

Department of Health & Human Services
Centers for Medicare & Medicaid Services

Printed: 06/28/2025

Form Approved OMB

No. 0938-0391

[illegible]

Any deficiency statement ending with an asterisk (*) denotes a deficiency which the institution may be excused from correcting providing it is determined that other safeguards provide sufficient protection to the patients. (See instructions.) Except for nursing homes, the findings stated above are disclosable 90 days following the date of survey whether or not a plan of correction is provided. For nursing homes, the above findings and plans of correction are disclosable 14 days following the date these documents are made available to the facility. If deficiencies are cited, an approved plan of correction is requisite to continued program participation.

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER
REPRESENTATIVE'S SIGNATURE

TITLE

(X6) DATE

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 315314	(X2) MULTIPLE CONSTRUCTION A. Building B. Wing	(X3) DATE SURVEY COMPLETED 10/12/2023
NAME OF PROVIDER OR SUPPLIER Anchor Care and Rehabilitation Center		STREET ADDRESS, CITY, STATE, ZIP CODE 3325 Highway 35 Hazlet, NJ 07730	
For information on the nursing home's plan to correct this deficiency, please contact the nursing home or the state survey agency.			
(X4) ID PREFIX TAG	SUMMARY STATEMENT OF DEFICIENCIES (Each deficiency must be preceded by full regulatory or LSC identifying information)		
<p>F 0728</p> <p>Level of Harm - Minimal harm or potential for actual harm</p> <p>Residents Affected - Few</p>	<p>Review of the, Unit Assignment Sheets revealed that TNA #1 was written on each assignment sheet as a CNA. Review of the Unit Assignment Sheets also revealed that TNA#1 also worked the following dates and shifts:</p> <p>7:00 AM- 3 PM: [DATE], [DATE], [DATE], [DATE], [DATE], [DATE], [DATE], [DATE].</p> <p>During a telephone interview with the surveyor on [DATE] at 12:15 PM, TNA #1 stated that he worked at the facility for almost a year. TNA #1 continued that he had a TNA certificate not a CNA certification and that he just registered for CNA classes a few days ago. TNA #1 continued that when he was hired that the facility was hiring TNAs without a CNA certification. TNA #1 stated that on [DATE] the Assistant Director of Nursing (ADON) told him that he had to enroll in CNA school to continue working as an aide at the facility. The TNA added that this was the first time that he was told by facility staff that he needed to enroll in CNA classes.</p> <p>During an interview with the surveyor on [DATE] at 1:21 PM, the Licensed Practical Nurse (LPN) #1 stated that she knew and worked with TNA #1. LPN #1 stated that she, thought he was a CNA but I'm hearing that he might have been a TNA. LPN #1 continued that she did not supervise his care any differently than the way that she supervised the care that was provided by all the aides. LPN #1 stated that no one told her anything was different about him than any of the aides.</p> <p>During an interview with the surveyor on [DATE] at 09:20 AM, the ADON stated that the Human Resources Coordinator (HRC) checked to make sure that all the staff's licenses were up to date. She was told by the HRC that TNA #1 had a TNA certificate and that they were not a CNA. The ADON continued that once she found this out, last week, she removed TNA #1 from the schedule and had a conversation with him. TNA #1 had to show proof that he was enrolled in CNA school before he could continue to work at the facility. The ADON continued that the HRC was responsible for making sure that TNAs were not in the building after the expiration of the waiver.</p> <p>During an interview with the surveyor on [DATE] at 10:35 AM, the HRC stated that she was familiar with TNA #1 as a team member at the facility. The HRC stated that as far as she knew that he was in CNA school. The HRC stated that she tracked licensed nurses and CNAs monthly to ensure that their licenses and certifications were not expired. The HRC continued that TNAs did not have a license number to track but that if an aide was uncertified and was a CNA student, she would track their progress during school until they became certified. The HRC stated that TNA #1 told people at the facility that he was in school but stated that he started at the facility before she was hired as the HRC. The HRC continued that she did not know what the prior HRC did to confirm that TNA #1 was enrolled in school, but that she assumed that they would also have a tracking mechanism in place because it was, part of the role for the HRC. The surveyor asked if TNA #1 should have been working in the facility without providing documentation that he was in CNA school. The HRC stated, I'm not firm on his situation, he's [from an] agency. The HRC continued that she could not tell the surveyor about the process that the former HRC followed but that she assumed that it was a similar process to what she followed to track uncertified aides.</p> <p>During a follow up interview with the surveyor on [DATE] at 11:03 AM, TNA #1 stated that depending on the day that he would have roughly 8 residents that he cared for on his assignment. TNA #1 continued that he worked on all the floors of the facility. TNA #1 stated that he fed, bathed, dressed, ambulated, and provided incontinence care for the residents assigned to him. TNA #1 stated that his role in the facility was the same as that of a CNA.</p> <p>(continued on next page)</p>		

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<p>F 0728</p> <p>Level of Harm - Minimal harm or potential for actual harm</p> <p>Residents Affected - Few</p>	<p>During an interview with the surveyor on [DATE] at 11:19 AM, the Director of Nursing (DON) stated that she could not provide documentation that TNA #1 was enrolled in a CNA school. The DON stated that after the [DATE]th cutoff that TNA #1 should have been taken off the schedule. The DON stated that the importance of nurse aide certification was to ensure that they were knowledgeable and skilled enough to care for the residents.</p> <p>Review of the [DATE] job description for the, Human Resources Coordinator indicated under the, Duties and Responsibilities section, Coordinates new employee for Orientation with Staff Development [.] Monitors Applicant Tracking system [.] Supervises process of employee disciplines, suspensions and terminations.</p> <p>NJAC 8:,d+[DATE].2(g); 43.1; 43.2</p>		