



*Protecting, Maintaining and Improving the Health of All Minnesotans*

Electronically delivered  
February 11, 2021

Administrator  
Chris Jensen Health & Rehabilitation Center  
2501 Rice Lake Road  
Duluth, MN 55811

RE: CCN: 245366  
Cycle Start Date: November 5, 2020

Dear Administrator:

On January 7, 2021, we notified you a remedy was imposed. On February 9, 2021 the Minnesota Department(s) of Health completed a revisit to verify that your facility had achieved and maintained compliance. We have determined that your facility has achieved substantial compliance as of February 4, 2021.

As authorized by CMS the remedy of:

- Discretionary denial of payment for new Medicare and Medicaid admissions effective January 23, 2021 be discontinued as of February 4, 2021. (42 CFR 488.417 (b))

However, as we notified you in our letter of January 7, 2021, in accordance with Federal law, as specified in the Act at § 1819(f)(2)(B)(iii)(I)(b) and § 1919(f)(2)(B)(iii)(I)(b), we notified you that your facility is prohibited from conducting Nursing Aide Training and/or Competency Evaluation Programs (NATCEP) for two years from January 23, 2021. This does not apply to or affect any previously imposed NATCEP loss.

The CMS Region V Office may notify you of their determination regarding any imposed remedies.

Feel free to contact me if you have questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Douglas Larson'.

Douglas Larson, Enforcement Specialist  
Minnesota Department of Health  
Licensing and Certification Program  
Program Assurance Unit  
Health Regulation Division

Chris Jensen Health & Rehabilitation Center

February 11, 2021

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Telephone: 651-201-4118 Fax: 651-215-9697

Email: [doug.larson@state.mn.us](mailto:doug.larson@state.mn.us)

cc: Licensing and Certification File



*Protecting, Maintaining and Improving the Health of All Minnesotans*

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January 8, 2021

Administrator  
Chris Jensen Health & Rehabilitation Center  
2501 Rice Lake Road  
Duluth, MN 55811

RE: CCN: 245366  
Cycle Start Date: November 5, 2020

Dear Administrator:

On November 23, 2020, we informed you that we may impose enforcement remedies.

On December 16, 2020, the Minnesota Department(s) of Health completed a survey and it has been determined that your facility is not in substantial compliance. The most serious deficiencies in your facility were found to be a pattern of deficiencies that constituted immediate jeopardy (Level K), as evidenced by the electronically attached CMS-2567, whereby corrections are required.

#### **REMOVAL OF IMMEDIATE JEOPARDY**

On December 16, 2020, the situation of immediate jeopardy to potential health and safety cited at F880 was removed. However, continued non-compliance remains at the lower scope and severity of E.

#### **REMEDIES**

As a result of the survey findings and in accordance with survey and certification memo 16-31-NH, this Department recommended the enforcement remedy(ies) listed below to the CMS Region V Office for imposition. The CMS Region V Office concurs and is imposing the following remedy and has authorized this Department to notify you of the imposition:

- Directed plan of correction, Federal regulations at 42 CFR § 488.424. Please see electronically attached documents for the DPOC.
- Discretionary Denial of Payment for new Medicare and/or Medicaid Admissions, Federal regulations at 42 CFR § 488.417(a), effective January 23, 2021.

The CMS Region V Office will notify your Medicare Administrative Contractor (MAC) that the denial of payment for new admissions is effective January 23, 2021. They will also notify the State Medicaid Agency that they must also deny payment for new Medicaid admissions effective January 23, 2021.

You should notify all Medicare/Medicaid residents admitted on, or after, this date of the restriction. The remedy must remain in effect until your facility has been determined to be in substantial compliance or your provider agreement is terminated. Please note that the denial of payment for new admissions includes Medicare/Medicaid beneficiaries enrolled in managed care plans. It is your obligation to inform managed care plans contracting with your facility of this denial of payment for new admissions.

This Department is also recommending that CMS impose a civil money penalty. You will receive a formal notice from the CMS RO only if CMS agrees with our recommendation.

- Civil money penalty. (42 CFR 488.430 through 488.444)

### **NURSE AIDE TRAINING PROHIBITION**

Please note that Federal law, as specified in the Act at §§ 1819(f)(2)(B) and 1919(f)(2)(B), prohibits approval of nurse aide training and competency evaluation programs and nurse aide competency evaluation programs offered by, or in, a facility which, within the previous two years, has operated under a § 1819(b)(4)(C)(ii)(II) or § 1919(b)(4)(C)(ii) waiver (i.e., waiver of full-time registered professional nurse); has been subject to an extended or partial extended survey as a result of a finding of substandard quality of care; has been assessed a total civil money penalty of not less than \$11,160; has been subject to a denial of payment, the appointment of a temporary manager or termination; or, in the case of an emergency, has been closed and/or had its residents transferred to other facilities.

If you have not achieved substantial compliance by January 23, 2021, the remedy of denial of payment for new admissions will go into effect and this provision will apply to your facility. Therefore, Chris Jensen Health & Rehabilitation Center will be prohibited from offering or conducting a Nurse Aide Training and/or Competency Evaluation Program (NATCEP) for two years from January 23, 2021. You will receive further information regarding this from the State agency. This prohibition is not subject to appeal. Further, this prohibition may be rescinded at a later date if your facility achieves substantial compliance prior to the effective date of denial of payment for new admissions. However, under Public Law 105-15, you may contact the State agency and request a waiver of this prohibition if certain criteria are met.

### **ELECTRONIC PLAN OF CORRECTION (ePOC)**

Within ten (10) calendar days after your receipt of this notice, you must submit an acceptable ePOC for the deficiencies cited. An acceptable ePOC will serve as your allegation of compliance. Upon receipt of an acceptable ePOC, we will authorize a revisit to your facility to determine if substantial compliance has been achieved. The failure to submit an acceptable ePOC can lead to termination of your Medicare and Medicaid participation (42 CFR 488.456(b)).

To be acceptable, a provider's ePOC must include the following:

- How corrective action will be accomplished for those residents found to have been affected by the

deficient practice.

- How the facility will identify other residents having the potential to be affected by the same deficient practice.
- What measures will be put into place, or systemic changes made, to ensure that the deficient practice will not recur.
- How the facility will monitor its corrective actions to ensure that the deficient practice is being corrected and will not recur.
- The date that each deficiency will be corrected.
- An electronic acknowledgement signature and date by an official facility representative.

## DEPARTMENT CONTACT

Questions regarding this letter and all documents submitted as a response to the resident care deficiencies (those preceded by a "F" tag), and emergency preparedness deficiencies (those preceded by an "E" tag), i.e., the plan of correction should be directed to:

**Kathleen Lucas, Unit Supervisor**  
**St. Cloud B District Office**  
**Licensing and Certification Program**  
**Health Regulation Division**  
**Minnesota Department of Health**  
**Midtown Square**  
**3333 Division Street, Suite 212**  
**Saint Cloud, Minnesota 56301-4557**  
**Email: kathleen.lucas@state.mn.us**  
**Office: (320) 223-7343 Mobile: (320) 290-1155**

## PRESUMPTION OF COMPLIANCE - CREDIBLE ALLEGATION OF COMPLIANCE

The facility's ePoC will serve as your allegation of compliance upon the Department's acceptance. In order for your allegation of compliance to be acceptable to the Department, the ePoC must meet the criteria listed in the plan of correction section above. You will be notified by the Minnesota Department of Health - Health Regulation Division staff and/or the Department of Public Safety, State Fire Marshal Division staff, if your ePoC for their respective deficiencies (if any) is acceptable.

## VERIFICATION OF SUBSTANTIAL COMPLIANCE

Upon receipt of an acceptable ePoC, a Post Certification Revisit (PCR), of your facility will be conducted to validate that substantial compliance with the regulations has been attained in accordance with your verification.

If substantial compliance has been achieved, certification of your facility in the Medicare and/or Medicaid program(s) will be continued and remedies will not be imposed. Compliance is certified as of the latest correction date on the approved ePoC, unless it is determined that either correction actually occurred between the latest correction date on the ePoC and the date of the first revisit, or correction

occurred sooner than the latest correction date on the ePoC.

## **FAILURE TO ACHIEVE SUBSTANTIAL COMPLIANCE BY THE SIXTH MONTH AFTER THE LAST DAY OF THE SURVEY**

We will also recommend to the CMS Region V Office and/or the Minnesota Department of Human Services that your provider agreement be terminated by May 5, 2021 (six months after the identification of noncompliance) if your facility does not achieve substantial compliance. This action is mandated by the Social Security Act at § 1819(h)(2)(C) and 1919(h)(3)(D) and Federal regulations at 42 CFR § 488.412 and § 488.456.

**Please note that this notice does not constitute formal notice of imposition of alternative remedies or termination of your provider agreement. Should the Centers for Medicare & Medicaid Services determine that termination or any other remedy is warranted, it will provide you with a separate formal notification of that determination.**

## **APPEAL RIGHTS**

If you disagree with this action imposed on your facility, you or your legal representative may request a hearing before an administrative law judge of the Department of Health and Human Services, Departmental Appeals Board (DAB). Procedures governing this process are set out in 42 C.F.R. 498.40, et seq. You must file your hearing request electronically by using the Departmental Appeals Board's Electronic Filing System (DAB E-File) at <https://dab.efile.hhs.gov> no later than sixty (60) days after receiving this letter. Specific instructions on how to file electronically are attached to this notice. A copy of the hearing request shall be submitted electronically to:

**Tamika.Brown@cms.hhs.gov**

Requests for a hearing submitted by U.S. mail or commercial carrier are no longer accepted as of October 1, 2014, unless you do not have access to a computer or internet service. In those circumstances you may call the Civil Remedies Division to request a waiver from e-filing and provide an explanation as to why you cannot file electronically or you may mail a written request for a waiver along with your written request for a hearing. A written request for a hearing must be filed no later than sixty (60) days after receiving this letter, by mailing to the following address:

**Department of Health & Human Services  
Departmental Appeals Board, MS 6132  
Director, Civil Remedies Division  
330 Independence Avenue, S.W.  
Cohen Building – Room G-644  
Washington, D.C. 20201  
(202) 565-9462**

A request for a hearing should identify the specific issues, findings of fact and conclusions of law with which you disagree. It should also specify the basis for contending that the findings and conclusions

Chris Jensen Health & Rehabilitation Center

January 8, 2021

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are incorrect. At an appeal hearing, you may be represented by counsel at your own expense. If you have any questions regarding this matter, please contact Tamika Brown, Principal Program Representative by phone at (312) 353-1502 or by e-mail at [Tamika.Brown@cms.hhs.gov](mailto:Tamika.Brown@cms.hhs.gov).

**INFORMAL DISPUTE RESOLUTION (IDR) / INDEPENDENT INFORMAL DISPUTE RESOLUTION (IIDR)**

In accordance with 42 CFR 488.331, you have one opportunity to question cited deficiencies through an informal dispute resolution process. You are required to send your written request, along with the specific deficiencies being disputed, and an explanation of why you are disputing those deficiencies, to:

Nursing Home Informal Dispute Process  
Minnesota Department of Health  
Health Regulation Division  
P.O. Box 64900  
St. Paul, Minnesota 55164-0900

This request must be sent within the same ten days you have for submitting an ePoC for the cited deficiencies. All requests for an IDR or IIDR of federal deficiencies must be submitted via the web at: [https://mdhprovidercontent.web.health.state.mn.us/ltc\\_idr.cfm](https://mdhprovidercontent.web.health.state.mn.us/ltc_idr.cfm)

You must notify MDH at this website of your request for an IDR or IIDR within the 10 calendar day period allotted for submitting an acceptable electronic plan of correction. A copy of the Department's informal dispute resolution policies are posted on the MDH Information Bulletin website at: [https://www.health.state.mn.us/facilities/regulation/infobulletins/ib04\\_8.html](https://www.health.state.mn.us/facilities/regulation/infobulletins/ib04_8.html)

Please note that the failure to complete the informal dispute resolution process will not delay the dates specified for compliance or the imposition of remedies.

Feel free to contact me if you have questions.

Sincerely,



Douglas Larson, Enforcement Specialist  
Minnesota Department of Health  
Licensing and Certification Program  
Program Assurance Unit  
Health Regulation Division  
Telephone: 651-201-4118 Fax: 651-215-9697  
Email: [doug.larson@state.mn.us](mailto:doug.larson@state.mn.us)

cc: Licensing and Certification File

## DIRECTED PLAN OF CORRECTION

A Directed Plan of Correction (DPOC) is imposed in accordance with 42 CFR § 488.424. Your facility must include the following in their POC for the deficient practice cited at F880:

In order to assist with identifying appropriate corrective actions and implementing systemic changes, the facility must contract with an infection control consultant to provide consultation and oversight for infection prevention and control within the facility.

- The consultant shall exercise independent judgement in the performance of all duties under the consultant contract. The consultant shall meet the independent judgement requirement if the consultant is not presently and has not within a five (5) year period immediately preceding June 1, 2020 directly or indirectly affiliated with the facility, facility's owner(s), agent(s), or employee(s).
- The consultant shall have completed infection prevention and control training from a recognized source, such as the Centers for Disease Control and Prevention or American Health Care Association.
- The consultant will be contracted to work with the facility for a minimum of two (2) months.
- The consultant will assist the facility in completing the CMS infection control self-assessment. If this assessment was completed prior to the June 4, 2020 survey, the assessment should be reviewed to determine if it is an accurate reflection of the facility's infection control program. The self-assessment can be found in the CMS publication QSO-20-20-All, Prioritization of Survey Activity.

Infection control consultant responsibilities must include, but are not limited to, the following:

- Work with the facility to conduct a Root Cause Analysis (RCA) to identify and address the reasons for noncompliance identified in the CMS-2567.
- The facility's Infection Preventionist, Quality Assurance and Performance Improvement (QAPI) committee, must participate in the completion of the RCA. Information regarding RCAs can be found in the CMS publication Guidance for Performing Root Cause Analysis (RCA) with Performance Improvement Projects (PIPs).
- Take immediate action to implement an infection prevention plan consistent with the at 42 CFR § 483.80 for the affected residents impacted by the noncompliance identified in the CMS-2567 to include identification of other residents that may have been impacted by the noncompliant practices. This plan must include but is not limited to implementation of procedures to ensure:



## Health Care Worker (HCW) Return to Work

- Address how corrective action will be accomplished for those residents found to have been affected by the deficient practice.
- Address how the facility will identify other residents having the potential to be affected by the same deficient practice.

## POLICIES/PROCEDURES/SYSTEM CHANGES:

- The facility's Quality Assurance and Performance Improvement Committee must conduct a root cause analysis (RCA) to identify the problem(s) that resulted in this deficiency and develop intervention or corrective action plan to prevent recurrence.

The Infection Preventionist and Director of Nursing, shall complete the following:

- Develop and implement procedures, policies, and forms regarding HCW exposure to COVID-19, including recommendations for HCW in contact with people having confirmed or suspected COVID-19, guidance for ill /symptomatic HCW with confirmed or suspected COVID-19, guidance for HCW who have tested positive for COVID-19 and are asymptomatic. The procedures and policy must restrict return to work for anyone who does not meet the criteria as outlined by the CDC.

CDC guidance can be found at: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html>.

MDH guidance can be found at:

<https://www.health.state.mn.us/diseases/coronavirus/hcp/hcwrecs.pdf>.

## TRAINING/EDUCATION:

As part of a corrective action plan, the facility must provide training for Infection Preventionist and all other staff who enter the facility, as well as staff responsible for tracking and communicating when an employee can return to work following either an exposure to COVID-19, a staff exhibiting symptoms of COVID-19, and any staff who have tested positive for COVID-19. The CDC has training videos available for COVID-19 which may be utilized, Training for Healthcare Professionals;

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/training.html>

- Include documentation of the completed training with a timeline for completion.
- The training may be provided by the Director of Nursing, Infection Preventionist, or Medical Director with an attestation statement of completion.

## CDC RESOURCES:

Criteria for Return to Work for Healthcare Personnel with SARS-CoV-2 Infection (Interim Guidance) can be found at

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html>.

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html>.

## MONITORING/AUDITING:

- The Director of Nursing, the Infection Preventionist, and other facility leadership will conduct audits on all shifts, four times a week for one week, twice weekly for one week and biweekly thereafter, until 100% compliance is achieved to ensure return to work criteria is being followed for all staff who enter the facility.
- The Director of Nursing, Infection Preventionist or designee will review the results of audits and monitoring with the Quality Assurance Program Improvement (QAPI) program.

In accordance with 42 CFR § 488.402(f), the DPOC remedy is effective 15 calendar days from the date of the enforcement letter. The DPOC may be completed before or after that date. A revisit will not be approved prior to receipt of documentation confirming the DPOC was completed. To successfully complete the DPOC, the facility must provide all of the following documentation identified in the chart below.

Documentation must be uploaded as attachments through ePOC to ensure you have completed this remedy.

Imposition of this DPOC does not replace the requirement that the facility must submit a complete POC for all cited deficiencies (including F880) within 10 days after receipt of the Form CMS 2567.

Item	Checklist: Documents Required for Successful Completion of the Directed Plan
1	Consultant name and credentials meeting the criteria outlined above
2	Executed contract with the consultant
3	Documentation demonstrating that the RCA was completed as described above
4	List of facility policies and procedures reviewed by the consultant.
5	Infection control self-assessment
6	Summary of all changes as a result of the RCA and consultant review – to include a summary of how staff were notified and trained on the changes
7	Content of the trainings provided to staff to include a Syllabus, outline, or agenda as well as any training materials used and provided to staff during the training
8	Names and positions of all staff to be trained
9	Staff training sign-in sheets
10	Summary of staff training post-test results, to include facility actions in response to any failed post-tests
11	Summary of follow-up employee supervision and work performance appraisal to include when employees were observed, what actions were observed, and an evaluation of the effectiveness of any new policies and procedures.

In order to speed up our review, identify all submitted documents with the number in the “Item” column.

DEPARTMENT OF HEALTH AND HUMAN SERVICES  
CENTERS FOR MEDICARE & MEDICAID SERVICES

PRINTED: 02/04/2021  
FORM APPROVED  
OMB NO. 0938-0391

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:  <b>245366</b>	(X2) MULTIPLE CONSTRUCTION A. BUILDING _____  B. WING _____		(X3) DATE SURVEY COMPLETED  <b>12/16/2020</b>
NAME OF PROVIDER OR SUPPLIER  <b>CHRIS JENSEN HEALTH &amp; REHABILITATION CENTER</b>			STREET ADDRESS, CITY, STATE, ZIP CODE <b>2501 RICE LAKE ROAD DULUTH, MN 55811</b>		
(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 DEFICIENCY)	(X5) COMPLETION DATE	
E 000	Initial Comments  A COVID-19 Focused Infection Control survey was conducted 12/14/20 through 12/16/20, at your facility by the Minnesota Department of Health to determine compliance with Emergency Preparedness regulations § 483.73(b)(6). The facility was IN full compliance.  Because you are enrolled in ePOC, your signature is not required at the bottom of the first page of the CMS-2567 form.  Although no plan of correction is requires, it is required that the facility acknowledge receipt of the electronic documents.	E 000			
F 000	INITIAL COMMENTS  On 12/14/20 through 12/16/20, a COVID-19 Focused Infection Control survey was completed at your facility by the Minnesota Department of Health. Your facility was found NOT in compliance with the requirements of 42 CFR Part 483, Subpart B, Requirements for Long Term Care Facilities.  The survey resulted in findings of immediate jeopardy (IJ), at F880, when it was determined the facility failed to follow Centers of Disease Control (CDC) guidance related to criteria for positive COVID-19 staff returning to work. The executive director, and assistant executive director were notified of the IJ, at 4:30 p.m. on 12/15/20. The IJ was removed on 12/16/20, at 4:30 p.m., but noncompliance remained at the lower scope and severity level of E, pattern which indicated no actual harm with potential for more than minimal harm that is not IJ.	F 000			

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE  
**Electronically Signed**

TITLE

(X6) DATE  
**01/15/2021**

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.

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F 000	Continued From page 1 The facility's plan of correction (POC) will serve as your allegation of compliance upon the Department's acceptance.  Because you are enrolled in ePOC, your signature is not required at the bottom of the first page of the CMS-2567 form.  Upon receipt of an acceptable electronic POC, a revisit of your facility will be conducted to validate substantial compliance with the regulations has been attained in accordance with your verification.	F 000			
F 880 SS=K	Infection Prevention & Control CFR(s): 483.80(a)(1)(2)(4)(e)(f)  §483.80 Infection Control The facility must establish and maintain an infection prevention and control program designed to provide a safe, sanitary and comfortable environment and to help prevent the development and transmission of communicable diseases and infections.  §483.80(a) Infection prevention and control program. The facility must establish an infection prevention and control program (IPCP) that must include, at a minimum, the following elements:  §483.80(a)(1) A system for preventing, identifying, reporting, investigating, and controlling infections and communicable diseases for all residents, staff, volunteers, visitors, and other individuals providing services under a contractual arrangement based upon the facility assessment conducted according to §483.70(e) and following accepted national standards;	F 880		1/8/21	

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F 880	Continued From page 2  §483.80(a)(2) Written standards, policies, and procedures for the program, which must include, but are not limited to: (i) A system of surveillance designed to identify possible communicable diseases or infections before they can spread to other persons in the facility; (ii) When and to whom possible incidents of communicable disease or infections should be reported; (iii) Standard and transmission-based precautions to be followed to prevent spread of infections; (iv)When and how isolation should be used for a resident; including but not limited to: (A) The type and duration of the isolation, depending upon the infectious agent or organism involved, and (B) A requirement that the isolation should be the least restrictive possible for the resident under the circumstances. (v) The circumstances under which the facility must prohibit employees with a communicable disease or infected skin lesions from direct contact with residents or their food, if direct contact will transmit the disease; and (vi)The hand hygiene procedures to be followed by staff involved in direct resident contact.  §483.80(a)(4) A system for recording incidents identified under the facility's IPCP and the corrective actions taken by the facility.  §483.80(e) Linens. Personnel must handle, store, process, and transport linens so as to prevent the spread of infection.	F 880			

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F 880	<p>Continued From page 3</p> <p>§483.80(f) Annual review. The facility will conduct an annual review of its IPCP and update their program, as necessary. This REQUIREMENT is not met as evidenced by:</p> <p>Based on interview and document review, the facility failed to ensure the Centers for Disease Control (CDC) guidance to prevent or minimize the transmission of COVID-19 was fully implemented. The facility failed to follow Minnesota Department of Health (MDH) and CDC guidance related to criteria for positive COVID-19 staff returning to work prior to the required quarantine end date for two staff members (NA-A and NA-B). This deficient practice resulted in an immediate jeopardy (IJ) situation which placed 125 of 143 residents, and staff at risk for serious illness or death related to potential for contracting COVID-19.</p> <p>The IJ began on 11/9/20, when the facility allowed a confirmed COVID-19 asymptomatic nursing assistant (NA) to return to work prior to quarantine period, and was identified on 12/15/20. The executive director (ED), assistant executive director (AED), assistant director of nursing (ADON), and clinical director (CD) were notified of the IJ on 12/15/20, at 4:30 p.m. The IJ was removed on 12/16/20, at 4:30 p.m., but noncompliance remained at the lower scope and severity level of E, which indicated a pattern with no actual harm with potential for more than minimal harm that is not IJ.</p> <p>Findings include:</p> <p>Minnesota Department of Health (MDH) guidance titled Clarification of Staffing Options for Congregate Care Facilities Experiencing Staff</p>	F 880	<p>Staff members identified as NA-A and NA-B were immediately sent home through their 10-day period of quarantine as they were asymptomatic. Schedules and staff line lists reviewed immediately, and no other staff were identified to have worked during the quarantine period by using CDC return to work guidance. Staffing and managers educated to follow CDC guidance on return to work for COVID positive diagnosis. ED/DON or designee will audit staff line list and refrain from scheduling any asymptomatic COVID positive to work in the COVID unit or elsewhere in the community. Date of Compliance 1/8/2021</p>		

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F 880	<p>Continued From page 4</p> <p>Shortages dated 10/12/20, identified "health care workers (HCW) who have experienced a high-risk exposure to a person with COVID-19, need to be excluded from work." Further, MDH guidance identified "facilities must work the State Emergency Operations Center to demonstrate that the facility is having a recognized staffing crisis and must obtain approval from the MDH Commissioner before HCW who do not have symptoms but have tested positive for COVID-19 can be asked to continue working or return to work earlier than MDH and CDC guidance dictates." In addition, this document refers to the following MDH web site: Defining Crisis Staffing Shortage in Congregate Care Facilities: COVID-19 (<a href="https://www.health.state.mn.us/diseases/coronavirus/hcp/crisis.html">https://www.health.state.mn.us/diseases/coronavirus/hcp/crisis.html</a>) where the following is indicated "A facility's designation of being in staffing crisis will be initiated and discontinued at the recommendation of the assigned Long-term Care Crisis Staff Manager at the State Emergency Operations Center. COVID-19-positive staff cannot work if the facility does not have this designation."</p> <p>CDC webpage titled: Criteria for Return to Work for Healthcare Personnel with SARS-CoV-2 Infection (Interim Guidance) dated 8/10/20, identified, "Healthcare Personnel who are not severely immunocompromised and were asymptomatic throughout their infection may return to work when at least 10 days have passed since the date of their first positive viral diagnostic test."</p> <p>Review of staff positive line listing dated 12/14/20, indicated nursing assistant (NA)-A tested positive for COVID-19 on 11/2/20, and was asymptomatic.</p>	F 880			

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F 880	Continued From page 5  Review of NA-A time sheet dated 12/15/20, indicated NA-A returned to work on the designated COVID-19 unit on 11/9/20. Further review of time sheet, indicated NA-A worked 11/9/20, 11/10/20, and 11/11/20, which was day 7, 8, and 9 following positive COVID-19 test on 11/2/20.  Review of staff positive line listing dated 12/14/20, indicated NA-B tested positive for COVID-19 on 12/7/20, and was asymptomatic.  Review of nursing schedules, printed 12/14/20, indicated NA-B returned to work on the designated COVID unit on 12/13/20 and worked 12/13/20, 12/14/20, and 12/15/20, which was day 6, 7, and 8 following positive COVID-19 test on 12/7/20. Further review of nursing schedules, indicated NA-B worked with RN-A, RN-B, LPN-A, NA-C and NA-D on 12/13/20, who were not on the staff line list as positive staff. On 12/14/20, NA-B worked with NA-E, who was also not on the positive staff line list. In addition, on 12/15/20, NA-B worked with NA-E, NA-F, and LPN-A who were not actively diagnosed or previously diagnosed with COVID-19.  During interview on 12/14/20, at 4:46 p.m. the ED indicated staff working in the designated COVID-19 unit are COVID recovered or volunteered to work on that unit.  On 12/15/20, at 9:59 a.m. staffing coordinator (SC)-A indicated NA-B waited five days before returning to work the designated COVID unit on 12/13/20, to ensure NA-B did not develop any signs or symptoms. SC-A stated she received this direction from CD for asymptomatic staff to	F 880			



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F 880	<p>Continued From page 6 return to work.</p> <p>On 12/15/20, at 8:34 a.m. infection preventionist (IP) indicated staff currently working the designated COVID-19 unit actively have a diagnosis of COVID-19 and are asymptomatic or the staff have already had COVID-19 and recovered. However, IP confirmed she works in the COVID unit, but is not listed on the staff positive line listing dated 12/14/20.</p> <p>On 12/15/20, IP provided a list of staff who work or have worked on the designated COVID-19 unit. Review of the list provided, indicated 14 of the staff listed were not diagnosed or previously diagnosed with COVID-19, according to the staff positive line listing dated 12/14/20.</p> <p>On 12/15/20, at 9:00 a.m. ADON indicated the facility received approval to allow asymptomatic COVID-19 positive staff to work, before they completed the required quarantine time, from MDH. ADON indicated this approval came from Infection Control Assessment and Response Program (ICAR). In addition, ADON indicated that ICAR approved COVID positive staff to return as long as they had a separate break room. It was confirmed during the survey that ICAR did not provide guidance to allow COVID-19 positive staff to work prior to the end of quarantine.</p> <p>On 12/15/20, at 9:56 a.m. SC-A, indicated she received approval from facility CD to schedule asymptomatic COVID-19 positive staff to work with residents who were also currently diagnosed with COVID-19.</p> <p>On 12/15/20, at 9:59 a.m. ED indicated the facility followed MDH guidance dated 10/12/20, when</p>	F 880			

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F 880	<p>Continued From page 7</p> <p>SC-A was directed to schedule asymptomatic COVID-19 positive staff on the designated COVID-19 unit. ED stated asymptomatic COVID-19 positive staff who were permitted to return resulted from MDH guidance.</p> <p>On 12/15/20, at approximately 9:59 a.m. CD stated, "We are asking if people have a high risk exposure but test negative or are completely asymptomatic to work the COVID unit." In addition, CD stated, "Calling back asymptomatic positive staff has been direction from MDH." Further, CD indicated she spoke with ICAR and MDH on 11/9/20, or 11/10/20, but could not recall if she asked for approval for asymptomatic positive staff to work the unit. CD stated, "I don't have documentation that I did or didn't." The facility failed to produce a document that they were in contact with ICAR or MDH.</p> <p>On 12/15/20, at 10:49 a.m. ED indicated she spoke with the State Emergency Operations Center (SEOC) on this date, to update them regarding staffing crisis. ED indicated SEOC was meeting with the SEOC supervisor to discuss.</p> <p>On 12/15/20, at 11:52 a.m. ED stated they are following the guidance from MDH but did not read the section of the guidance which indicated the facility needed approval from the Commissioner before bringing asymptomatic COVID-19 positive staff back to work. ED stated she talked with SEOC on 12/15/20, unknown staff, to request approval to have COVID positive staff work the COVID unit. ED stated the facility did not receive permission from the Commissioner to allow COVID positive staff to work the COVID unit. She was told the only staff the facility was allowed to bring back were those who had a high risk</p>	F 880			

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F 880	<p>Continued From page 8</p> <p>exposure. Further, ED stated that the facility's company works in multiple states, "Wisconsin is allowing positive asymptomatic staff to work, so I figured we do it without someone's permission." ED indicated the facility had been participating in weekly calls with the COVID Case Manager, through MDH. The calls included provided updates to their Case Manager regarding staffing difficulty and facility need. ED indicated the facility stopped participating and had not participated in a call for more than one-and-one-half months due to not receiving the assistance needed in relation to staffing difficulties. ED stated she did not update the case manager or SEOC prior to allowing staff who were confirmed COVID positive to work the COVID unit. Further, ED stated staff who work on the designated COVID unit have their own exit and entrance, and also their own break room. ED indicated there is never more than two staff in the breakroom at a time and the COVID positive staff do not take a break with the COVID negative staff.</p> <p>Facility document, Communicable Disease Policy, dated July 2010, indicated if a team member has confirmed positive for any communicable disease, the Health Dimensions Group (HDG) Community will follow the most recent CDC guidelines for the team member's ability to return to work.</p> <p>Facility document, COVID-19 Testing Policy, dated September 2020, indicated if COVID-19 is confirmed, team members should follow Centers for Disease Control and Prevent (CDC) guidelines, "Criteria for Return to Work for Healthcare Personnel with SARS-CoV2 Infection."</p>	F 880			

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F 880	Continued From page 9 The IJ that began on 11/9/20, was removed on 12/16/20, at 4:30 p.m., when the facility reviewed their return to work policy and procedure to ensure all asymptomatic positive COVID-19 staff were quarantined for at least 10 days prior to returning to work. Staff were educated on the policy and CDC guidance for return to work criteria. The facility also completed audits to ensure positive COVID-19 staff were not scheduled to work before their quarantine period ended. This was verified through interview of staff, and staff education occurred. However, noncompliance remained at the lower scope and severity of an E, which indicated no actual harm with the potential for more than minimal harm that is not immediate jeopardy.	F 880			