



Training Acknowledgment

Employee Name: Lynn Rogers Policy/Procedure/Topic: Staff meeting/policy rev.
Trained By: Monica Doherty Date Trained: 4/30/2020

I acknowledge that I have received training on the above topic, along with supporting policies, forms and procedures.

I understand that it is my responsibility to adhere to the requirements of the training fully, and if I do not understand my responsibility or need clarification, I will seek immediate assistance from a Home Manager in order to act in accordance with state policy, procedures and company expectations.

I understand that this Training Acknowledgment will become part of my permanent employment record, and that failure to apply the principles I was taught in my training will result disciplinary action, up to and including my termination of employment for failure to follow company policy.

Lynn Rogers
Employee Signature

4/30/20
Date

Monica Doherty
Home Manager Signature

4/30/2020
Date

Copy to Employee
Copy to Employee Personnel File/HR

Training Moment: Neglect Class III, Abuse Class II - Nonaccidental Act, Safe Environment

Ellie DeLeon <edeleon@beaconspecialized.org>

Fri 4/24/2020 4:24 PM

To: Everyone @ Beacon <Everyone@beaconserv.org>; HomeLife <homelife@beaconspecialized.org>

Hi everyone!

I am writing to share some important information about two recent recipient rights investigations completed through Macomb CMH. This is good information to talk about and to know so we can continue to provide excellent care for our Residents. I am sharing this in an effort to keep our Residents safe and to avoid future situations like this for any of us! It is purely for training purposes - aimed at helping Beacon be the best that we can be. Please add these topics to your upcoming team meetings and let me know if you have any questions about it. If you do have questions please do not 'reply to all', just send it to me and I will try my best to answer your question. Thank you for all the hard work you do and for caring so much about our Residents.

Macomb CMH Investigation #1: Neglect Class III

MMHC 330.17 states "A recipient of mental health services shall not be subjected to abuse or neglect".

MMCHA Administrative Rules 330.7001 states "Neglect Class III is defined as acts of commission or omission by an employee, volunteer or agent of a provider that result from noncompliance with a standard of care or treatment required by law, rules, policies, guidelines, written directives, procedures, or individual plan of service that either placed or could have placed a recipient at risk of physical harm or sexual abuse"

Macomb County CMH Medication Training (Jan 2015) The Six Rights of Medication Administration. When you are giving medication, regardless of the type of medication, you must always follow the six rights. Each time you administer a medication, you need to be sure to have the Right Person, Medication, Dose, Route, Time and Documentation.

Situation: We had a situation where a resident accidentally gave a Resident a double dose of Klonopin. The employee did not follow the Right Dose.

To reduce the risk of that happening again please make a point to do the following:

1. Go slow. Double and triple check before you pass a medication.
2. Eliminate distractions in the med room.
3. If you don't feel comfortable passing medications ask for additional training.

Macomb CMH Investigation #2: Abuse Class II – Nonaccidental act

MMHC 330.17 states "A recipient of mental health services shall not be subjected to abuse or neglect".

MMCHA Administrative Rules 330.7001 states "Abuse Class II is defined as (i) a nonaccidental act or provocation of another to act by an employee, volunteer, or agent of a provider that caused or contributed to nonserious physical harm to a recipient (I)

Nonserious physical harm means physical damage or what could reasonably be construed

as pain suffered by a recipient that a physician or registered nurse determines could not have caused, or contributed to, the death of a recipient, the permanent disfigurement of a recipient, or an impairment of his or her bodily functions.

Situation: We had a situation where a former employee held a resident's arms down while another former employee stuck the resident on the back.

To reduce the risk of it happening again and to keep our Residents safe please make sure to do the following:

1. Keep your cool. Never strike a Resident.
2. Only use approved physical management techniques as trained in CPI class and only use the least restrictive technique possible to keep everyone safe
3. Only use approved physical management techniques when there is a *clear and imminent risk* of serious or non-serious physical harm to the resident, self or others. Yelling, throwing items around, etc. is not a clear and imminent risk.
4. Only use approved physical management techniques when all other less restrictive techniques have been tried first. Just asking a person to stop is not enough.
5. If a resident may require an approved technique at some point please be sure to talk about it with the resident's treatment team and BTC if they have a behavior treatment plan. Ask the primary clinician to include this in their IPOS, crisis plan or BTP.
6. Only persons with current training in approved techniques may use them.
7. In the rare event that a physical management technique must be used in response to clear and imminent risk and after all other measures have been exhausted, etc. - it is imperative that an incident report is written, ORR is notified and a Use of Physical Management form is completed.

Macomb CMH Investigation #2: Safe Environment

MMCH 330.1708 Suitable services, treatment environment; setting, rights. (2) Mental health services shall be provided in a safe, sanitary and humane treatment environment.

Situation: An employee failed to stop a resident from shoving something on both sides of another resident's face.

Moving Forward:

1. Our #1 job is to keep our Residents safe while promoting a safe, secure home.
2. Residents have a right to be protected from themselves and others while in our care.

Thanks and have a great weekend!



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