

## Dorothea Dix and Riverview Staff, Safety and Other Topics: Menu of Options for Next Steps

The Committee has options moving forward if interested in further engaging in this matter. No vote is required if no further action is desired. If further steps are desired, a non-exhaustive list of potential options for next steps includes:

1. The Committee could forward the information collected to the policy committee for that committee's consideration and oversight. While not required, traditionally the Committee has voted on such actions.
  2. The Committee could invite DHHS representatives to answer any Committee questions raised by the information gathered or otherwise conduct direct follow up. While not required, traditionally the Committee has voted on such actions.
  3. The Committee could assign OPEGA with further evaluation work on the topic. This would require a Committee vote.
- 

Based on OPEGA review of information collected, potential scope questions<sup>1</sup> for additional work could include:

### A. Staffing and Staff Safety

- a. What is adequate staffing for staff safety and is this being achieved at the centers? How does this relate to different positions, times of day, and permanent versus contract staff?
- b. Have patient populations and their acuity changed at RPC and DDPC? Where there have been changes in patient acuity, have adequate adjustments been made to ensure staff safety?
- a. Are adequate actions, including provision of benefits, being taken to recruit and retain staff to provide adequate and consistent staffing?

### B. Response to Staff Injuries

- a. What is the expected process following a staff injury from staff assessment, to debriefing, to workers' compensations processes, to support for return to work? Are these processes working as expected? Are current processes complying with applicable law and policy and consistent with best practices?
- b. What are best practices for providing support, including workers' compensation processes, for employees following an assault in the line of duty? Are current practices achieving these standards?

### C. Culture Concerns

- a. Are lines of communication in the facilities adequate and functional? How are staff able to raise concerns? Are any staff concerns raised through lines of communication being addressed or resolved?
- b. What is the process for starting an investigation of staff/disciplining staff? Is this process clear, consistent, and applied equitably?

---

<sup>1</sup> In the event the Committee is inclined to vote to add further work on DDPC and RPC to OPEGA's work plan, the Director requests an opportunity to consider potential scope questions further before circling back to the Committee for final scope approval.