

**BEHAVIORAL HEALTH & SERVICE
INTEGRATION ADMINISTRATION
L&I Settlement Agreement**



Request	FY16	FY17	15-17
FTE	11.2	11.2	11.2
GF-State	\$1,136,000	\$1,015,000	\$2,151,000
Total	\$1,136,000	\$1,015,000	\$2,151,000

DECISION PACKAGE SUMMARY

The Behavioral Health and Service Integration Administration (BHSIA) requests funding and 11.2 FTEs in order to backfill staffing on the wards at Western State Hospital (WSH) and Eastern State Hospital (ESH) while staff complete additional annual safety training hours. By funding this request, BHSIA is expected to meet one of the recommendations of the Ad Hoc Safety committee and resolve citation and notice No. 317399111 from Washington State Department of Labor and Industries (L&I). This backfill will allow staff the opportunity to increase safety training to support a reduction in violence.

PROBLEM STATEMENT

Currently, the actual amount of annual training received by employees varies widely based on multiple factors including: staff shortages which will not allow for team members to leave the ward to attend training, variable prioritization of training, and unclear expectations. The ad hoc safety committee was convened to make recommendations on strategies to decrease violence at the state hospitals and has identified training as one of the key factors in reducing violence. Their recommendations are based on final reports from multiple independent evaluators of safety and violence at the state hospitals generated since 2001.

Targeted training gives staff the greatest resources for prevention of violence and an increase of safety. The intention of this change is to standardize the annual training received statewide across the state hospitals and job classes. If this request is not funded, recent collaborative efforts by DSHS and labor organizations to address the problem will be compromised and a key mitigation strategy for reducing patient violence, patient-to staff assaults, and industrial insurance claims and premiums will not be implemented.

PROPOSED SOLUTION

Funding will provide for a staffing level that allows 24/7 staff to leave the ward and attend critical training offered on campus. This request supports the clear expectation that training is a priority. Ensuring consistent curriculum is taught across the hospitals in competency or skills labs; and hands on training is provided to maintain and improve safety of



DSHS VISION
People are healthy • People are safe • People are supported • Taxpayer resources are guarded

DSHS MISSION
To transform lives

DSHS VALUES
Honesty and Integrity • Pursuit of Excellence • Open Communication • Diversity and Inclusion • Commitment to Service

staff and patients is critical. Utilizing a consistent core of skills training will ensure like data is reported and compared across the hospitals, reinforcing the goal of sustaining a safe environment for staff and patients.

EXPECTED RESULT

BHSIA expects a reduction in the rate of patient to staff violence and assaults. This will reduce patient assault related industrial insurance claims and contribute to a reduction in DSHS industrial insurance premiums through L&I. It is also desired and expected that patient care will be improved with the ongoing training given to staff ensuring they have access to the support and materials necessary to excel.

Other desired and expected results are improved staff morale and retention at the state hospitals, improved labor relations, and a reduction in citations and investigations by L&I.

STAKEHOLDER IMPACT

Services Employees International Union (SEIU) Healthcare 1199NW will actively support this request as it will provide training for nursing staff.

Washington Federation of State Employees (WFSE) will actively support this request as it provides ongoing and necessary strategies for increasing training for their designated members.