



BEACON
Specialized Living

Training Acknowledgment

Employee Name: Jermaine Blue Policy/Procedure/Topic: Following Plans Of Service/

Trained By: Jacqueline Wilson Date Trained: 6/2/2020

*Following Policy / Following
that MS
has
the memo
has*

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.

Jermaine Blue
Employee Signature

6/3/20
Date

Jacqueline Wilson
Home Manager Signature

06/02/2020
Date

Copy to Employee
Copy to Employee Personnel File/HR

Please see attached forms

Training Acknowledgement

I am writing this in regard to an incident that occurred on Saturday May 30, 2020. I received a call that one of the residents' was in a behavior. And staff could not redirect him. During that time staff informed me that Jermaine Blue (Jay) told one of our new staff. To call the lead staff to ask what to do in a situation. The lead staff was not on call. And due to the response, that was given. To the situation it caused a massive behavior. Instead of Jay asking the staff on shift what to do. Because she has been working at Linden for awhile or calling me. Another staff was called. Since Jay has been at the Linden home close to a month. It is very clear that she displays leadership roles and qualities. It is sometimes presented in the wrong way. Also, with that Jay will make decisions or change things without checking with me first. To make sure that what she is doing. Will not affect the residents and structure of the home. This is becoming more common with her. Also, throughout the day It was brought to my attention that Jay called another staff to ask what to do in a situation. While not utilizing the staff on shift or calling myself. When I called the home, I asked staff to let everyone know. On shift that I would be talking with everyone. Because this could have been handled in a different way and provided a better outcome.

***Since Jay have been here at the Linden home. Outlined are the things that she has made the decision. To do after management have asked her as well as all other staff to follow. What is in their resident's plan, to follow Beacon Policies and the memo book. With these things listed below it causes behaviors with the residents. And with the other staff it does not show teamwork or the willingness to work together while on shift. Which can cause a**

- Telling the residents, they could walk to the store. When we were under the stay at home orders. (All messages from the corporate office was printed and put in the memo book. (I went over this with her when she first started.

-Giving the staff permission to go to the store for just Patrick (There were days set aside for staff to go to the store for the residents. So that they could what they need. Staff was not going in and out everyday to reduce any exposure. I explained this to Jay several times also it could cause behaviors for the other residents.

-Letting Patrick go in her car and help get things out. As well as opening her door which became an issue because Patrick started going to other staff cars. I explained to Jay we had issues with Patrick in the past with this. Going to staff cars trying to get in their cars.

- I also had a conversation with Jay due to Jay. And her Co-Worker had a conversation as it relates to job duties. Jay likes to cook and most of the time when she works, she cooks. But that is not her only job responsibility when she works. I explained all job duties should be shared evenly when Jay started at Linden. We still have resident is that have appointments and doing the resident's store run. So, since her co- worker had run the appointment. Jay told one of the resident's that her co-worker was going to the store run. I had to explain to Jay. That all work should be 50/50 that includes appointments and store runs. I expressed to Jay if her co-worker did the morning appointment. She can do the store run she cannot just tell a staff what they are going to do.

- Telling staff to call other staff who are not on call instead of calling management