

Select Committee on Pension Policy

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Chief Risk Officer

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DSHS residential facility direct care employees may be analogous to those in PSERS

Who are they?

- State Hospitals – e.g., *Mental Health Technicians*
- Residential Habilitation Centers (RHCs) – e.g., *Attendant Counselors*
- Juvenile Rehabilitation Facilities – e.g., *Residential Counselors*
- Special Commitment Center (SCC) – e.g., *Psychiatric Security Attendants*



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Risk Class Claim Statistics by Location

- **State Hospitals**
1,951 employees; 847 (43%) are over 52 years old
221 open claims; 103 (47%) are over 52 years old
- **RHCs**
2,364 employees; 785 (33%) are over 52 years old
312 open claims; 267 (86%) are over 52 years old
- **Juvenile Rehabilitation Facilities**
1,612 employees; 675 (42%) are over 52 years old
138 open claims; 75 (54%) are over 52 years old
- **SCC**
251 employees; 37 (15%) are over 52 years old
14 open claims; 4 (29%) are over 52 years old
- **Totals (all facilities)**
6,178 employees; 2,344 (38%) are over 52 years old
685 open claims; 449 (66%) are over 52 years old



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Direct care employees are more prone to injury...

- When undertaking de-escalation or last resort restraint options to avoid patient/resident injurious behavior; or
- While providing direct resident care: lifting, carrying, transferring, moving, turning or providing other physical supports.

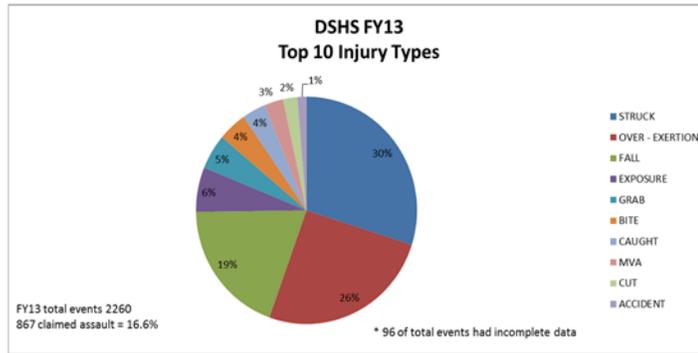


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What types of injuries?



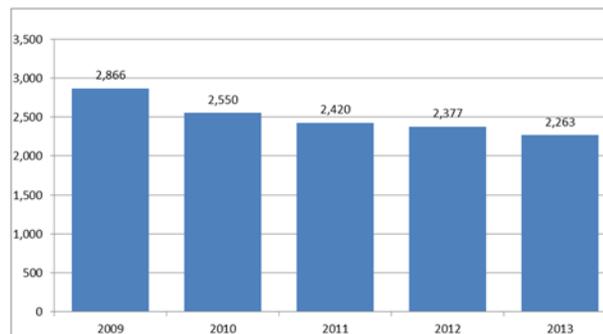
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What is our experience/trends?

A decline in total number of reported safety incidents



2013 data as of 11/6/2013 extrapolated through end of the year



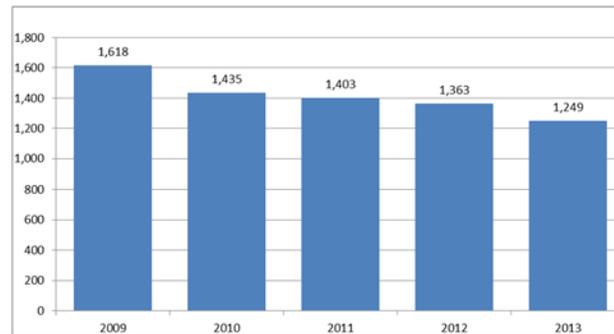
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What is our experience/trends?

A decline in total number of filed claims



2013 data as of 11/6/2013 extrapolated through end of the year



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DSHS is committed to worker safety – Enterprise-wide efforts include:

- Every facility/office required to have Safety Committees and functioning safety programs
- DSHS performs Annual Loss Control Evaluations (ALCE) at each facility and recently initiated a biennial Office Safety Review program
- Piloting New incident report and assault reporting forms
- Provide Mental Health First Aid training to all employees
- Lean pilot project to address workplace violence at Fircrest



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Some things specific programs are doing to reduce injuries...

- Western State Hospital (WSH):
 - Established morning reports, in forensic 270 high-security beds, that:
 - Evaluates clinical, operational, and fiscal data; and
 - Intent of creating a safer environment.
- WSH Future Plan:
 - Received funding to develop and implement a Safety Psychiatric Emergency Response Team
 - Team trained and is designed to do de-escalation and re-integration.
- WSH piloting Psychiatric Safety Emergency Response Team
- Eastern State Hospital (ESH) is introducing more comprehensive security camera system to better monitor all client-staff interactions
- Juvenile Justice and Rehabilitation Administration (JJRA) provides initial and annually recertified Dealing with Resistant Youth (DWRY) training to all attending employees
- SCC is providing ongoing Defensive Tactic instruction and team tactics
- All direct service Developmental Disability Administration (DDA) staff are provided two days resident relationship, de-escalation and intervention training, with regular refreshers.
- All locations maintain some variation of a behavior plan on each resident



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What DSHS is additionally proposing?

- Decision package for infrastructure improvements at WSH for safety/security
- Decision package for three additional central Safety Officers that will:
 - Conduct thorough, objective, consistent post-incident reviews, particularly of assaults
 - Determine root causes
 - Help implement ongoing mitigating strategies to prevent future occurrences



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Questions?



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