



Pennsylvania Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION (POC)	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:  <b>395705</b>	(X2) MULTIPLE CONSTRUCTION: A. BLDG: <u>00</u> B. WING: _____	(X3) DATE SURVEY COMPLETED:  <b>12/10/2024</b>
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NAME OF PROVIDER OR SUPPLIER: <b>HEMPFIELD MANOR</b>  STATE LICENSE NUMBER: <b>085802</b>	STREET ADDRESS, CITY, STATE, ZIP CODE: <b>1118 WOODWARD DRIVE GREENSBURG, PA 15601</b>
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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)	(X5) COMPLETE DATE
P 5520		P 5520		

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

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P 5520	Continued from page 1  Nursing services.  (3) Effective July 1, 2024, a minimum of 1 nurse aide per 10 residents during the day, 1 nurse aide per 11 residents during the evening, and 1 nurse aide per 15 residents overnight.  This REGULATION is not met as evidenced by:	P 5520	This plan of correction has been prepared and executed because the law requires it. This plan does not constitute an admission that any of the citations are either legally or factually correct. This plan of correction is not meant to establish any standard of care, contract, obligation, or position. Hempfield Manor reserves the right to raise all possible contestations and defenses in any civil, criminal, claim, action or proceeding. Please accept this plan of correction as Hempfield Manor credible allegation of compliance. All residents received appropriate care and services to meet their needs on the identified days and there was no direct correlation to an individual resident.  Residents of Hempfield Manor will be protected from future staff ratios below the 1:10 nurse aide for days, the 1:11 nurse aide for evenings and 1:15 nurse aide for nights by a proactive preview by the DON/Designee of daily staff assignments and schedules to ensure adequate staff coverage.	Completion Date: <b>01/09/2025</b> Status: <b>APPROVED</b> Date: <b>12/13/2024</b>

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P 5520	Continued from page 2	P 5520	<p>The nursing scheduler/designee will review projected staffing levels with the DON/designee daily for 3x weekly to ensure that any foreseeable staffing levels below nurse aide ratios are adequately covered.</p> <p>Weekend and Shift Supervisors will be educated by DON/designee by 12/20/24 to immediately contact all off staff on the nursing list first to see about coverage and next contact DON/ADON for any day that ratios unexpectedly drop below the nurse aide ratio minimum for immediate resolution.</p> <p>Hempfield Manor will continue to aggressively advertise externally for recruitment of nursing/C.N.A. applicants to enhance current staffing levels. Hempfield Manor will also review potential admissions and reconsider admissions if the facility is unable to meet minimum staffing levels. Hempfield Manor is an approved site for Fairview Manor's Pennsylvania Nurse Aide Training and Competency Evaluation Program and has ongoing</p>	

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P 5520	Continued from page 3	P 5520	<p>class trainings throughout the year. Current class has 3 students and preparation underway for next class in January.</p> <p>Administrative RNs are assigned to an on-call schedule and are available to cover shifts when foreseeable staffing levels are below the ratio levels.</p> <p>All licensed nursing staff are asked to pick up at least one on-call shift per month to also cover call offs that affect minimum ratios. Hempfield Manor has raised all wages for certified aides. ALL trained staff is being asked to assist when CNA team is understaffed. Hempfield Manor also offers on call shifts/pay to current staff to cover extra shifts. Staffing ratios will be reviewed by a DON/nursing designee 3x's a week for a month, then weekly x3 weeks then monthly x2 months.</p> <p>Results will be reported on a monthly basis during monthly QAPI committee meeting and at Quarterly Quality Assurance/QAPI meeting.</p>	

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P 5520	Continued from page 4  Based on a review of staffing documents provided by the facility and staff interview it was determined that the facility failed to provide one nurse assistant (NA) per 10 residents on the daylight shift on one of eight days ( 12/4/24), one NA per 11 residents on the second shift on one of eight days (12/3/24) and one NA per 15 residents on the night shift on four of eight days (12/3/24, 12/4/24, 12/8/24 and 12/9/24) as required.  Findings include:  A review of facility staffing documents provided by the facility from 12/2/24 through 12/9/24, revealed the facility failed to provide NA on the following shifts as required:  Daylight shift:  Date            Census            Actual hours            Hours required	P 5520		

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P 5520	Continued from page 5  12/4/24    112        81.30        84.00  Evening shift:  Date        Census        Actual hours        Hours required  12/3/24    112        74.20        76.36  Night shift:  Date        Census        Actual hours        Hours required  12/3/24    113        51.20        56.50 12/4/24    112        45.20        56.00 12/8/24    106        39.90        53.00 12/9/24    106        40.10        53.00  During an interview on 12/10/24 at 2:05 p.m., the Director of Nursing confirmed that the facility failed to provide NA's in the facility on the above shifts as	P 5520		

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P 5530		P 5530		

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P 5530	Continued from page 7  Nursing services.  (4) Effective July 1, 2023, a minimum of 1 LPN per 25 residents during the day, 1 LPN per 30 residents during the evening, and 1 LPN per 40 residents overnight.  This REGULATION is not met as evidenced by:	P 5530	All residents received appropriate care and services to meet their needs on the identified days and there was no direct correlation to an individual resident.  Residents of Hempfield Manor will be protected from future staff ratios below the 1:25 daylight LPN and 1:40 night LPN by a proactive preview of daily staff assignments and schedules to ensure adequate staff coverage by DON/Designee. The nursing scheduler/designee will review projected staffing levels with the DON/designee 3x weekly to ensure that any foreseeable staffing levels below LPN ratios are adequately covered. Weekend and Shift Supervisors will be educated by DON/designee by 12/20/2024 to immediately contact all off staff on the nursing list first to see about coverage and next contact DON/ADON for any day that ratios unexpectedly drop below the LPN ratio minimum for immediate resolution.  Hempfield Manor will continue to aggressively advertise externally for	Completion Date: <b>01/09/2025</b> Status: <b>APPROVED</b> Date: <b>12/13/2024</b>

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P 5530	Continued from page 8	P 5530	<p>recruitment of nursing applicants to enhance current staffing levels. Hempfield Manor will also review potential admissions and reconsider admissions if the facility is unable to meet minimum staffing levels. Administrative RNs are assigned to an on-call schedule and are available to cover shifts when foreseeable staffing levels are below the minimum ratio levels. All licensed nursing staff are asked to pick up at least one on-call shift per month and be available for call offs that cause staffing levels to be below the minimum ratio levels. Hempfield Manor offers extra on call pay for on call availability. Hempfield Manor has raised all wages for licensed nursing staff. On call is available for LPN staff to help cover call offs or unexpected reduction in staffing of LPN.</p> <p>Staffing ratios will be reviewed by a DON/nursing designee 3x's a week for a month, then weekly x3 weeks then monthly x2 months. Results will be reported on a monthly basis during monthly QAPI committee</p>	

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P 5530	Continued from page 9	P 5530	meeting and at Quarterly Quality Assurance/QAPI meeting.	

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P 5530	Continued from page 10  Based on review of nursing time schedules and staff interview it was determined that the facility administrative staff failed to provide a minimum of one licensed practical nurse (LPN) per 40 residents on the night shift on two of eight days (12/8/24 and 12/9/24).  Findings include:  Review of facility census data, nursing time schedules from 12/2/24 through 12/9/24, revealed the following LPN staffing shortages:  Night shift:  12/8/24 census 106 15.50 actual hours 21.20 hours required. 12/9/24 census 106 19.40 actual hours 21.20 hours required.  During an interview on 12/10/24, at 2:05 p.m. the Director of Nursing confirmed the facility failed to	P 5530		

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P 5530	Continued from page 11  provide the minimum of LPN's on the above days as required.	P 5530		
P 5640		P 5640		

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P 5640	Continued from page 12  Nursing services.  (2) Effective July 1, 2024, the total number of hours of general nursing care provided in each 24-hour period shall, when totaled for the entire facility, be a minimum of 3.2 hours of direct resident care for each resident.  This REGULATION is not met as evidenced by:	P 5640	All residents received appropriate care and services to meet their needs on the identified days and there was no direct correlation to an individual resident.  Hempfield Manor will continue to aggressively advertise externally for recruitment of nursing/C.N.A. applicants to enhance current staffing levels. Hempfield Manor will also review potential admissions and reconsider admissions if the facility is unable to meet minimum staffing levels. Hempfield Manor is an approved site for Fairview Manor's Pennsylvania Nurse Aide Training and Competency Evaluation Program and has ongoing class trainings throughout the year. Administrative RNs are assigned to an on-call schedule and are available to cover shifts when foreseeable staffing levels are below the PPD minimum levels. All licensed nursing staff are asked to pick up at least one on-call shift per month and be available for call offs that cause staffing levels to be below the minimum PPD levels. Hempfield	Completion Date: <b>01/09/2025</b> Status: <b>APPROVED</b> Date: <b>12/13/2024</b>

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P 5640	Continued from page 13	P 5640	<p>Manor offers extra on call pay for on call availability. Bonus for staff bringing in new employees is in place.</p> <p>Hempfield Manor has raised all wages for certified aides and licensed nursing staff.</p> <p>Nurse Staffing PPD Hours will be reviewed by a DON/nursing designee 3x's a week for a month, then weekly x3 weeks then monthly x2 months. Results will be reported on a monthly basis during monthly QAPI committee meeting and at Quarterly Quality Assurance/QAPI meeting.</p>	

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P 5640	Continued from page 14  Based on a review of nursing time schedules and staff interview, it was determined that the facility failed to provide a minimum of 3.20 PPD (per patient daily) hours of direct care for each resident on five of eight days reviewed (12/3/24, 12/4/24, 12/7/24, 12/8/24 and 12/9/24).  Findings include:  Review of staffing documents and nursing staff schedules from 12/2/24 through 12/9/24, indicated that the State required PPD minimum hours of 3.20 was not met on the following days:  12/3/24= 2.90 PPD. 12/4/24= 2.83 PPD. 12/7/24= 3.11 PPD. 12/8/24= 3.00 PPD. 12/9/24= 3.01 PPD.  During an interview on 12/10/24, at 2:05 p.m. the Director of Nursing confirmed that the facility failed	P 5640		

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P 5640	Continued from page 15  to provide a minimum of 3.20 PPD hours of direct care on the above dates as required.	P 5640			



# Certified End Page

**HEMPFIELD MANOR**

**STATE LICENSE NUMBER: 085802**

**SURVEY EXIT DATE: 12/10/2024**

**I Certify This Document to be a True and Correct Statement of Deficiencies and Approved Facility Plan of Correction for the Above-Identified Facility Survey**

  
Jeanne Parisi  
Deputy Secretary for Quality Assurance

  
Debra L. Bogen, MD, FAAP  
Secretary of Health



**Pennsylvania  
Department of Health**

THIS IS A CERTIFICATION PAGE

**PLEASE DO NOT DETACH**

THIS PAGE IS NOW PART OF THIS SURVEY