Safe Environments in LTC Settings

Thursday, November 19, 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☐ Alexis Rodich, SEIU 775, Employee Labor Organization 1☒ Allison Drake, Government Affairs and Policy, L&I Representative☒ Allison Lee, CDWA, Consumer Direct Employer Representative☐ Angie Wedekind, OPEIU Local #8, Employee Labor Organization 2☐ 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☒ Dave Budd, Catholic Community Services, Home Care Agency Rep☒ Diana Stadden, The Arc of Washington, Disability Advocacy Group 2☒ Isaac Peterson, Service Recipient, Service Recipient Over age 65☒ Ivanova Smith, Advocate, Advocate (General)☒ Jaime Bond, DSHS/DDA, DSHS Representative☒ Laura Lindstrand, Human Rights Commission, HRC Representative☒ Marcail Moody-Burks, SEIU 775 Benefits Group, Training Partnership Rep☒ Melissah Watts, Individual Provider, Long-Term Care Worker 2☒ Shawn Latham, Allies in Advocacy, Service Recipient |
| **Materials** | * Notes from prior session
* De-escalation techniques
* Interactive teaching strategies
* Requiring employee training
* New employee orientation
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| Topic | Notes: *(Record options & decisions, not detailed conversations)* |
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| **Presentation**1. What’s included in basic training – Jamie Bond and Dave Chappell
 | The current requirements for Basic Training: * **Standard Providers** are required to complete: Safety and Orientation (5 hours before starting work with a client), Basic Training (70 hours within 120 days), Home Care Aide Credential within 200 days, and Continuing Education (12 hours each year before their birthday).
* **Parent Providers (DDA)** are required to complete: Safety and Orientation (5 hours before starting work), Basic Training is 7 hours within 120 days, and no requirement for Continuing Education or Certification.
* **Adult Child Provider (mostly Home and Community Services)** are required to complete: Safety and Orientation (5 hours before starting), Basic Training (30 hours within 120 days), Continuing Education for 12 hours each year, and Certification is not required.
* **Respite Only Providers (mostly DDA)**: Safety and Orientation (5 hours before starting), Basic Training (9 hours within 120 days), and not required to complete Continuing Education and Certification.

Group discussion about topics within Safety and Orientation and possibility of adding specific topics or more details which may add time to the 5 hours (for example 6 hours instead of 5).  |
| **Outstanding Work**1. Requiring Training
 | Team discussion and review about the Proposed Recommendations from last meeting. * Adding initial broad overview of harassment, abuse and discrimination (HAD) should be included in the 5 hour Basic Safety and Orientation. This may need to be expanded by some amount of time.
* All employees should receive training in understanding HAD.
* Reporting should not result in retaliation.
* Caregivers should be encouraged to report instances of HAD.
* A hotline may be necessary for reporting.
* There is a need to differentiate training for different client bases.
* Training should include knowing that there are certain behaviors associated with certain conditions (for example- dementia).
* HAD should be covered in core training, differentiate based on population groups, respect individuality.
* Other trainings for HAD includes:
	+ Reporting (how and where), prevention, de-escalation, boundaries, differentiating challenging behavior from HAD.
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| **Deep Dive Topics**1. New employee orientation
 | * There is a NEO (Safety for 2 hours and Orientation for 3 hours for total of 5) for IPs that covers basic introduction information.
* IPs have an employment reference guide (48 pages) that covers admin and worker information.
* IPs are expected to review the client’s care plan. Clients agree in the client agreement that they are responsible for communicating the care plan.
* Agency Providers provide NEO, including typical topics (HAD, mandatory reporting, payment, mileage and travel time, accident prevention, etc.). APs go through client care plan with supervisor.
* CDEs train supervisors and other employees too.
* Typical orientation for AP employees is 3-6 hours.
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| **Looking ahead**1. Debriefing Process
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| **Wrap-Up**1. Reflections
2. Action items review
3. Next meeting
 | Next meeting is December 10.  |

| **Action Items** |
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| *Who?* | *Does What?* | *By When?* |
| Porsche and Dave | Determine where in the 19 specific areas in the legislation to add: Include a page in every client’s care plan that describes potential behaviors that could escalate and how to address them potential triggers. Employees should be directed to look at the care plan for information about potential behaviors.  |   |
| Porsche | Review recommendations to date – have a document ready for team | December 10 meeting |
| Allison Lee | Provide overview of Consumer Directed Employer (CDE)  | Future meeting |
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