

Illinois Department of Public Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: IL6004428	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED C 10/14/2021
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NAME OF PROVIDER OR SUPPLIER HILLSBORO REHAB & HCC	STREET ADDRESS, CITY, STATE, ZIP CODE 1300 EAST TREMONT STREET HILLSBORO, IL 62049
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S 000	Initial Comments	S 000		
	Complaint 2147366/IL138909			
S9999	Final Observations Statement of Licensure Violations: Section 300.650c) Section 300.650d) Section 300.650e) Section 300.661 Section 300.810a) Section 300.1210b)d)3) Section 300.1210d)3) Section 300.1220b)4)6) Section 300.1230b)2)A)B)C) Section 300.1630a) Section 300.3240a)b) Section 300.3240b) Section 300.650 Personnel Policies c) Prior to employing any individual in a position that requires a State license, the facility shall contact the Illinois Department of Financial and Professional Regulation to verify that the individual's license is active. A copy of the license shall be placed in the individual's personnel file. d) The facility shall check the status of all applicants with the Health Care Worker Registry prior to hiring. e) All personnel shall have either training or experience, or both, in the job assigned to them. Section 300.661 Health Care Worker Background Check	S9999	<p style="text-align: center;">Attachment A Statement of Licensure Violations</p>	

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LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE _____ TITLE _____ (X6) DATE _____

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S9999	<p>Continued From page 1</p> <p>A facility shall comply with the Health Care Worker Background Check Act and the Health Care Worker Background Check Code.</p> <p>Section 300.810 General</p> <p>a) Sufficient staff in numbers and qualifications shall be on duty all hours of each day to provide services that meet the total needs of the residents. As a minimum, there shall be at least one staff member awake, dressed, and on duty at all times.</p> <p>Section 300.1210 General Requirements for Nursing and Personal Care</p> <p>b) The facility shall provide the necessary care and services to attain or maintain the highest practicable physical, mental, and psychological well-being of the resident, in accordance with each resident's comprehensive resident care plan. Adequate and properly supervised nursing care and personal care shall be provided to each resident to meet the total nursing and personal care needs of the resident.</p> <p>d) Pursuant to subsection (a), general nursing care shall include, at a minimum, the following and shall be practiced on a 24-hour, seven-day-a-week basis:</p> <p>3) Objective observations of changes in a resident's condition, including mental and emotional changes, as a means for analyzing and determining care required and the need for further medical evaluation and treatment shall be made by nursing staff and recorded in the resident's medical record.</p> <p>Section 300.1220 Supervision of Nursing Services</p>	S9999		

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S9999	<p>Continued From page 2</p> <p>b) The DON shall supervise and oversee the nursing services of the facility, including:</p> <p>4) Recommending to the administrator the number and levels of nursing personnel to be employed, participating in their recruitment and selection and recommending termination of employment when necessary.</p> <p>6) Developing and maintaining nursing service objectives, standards of nursing practice, written policies and procedures, and written job descriptions for each level of nursing personnel.</p> <p>Section 300.1230 Direct Care Staffing</p> <p>b) For the purposes of this Section, the following definitions shall apply:</p> <p>2) "Skilled care" - skilled nursing care, continuous skilled nursing observations, restorative nursing, and other services under professional direction with frequent medical supervision. (Section 3-202.05(b-5) of the Act) Skilled nursing services are either nursing or therapy care services, furnished pursuant to physician orders, that require the skills of a licensed nurse to treat, manage, and observe a resident's condition and evaluate a resident's care. The skilled nursing services may be provided by a CNA, under the supervision of a licensed nurse to ensure the safety of the patient and to achieve the medically desired result. A resident in a skilled nursing facility is classified as receiving skilled care if:</p> <p>A) The resident is receiving care covered by Medicare under any arrangement allowed by Title XVIII of the Social Security Act;</p> <p>B) The resident is receiving care that would be covered by Medicare, but the resident has exhausted his or her Medicare benefits; or</p>	S9999		

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S9999	<p>Continued From page 3</p> <p>C) The resident is not Medicare eligible, but is receiving care that would be covered by Medicare if the resident were eligible.</p> <p>Section 300.1630 Administration of Medication</p> <p>a) All medications shall be administered only by personnel who are licensed to administer medications, in accordance with their respective licensing requirements. Licensed practical nurses shall have successfully completed a course in pharmacology or have at least one year's full-time supervised experience in administering medications in a health care setting if their duties include administering medications to residents.</p> <p>Section 300.3240 Abuse and Neglect</p> <p>a) An owner, licensee, administrator, employee or agent of a facility shall not abuse or neglect a resident. (Section 2-107 of the Act)</p> <p>b) A facility employee or agent who becomes aware of abuse or neglect of a resident shall immediately report the matter to the Department and to the facility administrator.</p> <p>This Requirements were NOT MET as evidence by:</p> <p>Based on interview and record review, the facility failed to operationalize their abuse policy by failing to complete prescreening to ensure all licensed staff are licensed and have no disqualifying offense prior to hire and failed to ensure qualified Registered Nurses are hired. This failure resulted in V7, an unlicensed staff,</p>	S9999		

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S9999	<p>Continued From page 4</p> <p>being employed by the facility as a Registered Nurse (RN) for 10 days. During this time, V7, Unlicensed Staff, provided care to residents requiring medications administration (including narcotics/controlled substances), trach care, intravenous (IV) medications, diabetic monitoring and ongoing medical monitoring. This failure had the potential to affect all 92 residents in the facility while V7 was employed.</p> <p>Findings include:</p> <p>1.V7's, Unlicensed Staff, Employment Eligibility Verification, Department of Homeland Security form, electronically signed by V7 on 4/10/20 documents her middle initial as "L" and the social security number on this form matches the number on V7's social security card.</p> <p>V7's personnel file contained two separate Health Care Worker Registry (HCWR) checks, both with the date of 4/10/20 at the bottom of the sheet. The first HCWR check documents V7's middle initial as "G" and documents she has an active professional license as an RN. The second HCWR check documents V7's middle initial as "L" and did not document any training and work history, waivers or certifications for anyone with that name. The HCWR check completed using V7's middle initial "L" matched the social security number on the card V7 provided during her orientation process.</p> <p>The Illinois Department of Financial and Professional Regulation printed Lookup Detail View for V7 using middle initial "G" dated 4/10/20 documents V7 license as a Registered Professional Nurse was first effective on 6/28/17, and current effective date was 3/13/18 with an expiration date of 9/30/20. Handwritten notes,</p>	S9999		

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S9999	<p>Continued From page 5</p> <p>undated, on the bottom of this form documents the date of birth and social security number do not match the social security number provided by V7.</p> <p>On V7's Post-Employment Investigation Application Consent Form electronically signed by V7 on 4/9/20, V7 documented her date of birth as one date; however, on V7's Initial Background Screening Report, dated 4/13/20, documents V7's date of birth as a different date. This background screening documented results as "No reportable records found".</p> <p>V7's Background Screening Reports dated 5/4/20 and 5/8/20 both document correct date of birth, and results document, "Records found." These reports both document V7 has felony charges for forgery/make/ alter document, with offense date of 3/25/19. According to the report, the charge date is 4/5/19, and V7's next scheduled court date was 5/6/20. A second felony charge for forgery was listed with the offense date of 12/29/19, charge date of 1/21/20 and V7's next scheduled court date for that charge was listed as 6/18/20.</p> <p>V7's Employment Application, dated 3/21/20, contained questions related to criminal background which included the following: "Have you been convicted of a felony, misdemeanor, or local violation?; Are you currently under arrest or awaiting trial or hearing for a felony, misdemeanor or local ordinance violation?; Have you ever been terminated from employment due to an allegation of abuse, neglect or mistreatment of a dependent person?; Are you currently under investigation for, or has any state/federal agency, including professional licensing and/or certification board, ever made a finding that you</p>	S9999		
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S9999	<p>Continued From page 6</p> <p>neglected, abused or mistreated a dependent person, committed fraud, misappropriated property or violated a professional standard of care for your profession?" V7 marked all of these questions with a (-) and did not answer the questions.</p> <p>V7's Employment Reference Check Form included one professional reference from V8, Certified Nursing Assistant, who worked at the facility while V7 was employed. Under comments, the reference check from V8, dated 4/10/20 documents, "Went to EMT (Emergency Medical Technician) school at (local community college) together. She likes her."</p> <p>V7's second reference check, dated 4/13/20, was from a hospital V7 did not even list on her employment application. Under comments, it documents, "Unable to get in contact. " It was signed by V4, previous Director of Nursing (DON). No follow up attempts to contact this reference was documented on the form.</p> <p>V7's, Unlicensed Staff, Payroll Termination Form, dated 4/29/20, documents V7's hire date as 4/10/20 and her termination date as 4/28/20. It identifies her "Home Department" as RN.</p> <p>V7's time sheets for the time she was employed by the facility document V7 worked on the following dates: 4/10/20, 4/13/20, 4/14/20, 4/15/20, 4/16/20, 4/17/20, 4/18/20, 4/19/20, 4/21/20, 4/22/20, and 4/23/20.</p> <p>V7's Employee Corrective Action Form dated 4/29/20, documents the date of offense, 4/25/20, and documents V7 received a Category 1 (Gross Misconduct-Immediate Discharge) for 320, Failure to report arrests, #23, making a false,</p>	S9999		
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S9999	<p>Continued From page 7</p> <p>misleading or incomplete statement on the job application, and #30, Practicing with an invalid professional license. The form documents, "Employee falsified nurse license. Under "Action", the form documents: Termination of employment (not eligible for rehire).</p> <p>On 10/7/21 at 12:50 PM V3, Accounts Payable/Payroll Manager, stated V7 had come and interviewed in the evening of April 9, 2020, and V3 was told the next day she was coming in to do her paperwork and do computer training with V4, previous DON, and starting that next day on midnights. V3 stated she completed V7's background checks that morning (4/10/20) which included the IDPH Registry, Sex Offender Check, Nursing License look-up, individual counties "wanted" searches, and OIG (Office of Inspector General). V3 stated she asked V7 for copies of her driver's license and social security card and she noticed the middle name was different than the middle name on her license look up. V3 stated V7 told her she had two middle names, and that she had a different social security card at home and would bring it in the next time she came to the facility. V3 stated she also questioned V7's nursing license because it came from Chicago, but stated she realizes some people do go away for school, so it was a possibility that is what V7 did. V3 stated V7 never brought in her other social security card even though V3 told her everything had to match. She stated she brought the discrepancy to V4's Previous DON) attention and V4 said that it would be fine and basically took V7 on good faith that she had the other social security card and would bring it in. V4 had her start working the next night. V3 stated she wrote on the bottom of the checklist she gives to the administrator that V7 still needed to bring in her social security card.</p>	S9999		

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S9999	<p>Continued From page 8</p> <p>The administrator signed off on it, even though they did not have the social security card in question. She stated V7's different paperwork had two different middle names on them and that was a concern. V3 stated it should all match. V3 stated since the incident and the QAPI following it, now if something doesn't match in the hiring paperwork, that person cannot start working. She stated it's still the same process, but now they are not making any exceptions. V3 stated she has since heard V7 has two additional cases out in another county. V3 stated after this incident, they did an audit of all other employee's background checks and did not find any other problems. She stated V7 never worked without other nurses in the facility. She stated usually new staff nurses train with someone for three or four days, or until they are comfortable.</p> <p>On 10/8/21 at 10:17 AM V3 clarified that she did background checks on V7 on the first day she came in for orientation on 4/10/21 and there were questions on that day regarding V7's paperwork and having two different middle names on some of the forms. V3 informed the DON and Administrator of things not matching, and V7's claim to have a different social security card that she stated she would bring in. Administrator signed off on the checklist for V7's background check and she was allowed to start working, even though she never brought in the other social security card.</p> <p>On 10/8/21 at 9:00 AM V5, Corporate Nurse, stated, after the fact, the facility did discover several mistakes had been made regarding hiring V7. V5 stated the problem had to do with V7 having the wrong middle initial, and stated V4, previous DON, had told her some of the nurses had brought concerns to her about V7's skills. V4</p>	S9999		
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S9999	<p>Continued From page 9</p> <p>had said she was going to increase V7's time to shadow other nurses, and possibly bring her to a different shift for additional training. V5 stated V4 had reported to her that she (V4) had a meeting with all the midnight nurses and checked the registry with them in the room and pulled up V7 on the nurse registry. V5 stated she was not trying to make excuses, but she herself would probably not know everyone's middle name.</p> <p>2. R1's Face Sheet documents she was admitted to the facility on 3/27/20 with diagnoses to include Acute Kidney Failure, Acute Hematogenous Osteomyelitis of Right Foot and Ankle, and Atherosclerosis of Native Arteries of Extremities with Gangrene in Right Leg.</p> <p>R1's Physician Orders dated 4/1/20 to 4/30/20 document R1 received intravenous (IV) antibiotics via a Peripherally Inserted Central Catheter (PICC line-long tube that's inserted through a vein in persons arm and passed through to the larger veins near your heart). During the time V7, Unlicensed Staff, was employed at the facility as an RN. R1's Physician Orders also documented R1 received wet to dry dressing changes to her right heel wound every day and night shift.</p> <p>On 10/7/21 at 2:31 PM V10, Licensed Practical Nurse (LPN) stated she was aware of V7, an unlicensed staff, working at the facility and stated she was terminated because of her (V7). V10 stated she worked with V7 during the time she worked at the facility and V7 did trach care, passed medications, performed wound care and accessed a PICC line and ran a CADD (Continuous Ambulatory Delivery Device-a device which is used to deliver measured medications therapy while allowing patients to stay mobile) pump. V10 stated when V7 had to access a</p>	S9999		
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S9999	<p>Continued From page 10</p> <p>resident's PICC line and hook up her CAD pump, V7 sat on the resident's bed and looked up how to do it on the internet on the phone. V10 stated she called V4, Director of Nurses/DON, at the time, and voiced concerns that V7 did not know what she was doing. V4 told her to just help her (V7) with it. V10 stated she refused because PICC lines and CADD pumps are outside of her scope of practice. V10 stated V4 did not come in that night and help V7 with the IV, but V7 eventually did it. V10 stated other things V7 did that caused her to wonder if V7 was really a nurse included V7 not knowing what Norco (a narcotic pain medication) is or where to find it. V10 stated V7 asked her what Norco was, and V10 told her it is a narcotic, and then V7 asked where to find it, and V10 told her in the "narc box". V7 asked, "What's a narc box?" V10 stated another time V7 asked her what ABT (antibiotic) means and V10 had to tell her it referred to an antibiotic. V10 stated while she was training V7, she showed her how to do tracheostomy care. The next day V7, when doing trach care on the same resident, V7 did not know how to remove the inner cannula. V10 stated she had to stop V7 from pulling out the cannula without unlocking it. V10 stated V7 did not know how to change an O2 (oxygen) cannula. V10 stated she was concerned, and she looked V7 up on the nurse registry and could not find V7 on the list. V10 stated she was not the only one with concerns about V7. V10 stated other nurses were also asking questions about V7 really being a nurse because she just didn't know anything about patient care. Several staff went to management about their concerns that there was something wrong with V7 not knowing what she is doing, and management accused the complaining staff of being discourteous to V7. V10 stated that what she was fired for at the time. The Director of</p>	S9999		
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S9999	<p>Continued From page 11</p> <p>Nurses called her and fired V10 over the phone.</p> <p>3. R2's Face Sheet documents he was admitted to the facility on 12/19/19 with the diagnoses to include Chronic Obstructive Pulmonary Disease (COPD) with Acute Exacerbation.</p> <p>R2's Medication Administration dated 4/1/20 to 4/30/20 documents V7, unlicensed staff, administered medications and breathing treatments to R2 while she was working in the facility as an RN. R2's medications administered by V7 include breathing treatments and narcotic medications.</p> <p>R2's Progress Notes dated 4/24/20 at 12:55 AM document V7 administered Ipratropium-Albuterol nebulizer treatment to R2 for complaints of shortness of breath and documented his oxygen level was 85%. At 2:36 AM, an hour and a half later, V7 assessed R2's response to his nebulizer treatment as "ineffective" and documented his O2 (oxygen) level was at 82%. At 2:59 AM, V7 documented, "Resident presented with bilateral rhonchi/wheezing, decreasing O2 levels, SOB (shortness of breath), cough, chest pain. (Doctor) was contacted. (R2) was transferred to (local hospital)."</p> <p>On 10/7/21 at 2:52 PM V12, LPN, stated she had trained V7 on the first night she worked. V12 stated she had concerns regarding V7 right away because V7 showed her a video on her phone of a news story about V7 being arrested, V7 asked her if V12 thought the facility got her background check done yet, because she was working and had a pending felony charge. V12 stated V12 felt it was odd that someone would show other people she didn't really show, that kind of video about themselves. V12 stated while she was</p>	S9999		

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STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: IL6004428	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING _____	(X3) DATE SURVEY COMPLETED C 10/14/2021
NAME OF PROVIDER OR SUPPLIER HILLSBORO REHAB & HCC		STREET ADDRESS, CITY, STATE, ZIP CODE 1300 EAST TREMONT STREET HILLSBORO, IL 62049		
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S9999	<p>Continued From page 12</p> <p>training V7, V7 asked her how V12 best learns, either by hands-on or by watching. V12 stated V7 stated she would just watch, and V12 stated that's all she did was to watch. V12 stated she went to V4, DON, several times with concerns about V7, including that she did not know how to change people who were incontinent. V7 was goggling how to run an IV with a PICC line. V12 stated besides it being scary that V7 just really didn't know what she was doing overall, there was an incident when a resident (R2) with COPD was having an exacerbation and his SPO2 (oxygen saturation level) was dropping. V7 just didn't respond to what was going on with him and he needed to be sent out. V12 stated another nurse, V11, LPN, had to intervene and tell V7 how to send the patient out to the hospital. V12 stated V11 called her and let her know what was going on, and to ask about what forms to use. V12 stated she was the nurse who usually did the paperwork to send someone out. V12 stated, the next day, they talked to the DON and ADON (V4 and V9) to let them know what happened. V4 and V9 did not take them seriously. V12 stated it was very scary that V7 was allowed to work, even though it was obvious she did not know the basics of what she was doing. V12 stated that V10, LPN and V11, LPN ended up quitting and going to the sheriff about their concerns regarding V7 because they wanted to protect the residents.</p> <p>4. R3's Face Sheet documents his diagnoses to include Heart Failure, Tracheostomy Care, Diabetes Mellitus Type 2, and Sleep Apnea.</p> <p>R3's Medication Administration Record (MAR) dated 4/1/20 to 4/30/20 documents V7 administered the following medications on the following dates: 4/16/20: Atorvastatin (treatment for high</p>	S9999		

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S9999	<p>Continued From page 13</p> <p>cholesterol) 40 milligrams (mg), Trazodone (antidepressant/sedative) 100 mg, Potassium Chloride 60 mEq (milliequivalents), Pregabalin (nerve pain medications) 150 mg, Gabapentin (anticonvulsant/nerve Pain medications) 300 mg , Ambien (sedative) 10 mg, Ferrous Sulfate 325 mg</p> <p>4/18/20: Trazadone 100 mg, Ambien 10 mg, Hydrocodone-Acetaminophen (narcotic to treat pain)5/325 mg ii,</p> <p>4/19/20: Atorvastatin 40 mg, Budesonide Suspension (steroid) 0.25mg/2ml via trach, Trazodone 100 mg , Potassium Chloride 60 mEq, Pregabalin 150 mg , Gabapentin 300 mg , Ambien 10 mg, Ferrous Sulfate 325 mg</p> <p>4/21/20: Trazadone 100 mg, Hydrocodone-Acetaminophen 5/325 mg ii</p> <p>4/23/20: Atorvastatin 40 mg , Budesonide Suspension 0.25mg/2ml via trach, Trazodone 100 mg , Potassium Chloride 60 mEq, Pregabalin 150 mg , Gabapentin 300 mg , Ambien 10 mg, Ferrous Sulfate 325 mg, Lasix (diuretic) 80 mg, Insulin Glargine 49 u (units) SQ (subcutaneous/injection given in the fatty tissue) .</p> <p>R3's Physician Order Summary (POS) documents the order dated 2/17/20: Novolog Solution (Insulin Aspartame) Inject 39 units (u) subcutaneously (SQ) before meals. R3's POS also documents the order, dated 2/17/20:Novolog Solution (Insulin Aspartame) inject as per sliding scale: if 151-200=2 u; 201-250=4 u; 251-300=6 u; 301-350= 8 u; 351-400= 10 u; greater than 400 Call MD (Medical Doctor), SQ before meals.</p> <p>R3's MAR dated 4/1/20 to 4/30/20 documents on 4/23/20, R3 was ordered to receive Novolog Insulin 39 u, and per sliding scale (S/S), was to receive an additional 8 U for an accucheck result of 321. V7 did not administer R3's scheduled</p>	S9999		

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S9999	<p>Continued From page 14</p> <p>dose or s/s dose of Novolog, but instead documented a "6" for med not given.</p> <p>R3's Progress Notes dated 4/23/20 at 5:34 PM document this medication (Novolog) was not available when V7 was to give it at 4:00 PM, but it was documented as given on R3's MAR for the previous dose at 11:00 AM on the same day, and for the next dose at 7:00 AM the next morning. There was no documentation regarding why the medication was not available or that the MD was notified. The next accucheck for R3 was documented on his MAR on 4/24/20 at 7:00 AM the next morning with the result of 381.</p> <p>5. R4's Face documents his diagnoses to include Diabetes Mellitus Type 2, Dementia with Behavior Disturbance, Hypertension and anxiety.</p> <p>R4's Physician Orders document the order dated 3/1/18: Admit to Skilled Nursing Facility; I hear by certify this resident continues to require 24-hour nursing care in a skilled nursing facility.</p> <p>Review of R4's Medication Administration Report dated 4/1/20 to 4/30/20 documents V7, an unlicensed staff administered the following medications to R4 on these dates.</p> <p>4/18/20: Tramadol (narcotic) 50 mg at 2:33 AM 4/20/20: Ativan (sedative/controlled substance) 0.5 mg at 8:00 PM 4/21/20: Lantus (Insulin) 25 units Subcutaneously (SQ), Lipitor 20 mg, Metformin (anti-diabetic medication) 500 mg, Ativan 0.5 mg, Gabapentin 300 mg, Ibuprofen 400 mg 4/22/20: Lantus 25 mg SQ, Lipitor 20 mg, Metformin 500 mg, Ativan 0.5 mg, Gabapentin, 300 mg, Ibuprofen 400 mg, 4/23/20: Ibuprofen 400 mg</p>	S9999		

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S9999	<p>Continued From page 15</p> <p>4/24/20: Lantus 25 u SQ, Lipitor 20 mg, Metformin 500 mg, Ativan 0.5 mg</p> <p>R4's MAR included the order: Orthostatic Blood Pressure Q (every) Shift x 3 days with a start date of 4/17/20 and end date of 4/20/21. On 4/17/20, V7 only took R4's blood pressure while he was standing but did not take R4's blood pressure when he was sitting or lying as required for orthostatic blood pressures.</p> <p>The facility's policy, "Abuse, Prevention and Prohibition Policy, dated 2021 documents, "Screening: The facility will not knowingly employ individuals who have been found guilty of abusing, neglecting or mistreating resident or misappropriating their properties. A person at a supervisory level will interview potential employees. all employees will have criminal background checks, state and federal required checks, employment reference checks (previous and current), and license/certification confirmation. The facility will make reasonable efforts to uncover information about any past criminal prosecutions. The facility will report any knowledge it has of actions by a court of law against an employee, which would indicate that they are unfit for service as a nurse aide or other facility staff, to the nurse aide registry, licensing authorities or other mandated state agencies."</p> <p>The facility's policy, "Overview of Recruitment and Selection Process" effective September 1, 2013, documents, under "Policy Interpretation and Implementation": A conditional offer of employment is simply an offer of employment to a qualified candidate contingent upon successful completion of checks/screenings conducted by the facility on all employment candidates. "Post-Offer Employment Checklist: the facility will</p>	S9999		

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S9999	<p>Continued From page 16</p> <p>use the Post-Offer Employment Checklist to ensure all checks/screenings are completed on the candidate. The list of checks/screenings contained on the checklist encompasses those required by law and facility policy. "Administrator's Approval for Employment": Before a candidate is able to start employment at the facility, the Administrator must review the Post-Offer Employment Checklist and all supporting documents to ensure the candidate has satisfied all requirements for employment. Approval is documented on the checklist and employment application. "</p> <p>The Illinois Administrative Code Title 68: Professions and Occupations, Chapter VII: Department of Financial and Professional Regulations; Subchapter B: Professions and Occupations; Section 1300.350 Standards of Professional Conduct for Registered Professional Nurses document the following: Section 1300.350 Standards of Professional Conduct for Registered Professional Nurses a) The RN shall: 1) Practice in accordance with the ACT and this part; 2) Uphold federal and State regulations regarding controlled substances and alcohol; 3) Practice nursing only when in functional physical and mental health; 4) Be accountable for his or her own nursing actions and competencies; 5) Practice or offer to practice only within the scope permitted by law and within the licensee's own educational preparations and competencies. Review of the facility's census reports dated 4/10/20 through 4/25/20 document the average daily census was 92.</p> <p>(A)</p>	S9999		