The surveyor(s) will notify the facility the IJ deficient practices that have been identified.

**Facility Steps:**

1. An Immediate Jeopardy removal plan contains the same components as a Plan of Correction.

2. **Initiate a Root Cause Analysis:**
   - Interviewing involved direct care staff and their immediate supervisors.
   - Complete a Fishbone & Five Why’s

3. **Necessary Changes:**
   - *New or Changed Policies and Procedures* based on Interviews, Fishbone and the Five Why’s.

4. **Training:**
   - Persons to be trained
   - Objectives
   - Content
   - Post Test

5. **Supervision and Employee Performance Evaluation:**
   - **Scheduled and Recorded Supervision** –
     *Who will supervise?*
     *Who will be supervised?*
     *When will supervision occur?*
     *What are expected behaviors?*
   - **Scheduled and Recorded Evaluation** –
     *Who will evaluate?*
     *Who will be evaluated?*
     *What are expected behaviors?*
     *When will evaluations occur?*
     *Are the new or changed structures and processes effective and efficient?*

*If IJ is not removed during the survey and an IJ removal plan is submitted, this will include a report of completed activities to be submitted to the SA prior to the first (IJ removal) revisit.*