

## Community Connections Support Services

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### **Health and Safety Audit 2011**

In 2011, Community Connections Support Services continued its commitment to on-going quality improvement efforts. CCSS continues to provide services to people living with a disability in the communities of Kelowna, the West and East Kootenays and the Boundary Region.

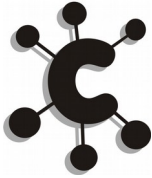
As in previous years, the agency's Health and Safety Committee consists of Health and Safety Officers identified within our Residential and Community Support Services. In addition to this, our Home Share Coordinators are also responsible for addressing Health and Safety issues within our Home Share Provision Services and conduct comprehensive, annual Health and Safety Reviews within the homes of all of our contracted Home Share Providers.

#### ***Health and Safety Officers***

Our Health and Safety officers continue to make use of the agency Health and Safety binders, established in 2009. These binders contain all relevant drill sheets, policy, and inspection forms necessary to complete annual requirements of the CCSS Health and Safety Program. A copy of the Table of Contents of our Health and Safety binder is provided in support of this report (appendix A).

The section for Health and Safety Officers located on our 'Team' website has proven to be an excellent way to share information quickly and comprehensively with many people. Our Team website includes a section specific to Health and Safety as well as a section for Health and Safety Officers to download appropriate forms and reporting documents. Along with numerous links to Health and Safety authorities, the website has also been used to provide instructional video / materials on issues such as fire extinguisher training and information on training opportunities in all communities served by Community Connections Support Services.

In addition, according to the QAM (Quality Assurance Manager) monitoring schedule, the Health and Safety Committee is contacted monthly and reminded of current drill and inspection requirements as well as following up on any corrective action plans for concerns raised from previous drills or inspections. Dialogue between members of the Health and Safety Committee is on-going providing for an efficient means of identifying needs and areas of vulnerability as they become relevant.



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### *Home Share Coordinators*

Home Share Coordinators make use of the agency's Health and Safety Review. A copy of this review is provided in support of this report (Appendix B). This monitoring tool is used annually to ensure that our contracted Home Share Providers are meeting agency requirements for Health and Safety. In addition, our Home Share Coordinators follow up the review with a summary where corrective action is identified and responsibility and time lines are assigned.

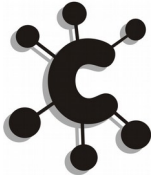
As part of a comprehensive Home Share Manual provided to its contracted Home Share Providers, CCSS has provided policy and procedures regarding Health and Safety and established a website specific to Home Share Provision including a section on Health and Safety issues.

### *Need Areas / Vulnerability:*

Apart from the CCSS Community Support Program, the agency typically provides supports to people in their own private residences. The relative autonomy of these areas of support provision has the potential to leave people receiving services vulnerable to health and safety incidents. As such, CCSS is required and committed to ensuring access to comprehensive policy and procedures regarding health and safety issues as well as mandatory drills and inspections to ensure the adequate support of individuals and those who provide supports for them.

Community Connections Support Services is an agency providing support in several communities in B.C. The agency is aware of the need for Emergency Management Plans that directly address potential emergencies relevant to the climate and geographical regions that the people the agency supports, live in. A copy of the Emergency Management Plan Table of Contents is provided in support of this report (Appendix C).

Some of the people CCSS supports have multiple areas of need, including assistance with mobility and communication. The agency works toward identifying specific needs associated with each individual to ensure that emergency response is individualized based on the person's needs and abilities. Potential barriers to receiving emergency response or continued maintenance of essential services are identified for each individual receiving support and modifications to equipment, detailed evacuation plans, critical personal information and removal of possible hazards are identified and updated on a regular basis.



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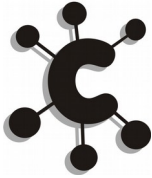
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### *Areas of need and vulnerability for 2010 and corrective actions:*

1. Several Residential resources in the West Kootenay area have had difficulty securing an annual Health and Safety inspection conducted by an external authority (Fire Department). Although the agency has been successful at working with other area Fire Departments to complete the inspections in their areas, it has become apparent that the agency will need to investigate other public or private authorities that are willing to conduct these annual inspections to satisfy the inspection requirements in areas where the Fire Dept. is unable or not willing to provide this service.
  - [The Fire and Rescue unit in Trail was contacted again and they responded by conducting Health and Safety Inspections in all applicable residential settings. We feel that this issue has now been resolved.](#)
2. A number of individuals receiving supports from CCSS in a Residential model would be greatly affected by a long-term power outage. The agency has investigated the purchase of generators to be placed in these sites. The significant cost would mean waiting until sufficient funds became available. One of our Health and Safety Officers has found an alternate solution and is currently investigating the cost and availability of such an item.
  - [The residential resource that would most greatly be affected by a power outage, has solved this problem by purchasing a generator for the residence.](#)
3. Our agency addresses transportation needs in an on-going way. As personnel in most areas of service are required to use their own vehicles, CCSS remains committed to collecting copies of Driver's Licenses, Driver's Abstracts, Auto Insurance and providing information on Road Safety. Where the individual receiving support has their own lift-equipped van, CCSS remains committed to ensuring the maintenance of these vehicles and stocking them with emergency equipment.
  - [CCSS continues its efforts in ensuring safe modes of transportation for the people supported by the agency. There has been some what of a challenge to collect this documentation from employees and Home Share Providers.](#)
4. CCSS does not currently have a report form available for Health and Safety Incidents that do not result in harm to a person receiving support, making it challenging to obtain all information regarding a Health and Safety incident and subsequently identifying a corrective action plan. CCSS has made a commitment to developing a report template for Health and Safety Incidents.
  - [CCSS has begun to use the Non-Critical Incident Report Form to capture any Health and Safety incidents that do not result in harm to any person.](#)

### *Feedback provided in 2011 has identified the following areas of need and vulnerability:*

1. Although there is the ability to network on-line with all members of the Health and Safety Committee and communication is encouraged, maintaining consistency in all resources has



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- proven challenging in 2011. Several resources struggled with documentation requirements and completing inspections according to deadline. All Health and Safety Officers may benefit from an in-service regarding the Health and Safety Program and the expectations outlined therein.
2. Although CCSS has been providing contracted Home Share Provision since 2010 and Home Share Coordinators are committed to obtaining relevant documentation from Providers and ensuring that each residence is stocked with necessary emergency equipment as well as actively participating in safety drills, Health and Safety Review findings would suggest that there has been some difficulty with ensuring consistency in meeting CCSS Health and Safety requirements throughout the program. It is our focus and belief that these issues will become less of an issue over time with consistent efforts being made by CCSS and its Home Share Coordinators.
  3. Recently, CCSS has acquired a contract to deliver Community Support Services in the West Kootenays. As there is not a physical location for delivery of services and the program is in its infancy, there has become a need to create a Health and Safety Program that is specific to West Kootenay Community Support as none of our existing models of Health and Safety monitoring readily apply.

### ***Emergency Drill Procedures and Actual Events:***

A copy of our annual drill sheet (Appendix D) is provided in support of this document as well as documentation on our emergency drill procedures (Appendix E).

### ***Actual Emergency Events in 2011 include:***

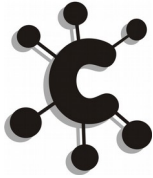
1. One of our residential resources reported several occurrences of utility failure within the home. Personnel responded by ensuring the safety of the people living there and locating necessary emergency equipment.

### ***Roles and Responsibilities of Health and Safety Committee:***

A copy of our job description for our Health and Safety Officers is provided in support of this document.

### ***Emergency Procedure Changes for Physical or Practice Changes:***

As mentioned previously, CCSS has recently acquired a contract to provide Community Support Services in the West Kootenays making it necessary to develop a Health and Safety program specific to that service area.



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CCSS has acquired further contracts to provide agency contracted Home Share Provision. The agency is now currently providing these services in the West and East Kootenays, the Boundary Region and the Central Okanagan. Many of the Home Share Providers had previously been contracting directly with CLBC and as such were not accustomed to the monitoring that CCSS provides. We believe that over time and with consistency, Home Share Providers will address Health and Safety issues in an on-going way. Currently, our Home Share Coordinators work diligently at providing as much resource and consistency as possible to Home Share Providers to ease into this process successfully.

### ***Training Objectives and Outcomes:***

Community Connections continues to strive to provide relevant Health and Safety training to personnel, persons receiving supports, family members, Home Share Providers and management.

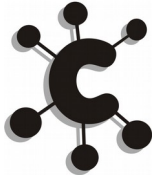
1. First Aid / CPR continues to be a requirement of employment of all CCSS employees and a requirement to contract with CCSS for Home Share Provision.
2. The agency continues to review weak areas in emergency preparedness and seek workshops / inservicing opportunities in those areas.
3. All employees are expected to review CCSS Health and Safety policy and resource specific Emergency Management Plans on an annual basis.
4. Upcoming training events are posted on CCSS websites serving employees, persons served and Home Share Providers.
5. Instructional video, literature, and links to other informative websites are provided to employees on a regular basis.
6. CCSS Community Support program continues to offer information sessions regarding Health and Safety issues to persons receiving support.

### ***Outcomes of CCSS Health and Safety Program:***

Due to substantial growth in service provision, CCSS has focused primarily on establishing the Home Share Provision program in 2011. Though the agency has continued to operate based on the Health and Safety guidelines established in previous years, the same amount of energy has not been devoted to its consistent execution.

Due to the on-going commitment of appointed Health and Safety Officers, the program has continued to maintain safe and healthy environments for all those the agency supports. It is our hope that the coming year will see a return to closer monitoring, better support, and more consistent outcomes as it relates to Health and Safety.

For the most part, the resources that CCSS has provided to the Health and Safety Committee and Home



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Share Coordinators have been successfully utilized and are instrumental in ensuring a focus on the health and safety of those supported by the agency as well as contractors and employees.

### ***Future Recommendations:***

Based on the data collected from all resources at the end of 2011, future recommendations include:

1. Continue to streamline documentation requirements.
2. Continue to assess corrective action plans, identification of changing needs, and feedback provided by Health and Safety Officers.
3. Continue to provide training for persons receiving support and make training available to employees and contractors that is specific to services offered.
4. Continue to facilitate committee networking.
5. Monitor Health and Safety Plans for new resources and new areas of service provision and make changes as necessary.
6. Continue to make efforts toward recognition of and compensation for Health and Safety Officers.
7. Continue to monitor and encourage consistency throughout the Home Share Provision Services regarding emergency equipment, safety drills, safety plans, adequate insurance, and protocols specific to the person supported.

### ***Acknowledgment:***

CCSS would like to acknowledge the efforts made by all CCSS employees in maintaining healthy and safe supports for the people we work for. Specifically, the agency would like to commend the Health and Safety officers of 2011 and the CCSS Home Share Coordinators of 2011 whose work ensured the safety of the people we support and the teams that support them. Their dedication, creativity and responsibility has worked toward achieving better preparedness and awareness of Health and Safety issues.

### ***Health and Safety Committee 2011:***

Karen Milner  
Suzanne Miller

Teresa Delorie  
Vivienne Prather

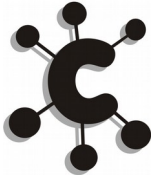
Steve Shaw  
Meg Pearson

### ***Home Share Coordinators 2011:***

Leola Knight  
Shannon Fridleifson

Susan Nicholson  
James Croston

Karen Milner



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Report Completed: March 2012

Completed By: Jacqueline Burnham, Quality Assurance Manager

Next Report Due: March 2013

Reviewed: Quarterly (see CCSS Performance Improvement Plan)