Safe Environments in LTC Settings

Thursday, December 17, 2020 10:00 - Noon

Join Zoom Meeting

https://us02web.zoom.us/j/83822370497?pwd=S3pTTGFXTWtTaHQ1b3hyTVFNeWREdz09

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. 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. |
| **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. |

| **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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