

# West Central Georgia Regional Hospital Regional Reflections

## February 2016



Since opening in 1974, West Central Georgia Regional Hospital (WCGRH) has stood as a beacon of hope for individuals in need of behavioral healthcare services in the State of Georgia

### Inside This Issue:

<u>Topic</u>	<u>Page</u>
Quality Management	
Joint Commission	3 - 4
New Employees	7 - 8
News from H.R.	9
S D & T	10 - 11
February Birthdays	12
Annual TB Screening	13

### Special Points of

<u>Interest</u>	<u>Page</u>
Welcome	
Dr. David Morton	1 - 2
Safety Care	
Oscar Winner	5
WCGRH Most Respected	
Staff Member	6



A Warm Welcome to  
West Central's  
New Clinical Director  
Dr. David A. Morton

Dr. Morton comes to us from Gadsden Regional Medical Center in Gadsden, AL where he worked as an inpatient psychiatrist in an acute inpatient setting. During his 5 years working there they expanded from a 10 bed adult psychiatric unit to 34 beds on 2 units.

We are very fortunate to have Dr. Morton join our leadership team and become a part of our West Central family as Clinical Director.

Dr. Morton was born and raised in Arkansas. He attended the University of Arkansas, with a B.A. in History. He also attended the University of Arkansas College of Medicine. After completing medical school, he completed a flexible internship at Fitzsimons Army Medical Center in Denver, CO. He then obtained a Master of Public Health degree in Epidemiology at the Tulane University School of Public Health and Tropical Medicine in New Orleans, LA.

Continued next page

*Valentine's Day*  
*February 14, 2016*



## Dr. David A. Morton (continued)

Subsequent to that, he completed a residency in Public Health and Preventive Medicine at Ft. Ord, CA.

For the next two years served as the Chief of Preventive Medicine for all Army installations in Alaska. He then transferred to the U.S. Army Academy of Health Sciences in San Antonio, TX, where he was involved in teaching public health, tropical medicine, and epidemiology to physicians and other medical professionals from the U.S. Armed Forces and other armed forces from around the world.

During that time he was an adjunct associate professor of epidemiology with the Tulane University School of Public Health and Tropical Medicine. That position also involved working on Army doctrine in the areas of infectious diseases, biological warfare, heat and cold injuries, and environmental health.

After being in a teaching and research setting for 6 years, Dr. Morton found himself missing clinical medicine. Having always had an interest in psychiatry, he applied and was accepted to the psychiatry residency program at Tripler Army Medical Center in Honolulu, HI. Upon completion of the residency he served as Chief of Behavioral Health for 6 years at Ft. Sill, OK and two years as Chief of Behavioral Health at Ft. Rucker, AL. He completed 22 years of active duty with the Army and retired with the rank of Colonel.

After retiring from the Army he accepted a position as a staff psychiatrist at West Florida Community Care Center, an 80 bed state psychiatric hospital in Milton, FL. He worked there for 10 years and very much enjoyed working in the long-term inpatient psychiatric setting.

Dr. Morton also has a personal life. He is married and has 4 children. Two are grown; one son is an attorney in Tallahassee, FL and one daughter is a police detective in Lawton, OK. Two children are still at home; one is a son who is a senior in high school and will be attending Auburn next year and his youngest is a daughter age 8. She is originally from Guatemala.

Dr. Morton's interest other than psychiatry include history (particularly of World War II), geopolitics, gardening, regular exercise, football, soccer, and reading.

# QUALITY MANAGEMENT

## The Joint Commission Corner

### Are You Prepared for The Joint Commission Survey?

#### West Central Joint Commission Readiness Quiz

**1. What Do I do if there is a Fire?**

- A.C.E. (Alarm, Contain, Extinguish) and P.A.S.S. (Pull, Aim, Squeeze, Sweep)
- P.A.S.E. (Pull, Aim, Squeeze, Escape) and R.A.C.E. (Remove, Alarm, Contain, Escape)
- R.A.C.E. (Remove, Alarm, Contain, Extinguish) and P.A.S.S. (Pull, Aim, Squeeze, Sweep)
- R.A.C.E. (Remove, Alarm, Contain, Extinguish) and P.A.S.E. (Pull, Aim, Squeeze, Extinguish)

**2. A FAILURE MODE AND EFFECTS ANALYSIS (FMEA) is a process to identify how and why a patient care process may fail before it actually fails and what can be done to make the process safer or prevent a failure.**

- Yes
- No

**3. What is Your Role in Patient Safety?**

- To be familiar with the Safety Plan
- To complete all mandatory training related to patient safety
- To report all safety concerns
- Be familiar with the National Patient Safety Goals (NPSGs)
- Know how to describe your role or participation in hospital wide disaster drills
- To read DBHDD Policy 03-287 and 03-299 as well as West Central's.
- Be able to describe how you would conduct an evacuation of patients and visitors.
- Know the emergency exits in your work area.
- Know what patient information and equipment will be taken if evacuation is necessary.
- Know the proper techniques for transporting patients if they are unable to ambulate unassisted.
- All of the above

**4. Is WCGRH'S new mission commitment to safe, person-centered, and dignified therapeutic interventions that will guide and encourage individuals during their recovery?**

- Yes
- No

**5. What Are the RIGHTS of Our Individuals?**

- Right to be treated with RESPECT and DIGNITY
- Right to have their health and safety protected while in residential or Individuals services.
- Right to prompt and confidential services in the least restrictive environment available.
- Right to receive treatment without regard to race, sex, or age.
- Right to take part in planning their own treatment and knowing the benefits, risks, and/or side effects of all medications and treatment alternatives
- Right to know the cost of their treatment and their responsibility for payment
- Right to be free of restraints or seclusion, except as a last resort for safety
- Right to be free of mental, physical, sexual, or verbal abuse and free of neglect or exploitation
- Right to pursue employment, education or express religious
- Right to see or refuse visitors and the right to make and receive telephone calls.
- Right to receive and send mail except under certain conditions
- Right to participate in social, religious, and community activities of your choice

# QUALITY MANAGEMENT

## The Joint Commission Corner (Continued)

- Right to keep or have access to your own money and personal effects, with limitations for safety
- Right to access free language and hearing impaired services as needed
- Right to consult your personal physician or attorney
- Right to file a complaint
- Right to be free from discrimination and retaliation due to any complaint or report made
- Right to receive a separate Notice of Privacy Practices about confidentiality of your protected health information
- All of the above

**6. What is West Central's Performance Improvement Model?**

- Plan, Do, Check, Act - (PDCA) approach for performance improvement activities.
- Plan, Do, Study, Act - (PDSA) approach for performance improvement activities.
- Plan, Check, Study, Act - (PCSA) approach for performance activities.
- Check, Plan, Study, Act - (CPSA) approach for performance activities.

**7. What are WCGRH'S NEW GOALS?**

- To provide a safe environment for our Individuals and staff
- To provide active recovery-oriented treatment
- To provide a successful discharge for our Individuals
- To maintain or improve the quality of care and services while using fiscal responsibility to maintain a strong financial foundation
- All of the above

**8. Is WCGRH'S NEW VISION to be a leader in the innovative and holistic treatment of each Individual served for a life of recovery and independence?**

- Yes
- No

**9. What do I Do When a Joint Commission Surveyor Speaks to me?**

- Don't Panic!
- Be sure you have your ID Badge on at all times (it is OK to look at your badge if the answer is on the back)
- Identify yourself by name and position (what you do here)
- Keep answers simple: yes, no, or I'm not sure, but I will ask my manager and get the answer for you
- Do not make small talk
- Stay focused on the conversation
- Do NOT argue with the surveyor
- Use eye contact at all times
- Be truthful
- Be positive
- Do not offer information that is not asked of you
- All of the above

**10. Can Unapproved Abbreviations be used?**

- Yes
- No

**Answer Key: (1) RACB and PASS, (2) Yes, (3) All of the above, (4) Yes, (5) All of the above, (6) Plan, Do, Study, Act, (7) All of the above, (8) Yes, (9) All of the above, (10) No**



*“AND THE O.S.C.A.R. GOES TO”*

*The Academy would like to announce the  
Quarterly Awards*

*Winner:*



**UNIT 7**

**With a 98.3% in  
Safety Care Level 2**

**CONGRATULATIONS!!!**

# Most Respected Staff Member at West Central Georgia Regional Hospital



On November 17th, 2015 our own **Mr. Michael Barnhill** was recognized by **Commissioner Berry** and the **Governing Body** for being **the recipient** selected by the **WCGRH individuals for the Most Respected Staff Member at our hospital**. Mr. Barnhill was selected by our Individuals for the respect and caring that he demonstrates as he works his magic with those entrusted to his care. He has long been known as someone who can get even the most difficult or the most withdrawn Individuals to respond positively to his quick smile and genuine concern. While chatting, Mr. Barnhill and the Commissioner discovered that both had lived in Fort Walton Beach, a small town in Florida. Another shared experience including finding out that the Commissioner's father taught at Troy University, which is where Mr. Barnhill attended college and played football for the Trojan Warriors. **Adding to the specialness of this day,**

Commissioner Berry invited Mr. Barnhill to be the first staff person invited to speak at the annual Respect Conference which will be held in Atlanta.

Thank you Mr. Barnhill for representing WCGRH in such a grand manner.



State of Georgia and  
Developmental Disabilities

West Central Georgia  
Regional Hospital  
3000 Schatulga Road  
Columbus, Georgia 31907  
(706) 568-5000

Web Page  
[www.wcgrh.org](http://www.wcgrh.org)



# EMPLOYEE NEWS



January 4th.



*Left to Right: Row 1: Sara Albritton, Syrina Stokes, Theodora Lenore, Beverly Brown*

*Row 2: John Robertson, RHA, Amy Rapp, Steve Peterson, Thurman Jackson, William Thaxton*

*Not Pictured: Latarsha Hackett, Dr. David Morton*

State of Georgia and  
Developmental Disabilities

*West Central Georgia  
Regional Hospital  
3000 Schatulga Road  
Columbus, Georgia 31907  
(706) 568-5000*

**Web Page**  
**[www.wcgrh.org](http://www.wcgrh.org)**



## EMPLOYEE NEWS



*January 19th.*



*Left to Right: Row 1: Tanganyika Browder, Edward Stevens,  
Audrey Green, Monica Williams*

*Row 2: John Robertson, RHA, Anthony Harvey, Taquonna Law,  
Lakeitha Walker, Cyd Thurman*



## News From Human Resources

### \*FAITHFUL SERVICE AWARDS\*

**10 Years**

Kimberly Luttrell - Heather Smith

**5 Year**

Ahkelia Wynn

THANK YOU FOR YOUR CONTINUED SERVICE TO OUR HOSPITAL AND THE STATE OF GEORGIA

**Human Resources Monthly**

Feb. 2nd. Manager Approval by Noon  
 Please reconcile and move FSLA to OT Premium  
 Feb. 15th. Pay Day  
 Feb. 16th. Manager Approval by Noon  
 Please reconcile and move FSLA to OT Premium  
 Feb. 29th. Pay Day

**Did You Know? E-Performance:**

Every employee has access to their e-performance documents thru their self-service which is located at [www.team.ga.gov](http://www.team.ga.gov). Your employee I.D. and Social Security or password created will allow you entry. If you have forgotten your password or do not remember your questions—Call 1-888-896-7771. All employees who have an I.D. issued to them when hired have access to all of their personal information and the ability to make any necessary changes without having to come to H.R. However, H.R. is always available if you need assistance or have trouble with the site.

**Orientation is on February 1st. and February 16th. In HR from 1:00-5:00 PM**

**HAVE YOU ACCESSED YOUR SELF-SERVICE INFORMATION LATELY?**

Any Questions please do not hesitate to call Human Resources (706) 568-2260

### Goodbye and Farewell

Gloria Gaines	Kathleen O'Brien
Maria Manno	Devontae Simmons
Santos Morales	Dexter Thomas

## Human Resources Department

**HR Representatives:**

Peri Johnson, Human Resources Manager  
 Sandra Brown, Employee Relations Specialist  
 Vonceil Plump, Personnel Tech II  
 Paul Fahnestock, Recruiter  
 Shannon Hearn, Recruiting Tech  
 Pat Altman, Benefits and Worker's Comp  
 Michele Trowers, Leave/Payroll Specialist  
 Ivonna McCoy, Program Associate

**Suggestions or Questions:**

Any questions? Please contact HR at (706) 568-2260

If you have any ideas or topics you would like to see featured in the Human Resources section, please submit them to the Human Resources Department

# FEBRUARY

## Staff Development & Training

Here is our “**Block**” **Schedule for Annual Updates** in February!  
 You will attend according to your Safety Care date, and must attend the entire block. You will then be current for the next year!  
 Unit PA's will register Unit Staff.

### **Block 1:**

Tues, Feb 2: 8:00-10:00 Infection Control and Incident Management  
 10:00-12:00 Seizure  
 1:00-3:00 PNS  
 Wed, Feb 3: 8:00 CPR and First Aid  
 Thurs, Feb 4: 8:00 Safety Care Recert

### **Block 2:**

Mon, Feb 8: 8:00-10:00 Infection Control and Incident Management  
 10:00-12:00 Seizure  
 1:00-3:00 PNS  
 Tues, Feb 9: 8:00 CPR and First Aid  
 Wed, Feb 10: 8:00 Safety Care Recert

### **Block 3:**

Tues, Feb 16: 8:00-10:00 Infection Control and Incident Management  
 10:00-12:00 Seizure  
 1:00-3:00 PNS  
 Wed, Feb 17: 8:00 Safety Care Recert  
 Thurs, Feb 18: 8:00 CPR and First Aid

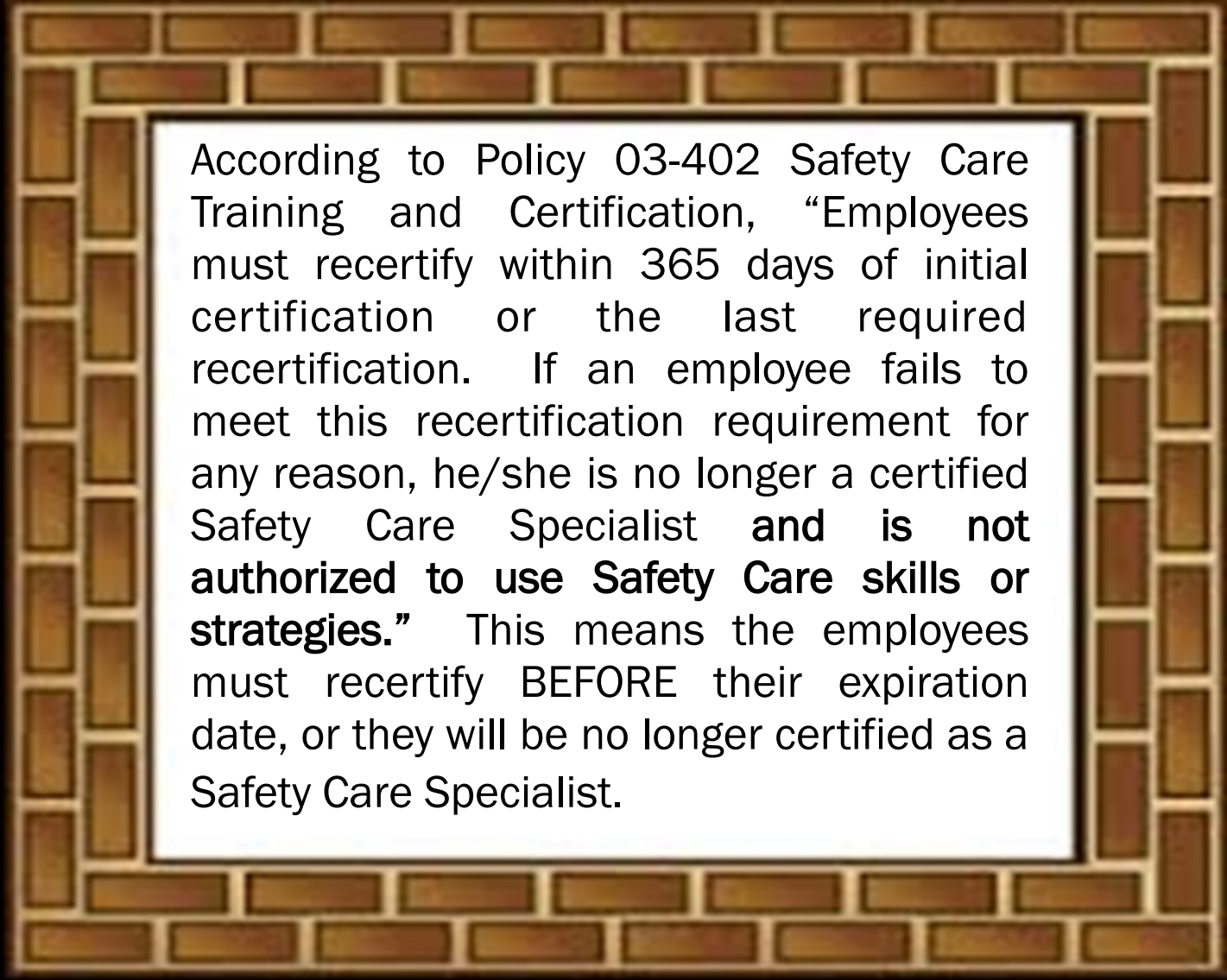
### **Block 4:**

Mon, Feb 22: 8:00-10:00 Infection Control and Incident Management  
 10:00-12:00 Seizure  
 1:00-3:00 PNS  
 Tues, Feb 23: 8:00 Safety Care Recert  
 Wed, Feb 24: 8:00 CPR and First Aid

**Safety Care Initial Dates:** February 4-5-8 and 19-22-23

**Positive Behavior Supports (PBS):** Thursday, February 18: 8:00-5:00

# Staff Development & Training (continued)



According to Policy 03-402 Safety Care Training and Certification, “Employees must recertify within 365 days of initial certification or the last required recertification. If an employee fails to meet this recertification requirement for any reason, he/she is no longer a certified Safety Care Specialist **and is not authorized to use Safety Care skills or strategies.**” This means the employees must recertify **BEFORE** their expiration date, or they will be no longer certified as a Safety Care Specialist.



# February Birthdays

1 Toya Sparks  
 1 Teresa Russaw  
 4 Valerie Lake  
 5 David McQueeney  
 6 Sally Hicks  
 6 Alice Deloatch  
 6 Gwendolyn Caulton-Dixon  
 6 Evelyn Haines  
 6 Victor Estrella  
 6 Nestor Pizarro  
 7 Shante Watkins  
 9 China Johnson  
 10 Marisha Dunham  
 10 Kimberly Luttrell  
 10 Joey Holtzclaw  
 11 Stephen Bettes  
 11 Lakesha Brown  
 12 Christopher Argo  
 12 Adrian Flowers  
 12 Jake Mangan  
 13 Funke Coker  
 13 Latravia Lewis  
 14 Valencia Stonewall  
 14 Brandi Penick  
 14 Pamela Davis  
 15 Ladaryl Barker  
 15 Aretha Wallace  
 15 Pius Adejube  
 15 Audy Jordan

17 Vontressia Mays  
 17 Craig Robinson  
 18 Debbie Donnelly  
 20 Leona Leaman  
 20 Cherrie Mason  
 20 Gail Williams  
 20 Jeffery White  
 21 Yaritha Piliporlor  
 21 Denita Sherrill  
 22 Ronald Johnson  
 22 Kathleen Tanner  
 22 Yvette Tshiupula  
 22 Iya Taylor  
 22 LaThonda Bailey  
 22 Olayiwola Sowemimo  
 23 Horace Tolliver  
 23 Elizabeth Hurlbut  
 23 Tiawanna Ford  
 24 Natalie Prater  
 25 Vernell Welch  
 25 Daphena Buckner  
 26 Jennifer Devlin  
 27 Linda Branon  
 28 Melinda Brooks  
 28 Delores Allen  
 28 Jeremy Thomas  
 28 Alvin Hill  
 28 Corey Anderson



## Attention All Employees

### Reminder! Annual Tuberculosis Screening

All WCGRH employees must complete the Georgia State Hospital Employee Health Screening Form **during the month of their birthday**

TB screening is required during each employee's Birthday month

Tuberculosis screening is conducted in Nursing Services, Building 1, Room 25

Skin Tests are given on Monday, Tuesday and Wednesday

Please follow these guidelines for completing the  
Annual Employee Health Screening:

- If you have the skin test performed off campus, you still must return the results to Nursing Services and complete the Employee Health Screening Form.
- If you have another job also requiring PPD Testing, we will provide you with a copy of your results.
- If you have had a positive skin test in the past, you are still required to complete the Employee Health Screening Form.

**Please Note: If Annual Tuberculosis is not completed within your birth month, Employee cannot work until the screening is completed.**

Questions? Please contact Nursing Services at (706) 568-5109



West Central Georgia Regional Hospital & Department of Behavioral Health and Developmental Disabilities



**Values:** Dedication, Integrity, Excellence, Knowledge Accountability, Collaboration, Safety, Innovation, Respect

**Mission Statement:** Commitment to safe, person-centered, and dignified therapeutic interventions that will guide and encourage individuals during their recovery.

**Vision Statement:** To be a leader in the innovative and holistic treatment of each individual served for a life of recovery and independence.

**Goals:**

- To provide a safe environment for our individuals and staff.
- To provide active recovery-oriented treatment
- To provide a successful discharge for all individuals
- To maintain or improve the quality of care and services while using fiscal responsibility to maintain a strong financial foundation.

**Regional Reflections** is published monthly. The mission of the newsletter is to provide a forum to educate and inform its readership on issues in behavioral health, strengthen teamwork, and archive hospital events and activities.

**Regional Reflections staff** welcomes items including articles, article ideas, news items, letters and photos submitted for publication. However, all items are subject to editorial discretion and will be printed on a "space available" basis. Please contact the editor if you have any questions or concerns regarding the newsletter. Thank you for your support.



John L. Robertson, Regional Hospital Administrator  
 Phone: (706) 568-5000  
 FAX: (706) 568-2257



Sara Moran, Editor  
 Phone (706) 568-2185  
 Email: Sara.Moran@dbhdd.ga.gov

WCGRH is an equal Opportunity employer



**WCGRH Foundation, Inc.** is a tax-exempt, non-profit organization established in 1993 under Internal Revenue Code 501(c)(3), 509(a), and 170(b)(1)(A)(vi) by individuals interesting in enhancing the services and programs provided for the clients and staff of WCGRH.

Your tax deductible gift supports the Hospital's mission as stated above.  
 Website: <http://dbhdd.georgia.gov/wcgrh-foundation>



Accredited by the Joint Commission

**Fraud Abuse Hotline:** To report concerns regarding fraud and/or abuse, call the WCGRH Compliance Hotline at (706) 569-3082 or the Office of Inspector General Corporate Compliance Hotline at 1-800-447-8477. You may e-mail questions or concerns to WCGRH Compliance Office@dhr.state.ga.us or call The WCGRH Compliance Officer, Felicia Hardaway at (706) 568-2471



**Certified by the Centers for Medicare and Medicaid Services**