

**Vermont Psychiatric Care Hospital
Advisory Committee
Meeting Minutes**

Date: April 26, 2016 Time: 1330-1530

Present: Jeff Rothenberg, VPCH CEO, Dr. Desjardins, VPCH Executive Medical Director, Kathy Bushey, VPCH Associate Director of Nursing, Scott Perry, VPCH Director of Quality, Heidi Gee, VPCH Director of Operations, Sarah Sherbrook, VPCH Quality, Karen Barber, DMH General Counsel, Michael Sabourin, VPS, Community members: Cathy Rickerby, Ruth Grant, Kate Purcell, Anne Donahue

CEO Report: Jeff Rothenberg

Hospital census is currently at 24.

The month of March saw the highest total of overtime by Mental Health Specialists, which was caused by a combination of staff on FMLA, Workman's Compensation, some staff resignations and a consistent need for multiple 1:1s at night. This trend has continued in April and has been exacerbated recently by staff illness and the need for three 1:1s each evening. Last week staff were mandated to stay over at least one shift on the majority of days. Clinical staff are looking at ways to safely reduce the number of 1:1s.

The AHS workgroup addressing nurse compensation finished their report and recommendations, which were sent to VSEA in mid-March. There is a 45-day response time before it can be implemented. The recommendations will be implemented this fiscal year. VPCH is finalizing advertisement, publicity and a response plan, which we hope will result in some new applicants for nursing positions.

Kathy Bushey was part of an inter-agency team of staff that won the group public service recognition award. Public Service Recognition Week is next week, and Nurse Appreciation week is the week after. VPCH has events planned for staff for both weeks.

We continue to await The Joint Commission which will be visiting VPCH to complete its 3-year reaccreditation survey before the end of July.

Case Conferences and Clinical Trainings continue to be held monthly. The most recent case conference was on trauma by Kathy Bushey and Elliott Benay. Two nurses, training staff and Recovery Services staff are all going to Intentional Peer Support, which is a week-long training. This training has been attended before by MHS and staff had high praise for it. The Associate Mental Health Specialist year-long training continues with over 28 staff attending regularly. Kudos to Eileen Worcester and Ernie Lapierre in Education and Training, who are offering the course for the first time. They are creating and implementing the curriculum while they are instructing and grading 28 papers and tests at the same time.

David Mitchell and I met with over 30 staff from all three shifts and most disciplines at VPCH to discuss responsibilities of MHS, feedback on rules that should be changed at VPCH, and continued discussion of safety issues at VPCH. Scott Perry is helping David and me keep track of all the feedback we have gotten on the original questions posed to staff from the Consultant Report, whether we could reduce nurses at VPCH by looking at nurse responsibilities, whether VPCH would benefit from a Therapeutic Safety Team, and how we could improve safety at VPCH. We have received many excellent suggestions from staff. David and I plan to meet with staff in the next couple of weeks to give an update on all of these important topics, in addition to addressing which of the suggestions can be implemented immediately.

As part of our Six Core Strategies work with VCPI, we have an upcoming phone call with Kevin Huckshorn. We plan to discuss and get her feedback on these important questions as well. Each of the Six Core Strategies workgroups will be providing the Leadership Committee with two goals for the upcoming year. We will share these goals at the next Advisory meeting.

Leadership staff continue to review the recent employee perspectives survey, especially as it relates to staff feelings of empowerment. Examples include asking for policy and procedure input, making sure training notices are well posted, and a biweekly update being sent by CEO to all staff, as well as getting feedback from DHR on state resources available to help with staff engagement.

VPCH was surveyed by Licensing and Protection under state Board of Health authority following a complaint. We are waiting for the results of this survey.

NAMI connections group will begin meeting on monthly basis at VPCH in May.

The tub is available for patient use, and patients have recently started walking around the inner track of the hospital.

Medical Director's Report: Dr. Desjardins

The contract between the Department of Mental Health and UVM Medical Group has been signed. On August 1, 2016, Dr. Richards will assume the position of Medical Director and provide clinical coverage at MTCR. Dr. Hoskin will be going to UVMMC and Dr. Munson will be retiring. Recruitment for two full time psychiatry positions has been initiated.

The Medical Staff continues to engage with staff at all levels in critical thinking and shared decision making. Discussion followed about autonomy and decision making specifically related to nurses and physicians.

Quality Report

The Dashboard was distributed and reviewed (attached). Overtime hours for Mental Health Specialists is up this month, in part due to illness among direct care staff and the numbers of patients requiring one-to-one observation.

There have been eight individuals re-admitted within 30 days of discharge since VPCH's opening.

Policy Report: Scott Perry

The next Policy Committee is May 5, 2016 at 2:30pm at VPCH. Procedures for review include minor surgical procedures by medical consultants and staff use of exercise equipment.

Nursing Report: David Mitchell

There are vacancies in nursing staff positions. The EHR implementation has contributed to challenges with space and resources required for hiring new hospital staff. There has been an increase in illness among direct care staff which has contributed to missed time from work. Additional training in Emergency Involuntary Procedures is being provided to direct care staff by nursing supervisors. VPCH is currently a clinical site for Norwich University. It may be possible that Vermont Tech will utilize VPCH as a clinical site in the future. There are currently 28 Mental Health Specialists engaged in the year-long Associate Mental Health Specialist course led by Ernie Lapierre and Eileen Worcester.

Operations Report: Heidi Gee

Trainers from the electronic health record (EHR) vendor, Evident, have been on site all week working with their system and training subject matter experts from VPCH in all aspects of the EHR, including business needs. Electronic interface requirements for pharmacy needs are still in development and need to be completed in upcoming weeks. The implementation timeline remains on track as meetings between vendor, IT, and clinical users continues to develop training modules and materials for direct care staff.

Next meeting:

The next meeting will be held on June 27, 2016 at 1:30 pm. Due to the Memorial Day holiday, there will be no May meeting. If there are any pertinent hospital updates, Jeff will provide them via email to committee members.