

Ms. 

Thank you for the visit during your survey completed on 05/20/2024. Beautiful Beginnings strives to provide exceptional therapeutic services and support to our clients. Please accept the Plan of Correction listed below.

**Deficiency Cited: Personnel Requirements**

27G .0202 (A-E) Personnel Requirements

10A NCAC 27G .0202 PERSONNEL REQUIREMENTS

(a) All facilities shall have a written job description for the director and each staff position which: (1) specifies the minimum level of education, competency, work experience and other qualifications for the position; (2) specifies the duties and responsibilities of the position; (3) is signed by the staff member and the supervisor; and (4) is retained in the staff member's file. (b) All facilities shall ensure that the director, each staff member or any other person who provides care or services to clients on behalf of the facility: (1) is at least 18 years of age; (2) is able to read, write, understand and follow directions; (3) meets the minimum level of education, competency, work experience, skills and other qualifications for the position; and (4) has no substantiated findings of abuse or neglect listed on the North Carolina Health Care Personnel Registry. (c) All facilities or services shall require that all applicants for employment disclose any criminal conviction. The impact of this information on a decision regarding employment shall be based upon the offense in relationship to the job for which the applicant is applying. (d)

Staff of a facility or a service shall be currently licensed, registered or certified in accordance with applicable state laws for the services provided. (e) A file shall be maintained for each individual employed indicating the training, experience and other qualifications for the position, including verification of licensure, registration or certification.

**Plan of Action:**

**Effective immediately 05/20/2024** and ongoing, Beautiful Beginnings will ensure that all personal requirements are met. The agency will also conduct a record check as needed to make sure all personal requirements are met.

**Responsible Party:** [REDACTED] CEO

**Deficiency Cited: Prior Employment Verification**

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.

**Plan of Action:**

Effective immediately **05/20/2024** and continuing, Beautiful Beginnings will ensure that the facility will access the Health Care Personnel Registry (HCPR) prior to the date of hire. The agency will also conduct a record check as needed to make sure all personal requirements are met.

**Responsible Party:** [REDACTED] Owner/CEO

**Deficiency Cited: CRIMINAL HISTORY RECORD CHECK REQUIRED FOR CERTAIN APPLICANTS FOR EMPLOYMENT.**

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.

**Plan of Action:** As of 05/20/2024, and ongoing, Beautiful Beginnings will ensure that the facility will submit a criminal history background check within 5 business days of making the conditional offer of employment.

**Responsible Party:** [REDACTED] Owner/CEO

**Deficiency Cited: 27G .5601 Supervised Living - Scope**

10A NCAC 27G .5601 SCOPE (a) Supervised living is a 24-hour facility which provides residential services to individuals in a home environment where the primary purpose of these services is the care, habilitation or rehabilitation of individuals who have a mental illness, a

developmental disability or disabilities, or a substance abuse disorder, and who require supervision when in the residence.

**Plan of Action:** As of 05/20/2024, and ongoing, Beautiful Beginnings will ensure that the facility will operate under the scope for which it is licensed. Beautiful Beginnings will change the license to group home once probation is up.

**Responsible Party:** [REDACTED] Owner/CEO

[REDACTED]  
Owner/CEO

Beautiful Beginnings Services, LLC

[REDACTED]

[REDACTED]