Safe Environments in LTC Settings

Thursday, December 10, 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 * New employee orientation * Recommendations review * Debriefing process |

| Topic | Notes: *(Record options & decisions, not detailed conversations)* |
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| **Presentation**   1. Orientation to Consumer Directed Employment (CDE), Allison Lee | **Consumer Directed Washington (CDWA)** is the legal employer of IPs and is responsible for IP hiring activities, notifications to case managers and payroll activities. IPs will be employees of CDWA and not contracted individuals. Also, review and signature of client’s service summary and plan of care, working with client/authorized rep. to facilitate allocation of authorize hours and mileage, and providing IPs with instruction and tools on submission of time and mileage including electronic visit verification (EVV) and portal training. In addition, review and communication of temporary work week limit requests, collecting client participation amounts (if applicable), and providing information/resources to clients/authorizing rep. regarding roles and responsibilities as a managing employer.  **Client/Authorizing Rep**. is responsible for selecting, scheduling and day-to-day management of qualified IPs consistent with their plan of care; monitoring IP work week limits and authorized tasks, and ensuring safe work environments for IPs. Also, maintain a back-up plan, notifying CDWA of changes to demographic/eligibility information, dismissing an IP, and paying client participation (if applicable).  **IP responsible** for completing all hiring requirements with CDWA, IP standards, background checks, submitting hours to get paid, notifying client if unable to work a shift, and notify CDWA if an injury or incident occurs at the workplace.  **CDWA goes live on July 1, 2021.** |
| **Outstanding Work**   1. New employee orientation | Using new employee orientation to emphasize the prevention of discrimination and abusive conduct.  **Proposed recommendations (more details in separate document):**   * All employees should receive training on HAD and understanding challenging behaviors. * This training should include definitions, process for reporting, policies, * This training comes from employers, not from clients. * Training on HAD should be mandatory. * Training related to potential challenging behaviors should be personalized or customized to client needs as part of orientation to a new client. * Training requirements for parent providers is different. Training on addressing challenging behaviors should be an ongoing option. * Legal employers should provide training on core policies and practices related to HAD. The Training Partnership should provide skilled-based training on challenging behaviors. * During implementation, existing IP employees should receive HAD training and agency provider employees should receive HAD training if changes are made.   **Clarifying information:**  Orientation and Safety training includes how to be a care provider, not how to be an employee.  Employment orientation includes employment processes. |
| **Deep Dive Topics**   1. Review recommendations to date    1. De-escalation techniques    2. Interactive teaching strategies    3. Requiring training    4. New employee orientation | **Review recommendations for De-escalation and begin to prioritize.**  *Please review the recommendations we have developed to date, and think about the following questions:*   1. *Are the recommendations clear enough, without being too detailed?* 2. *Are the recommendations in the right place or do they fit better with a different topic?* 3. *What are the impacts on all the stakeholders for the recommendation? Are there any we need to re-think?* 4. *Recommendations are generally not free. Example: Increasing training time increases costs, which may become a barrier for someone seeking to become an HCA or may reduce available hours for a client later down the road. Are the recommendations fair, balanced, and necessary?* |
| **Looking ahead**   1. Debriefing Process | * Discuss pace of meetings. Team agreed pace is good. * Talked about future meetings for January, February and March. |
| **Wrap-Up**   1. Reflections 2. Action items review 3. Next meeting | Next meeting is December 17, from 10:00 a.m. to noon |

| **Action Items** | | |
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| *Who?* | *Does What?* | *By When?* |
| Dave | Schedule meetings for January, February and March | During the next few weeks. |
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