cert. Section

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V 108	<p>Continued From page 1</p> <p>(i) The governing body shall develop and implement policies and procedures for identifying, reporting, investigating and controlling infectious and communicable diseases of personnel and clients.</p> <p>This Rule is not met as evidenced by: Based on record review and interview, the facility failed to ensure 2 of 4 audited staff (The House Manager and the Assistant House Manager) had received training to meet the mh/dd/sa needs of the client as specified in the treatment/habilitation plan. The findings are:</p> <p>Review on 3/10/22 of the House Manager's (HM's) record revealed:</p> <ul style="list-style-type: none"> - A hire date of 10/4/21 - No evidence the HM had received training to meet the mh/dd/sa needs of the client as specified in the treatment/habilitation plan <p>Review on 3/10/22 of the Assistant House Manager's (AHM's) record revealed:</p> <ul style="list-style-type: none"> - A hire date of 10/6/21 - No evidence the AHM had received training to meet the mh/dd/sa needs of the client as specified in the treatment/habilitation plan <p>Interview on 3/10/22 with the Director revealed:</p> <ul style="list-style-type: none"> - Although there was no documentation in the HM or the AHM's records, the HM and the AHM met regularly with the facility's clinical staff and himself to discuss the clients' various diagnoses and their needs and how they could be supported best by staff 	V 108		
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V 108	Continued From page 2 - He would work on developing a training and how to document in their records when the HM and the AHM received instruction on the mh/dd/sa needs of the clients being served by their facility.	V 108		
V 133	G.S. 122C-80 Criminal History Record Check 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. (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 subsection, within five business days of making the conditional offer of employment, a provider shall submit a request to the Department of	V 133	Per Fellowship Home policy: The executive director conducted a timely criminal record check on the HM and AHM by accessing the North Carolina Department of Public Safety website and printing out the results of their Offender Search. Those results were in the HM and AHM employment files. Prior DHHS auditors have not objected to this practice. In the future, the executive director will use a private entity to conduct criminal record searches for potential employees. Indeed, we have already opened an account with a private entity called "GoodHire" and will use them for future record searches.	03/23/2022

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V 133	<p>Continued From page 3</p> <p>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 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</p>	V 133		
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V 133	<p>Continued From page 4</p> <p>records obtained from a State agency.</p> <p>(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:</p> <ol style="list-style-type: none"> (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 person since the date the crime was committed. (7) The subsequent commission by the person of a relevant offense. <p>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.</p> <p>(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:</p> <ol style="list-style-type: none"> (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 	V 133		
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V 133	<p>Continued From page 5</p> <p>history record check is requested and received in compliance with this section.</p> <p>(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, 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</p>	V 133		
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V 133	<p>Continued From page 6</p> <p>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.</p> <p>(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.</p> <p>(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:</p> <p>(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.</p> <p>(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.)</p> <p>This Rule is not met as evidenced by: Based on record review and interview, the facility failed to submit a request to a private entity to conduct a State criminal history record check for 2 of 4 audited staff (The House Manager and the Assistant House Manager). The findings are:</p>	V 133		

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V 133	Continued From page 7 Review on 3/10/22 of the House Manager's (HM's) record revealed: - A hire date of 10/4/21 - A "North Carolina Public Safety Offender Public Information" printout dated 9/28/21 - The "North Carolina Public Safety Offender Public Information" printout appeared to have been obtained from a online website - No evidence of any other type of criminal history record check was present in the HM's record Review on 3/10/22 of the Assistant House Manager's (AHM's) record revealed: - A hire date of 10/6/21 - An "Offender Information" printout dated 10/5/21 with no indication as to what entity the information was obtained from - No evidence of any other type of criminal history record check was present in the AHM's record Interview on 3/10/22 with the Director revealed: - The documentation in the HM and the AHM's records were retrieved from "free" sites on the internet - He was not aware that the documentation in the HM and the AHM's records was insufficient; as he had always used "free" sites to obtain criminal history record checks on those he employed.	V 133		