Safe Environments in LTC Settings

Thursday, December 17, 2020 10:00 - Noon

Join Zoom Meeting

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Dial by your location

(253) 215-8782 US (Tacoma)

Meeting ID: 838 2237 0497

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| **Workgroup Members Present:** | [ ]  Adrienne Stuart, DD Council, Disability Advocacy Group 1[x]  Alexis Rodich, SEIU 775, Employee Labor Organization 1[x]  Allison Drake, Government Affairs and Policy, L&I Representative[x]  Allison Lee, CDWA, Consumer Direct Employer Representative[ ]  Angie Wedekind, OPEIU Local #8, Employee Labor Organization 2[x]  Corinna Fale, Self-Advocate, Service Recipient (DDA)[ ]  Darla Helt, Executive Director PEACE , Parent of a Service Recipient[ ]  Darryl Johnson, Agency Provider, Long-Term Care Worker 1[x]  Dave Budd, Catholic Community Services, Home Care Agency Rep[x]  Diana Stadden, The Arc of Washington, Disability Advocacy Group 2[x]  Isaac Peterson, Service Recipient, Service Recipient Over age 65[ ]  Ivanova Smith, Advocate, Advocate (General)[x]  Jaime Bond, DSHS/DDA, DSHS Representative[x]  Laura Lindstrand, Human Rights Commission, HRC Representative[x]  Marcail Moody-Burks, SEIU 775 Benefits Group, Training Partnership Rep[x]  Melissah Watts, Individual Provider, Long-Term Care Worker 2[x]  Shawn Latham, Allies in Advocacy, Service Recipient |
| **Materials** | * Notes from prior session
* New employee orientation
* Recommendations review
* Debriefing process
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| Topic | Notes: *(Record options & decisions, not detailed conversations)* |
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| **Presentation**1. None scheduled
 | Team confirmed nothing formal today.  |
| **Outstanding Work**1. Priority recommendations
 | Focus today’s meeting on items 3 and 4. Will leave time at the end of the meeting to talk about work starting in January.  |
| **Deep Dive Topics**1. Debriefing process
2. Person-centered planning practices
 | **Debriefing process (more details in separate document):** * A survey showed that employees felt it was important to be heard in situations where violence occurred.
* There is some concern about the word “debriefing.”
* Debriefing may need to occur after other acts that may not be deemed violent.
* A robust process at the beginning of a client/caregiver relations would help reduce incidents that may be challenging behavior.
* Acts of violence are experienced very differently by different individuals, and need different responses. It is important to meet the person where they are at, when they need the debriefing.
* The purpose of the debriefing is to ensure that the caregiver has access to support if needed upon request form the caregiver.
* Debriefing is not part of an investigation or legal process.
* The caregiver should be the person initiating a debriefing. The employer should offer a debriefing if the caregiver reports an incident.
* Workplace safety committees (per 6205) should evaluate the goals and processes of debriefing to ensure that employee’s needs are being while taking into consideration the client’s needs and experience.
* A multi-level debriefing process is necessary. Informal debriefing may be sufficient.
* Two resources exist for SEIU members: Employee Assistance Program and Ginger (interactive tool that helps find resources). Also the state has a victim’s compensation fund.
* Labor & Industries has a Crime Victims Compensation program.

**Person-centered Planning (more details in separate document):** * Effective person-centered planning reduces the incidence of potentially challenging behaviors.
* Advanced training for home care specialists on personal care plan is very helpful for caregivers.
* PCP should be addressed at least once per year but doesn’t appear to happen all the time.

**Recommendations:** * Promote training on PCP for all employees.
* Provide resources for employees to learn more about PCP.
* AP providers are should engage potential caregiver with the PCP process, especially during new hires.
* Client and family can provide input to help alleviate and prevent challenging behaviors.
* PCP should be incorporated into all the topics (overarching goals, like equity).
* The caregiver should be aware of what PCP is and how to implement the plan as it is intended.
* Process should center person receiving care and should be easy for person receiving care to provide input regularly.
* AAAs should have the plan of care forms like DDA.
* Give individuals tools and resources to continuously direct their services/processes.
* Center for Independent Living ([www.cfi-wa.org](http://www.cfi-wa.org)) can provide some resources/suggestions for person-centered planning.
* DSHS could refer people to centers for independent living to learn about person planning services.
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| **Looking ahead**1. Training direct supervisors
 | Review the initial topic document for next meeting.  |
| **Wrap-Up**1. Reflections
2. Action items review
3. Next meeting
 | * Next meeting is January 7.
* Future meetings are two per month and scheduled through March.
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| **Action Items** |
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| *Who?* | *Does What?* | *By When?* |
| Dave Chappell | Dave Budd to provide a brief training for agency providers.  | Next meeting  |
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