

Risk Management for Group Homes

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Disclaimer: Information in this presentation is to be used for informational and planning purposes only and does not constitute legal advice.

TOPICS

- NURSING SERVICES
- EMPLOYMENT ISSUES
- INVESTIGATIONS
- VIOLENCE IN THE GROUP HOME
- TOOLS FOR RISK MANAGEMENT

NURSING SERVICES

- ASSESSMENTS
- DOCUMENTATION
- SUPERVISION & DELEGATION
- CLARITY OF PHYSICIAN ORDERS

ASSESSMENTS

- FALLS
- UNEXPLAINED INJURIES

WHEN TO CALL EMS?

SUPERVISION & DELEGATION

DOCUMENTATION

- MEDICATION
- PHYSICIAN ORDERS (CLARITY & IMPLEMENTATION)

EMPLOYMENT

- DISCRIMINATION
- RETALIATION
- EMPLOYEE INJURIES
- WAGE ISSUES

DISCRIMINATION

- Who does it cover in Texas? 15 or more employees 20 or more for age discrimination.
- Supreme Court case regarding Religious Discrimination.

WAGE ISSUES

- Overnight staff
- Wage & Hour issues

RETALIATION

- Employment claims
- Reporting unlawful actions by employer.

LIABILITY & EMPLOYEE INJURIES

- No Worker's Compensation?
- With Worker's Compensation

Difficult Clients

- Violence
- Guardians
- Discharge?

INVESTIGATIONS

- APS
- HHS
- ATTORNEY GENERAL
- POLICE

APS

- Debrief?
- Reporting?
- Cultivating Trust

HHS

- Mock Surveys
- Robust Policies
- Don't speak off the cuff
- Plans of Correction & Implementation

ATTORNEY GENERAL

- Criminal Investigation
- Focuses on Individuals, but owners can be implicated
- Attorney assistance

POLICE

- Subpoenas
- Cooperation
- Legal Guidance

TOOLS FOR RISK MANAGEMENT

- Policies & Procedures
- Training and Re-training & Testing
- Developing Trust
- Monitoring of all systems

QUESTIONS?