

Staff Member: _____
Start Date of _____
Competency: _____

Job Title: _____
Unit: _____

This competency has been assigned to the staff member indicated above and must be completed as part of their assigned role. This competency may need to be renewed at a designated future date to ensure the staff member maintains their skill.

*The **Staff Member** will discuss with their Preceptor on their previous experiences and skills in establishing a plan and goals for successfully demonstrating their ability to meet the performance elements of the competency.*

*The **Preceptor** will discuss with the Staff Member the best approach to ensure their success in meeting the performance requirements for this competency. The **Preceptor** will date and initial each performance element when they validate that the Staff Member **has met the requirement of the element and can deliver this aspect of care without direct supervision**. The Preceptor should indicate in the Notes column any areas that the Staff Members should focus on to gain greater proficiency as they continue to develop. If the **Preceptor** has any concerns regarding the Staff Member's ability to meet the performance elements and successfully complete this policy, they should document their concerns on the Notes column and contact their **Supervisor** for direction.*

Applicable References & Policies:	<ul style="list-style-type: none"> Organization Policy and Procedure
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Performance Elements	Validation Method (Circle) D – Demonstrated S – Simulated T – Test V – Verbalized	Date Performance Element Met	Preceptor Initials	Notes
Knowledge				
<ul style="list-style-type: none"> Organizational policy on <ul style="list-style-type: none"> The use of Violent Restraints The use of Seclusion 	D S T V			
<ul style="list-style-type: none"> Applicable CMS, State and Local policy on the use of violent restraint and seclusion 	D S T V			
Identifying the Need for Restraint or Seclusion				
<ul style="list-style-type: none"> Staff member will understand the requirements of organizational and regulatory policies on the use of restraints and seclusion. 	D S T V			

Performance Elements	Validation Method (Circle) D – Demonstrated S – Simulated T – Test V – Verbalized	Date Performance Element Met	Preceptor Initials	Notes
<ul style="list-style-type: none"> Staff member will understand techniques to identify staff and patient behaviors, events and environmental factors that may trigger circumstances that require the use of a restraint or seclusion. 	D S T V			
<ul style="list-style-type: none"> Staff member will describe the use of non-physical intervention skills to avoid placing a consumer in restraints or seclusion 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the need and process of choosing the least restrictive intervention based on an individualized assessment of the patient's behavioral status 	D S T V			
<ul style="list-style-type: none"> The Staff Member describes possible physical conditions that may contribute to a consumer's violent or self-destructive behavior. This would include: <ul style="list-style-type: none"> Drug or medication interactions Electrolyte imbalances Hypoxia Sepsis Cardiovascular insufficiencies Neurological changes 	D S T V			
<ul style="list-style-type: none"> The Staff Member describes the potential dangers associated with the use of restraint or seclusion. 	D S T V			
<ul style="list-style-type: none"> The Staff Member will understand the various types of restraints, including physical holds and chemical restraints, and the governing policy regarding the use of each. 	D S T V			
<ul style="list-style-type: none"> The Staff Member describes the physical dangers and discomforts of a consumer in restraints/seclusion. 	D S T V			
<ul style="list-style-type: none"> The Staff Member describes the mental effects of restraint or seclusion on the consumer. 	D S T V			

Performance Elements	Validation Method (Circle) D – Demonstrated S – Simulated T – Test V – Verbalized	Date Performance Element Met	Preceptor Initials	Notes
<ul style="list-style-type: none"> The Staff Member discusses the legal and ethical considerations of restraint/seclusion 	D S T V			
Initiating Use of Violent Restraints or Seclusion				
<ul style="list-style-type: none"> Staff member will understand the two circumstances in which an order for restraint is obtained 	D S T V			
<ul style="list-style-type: none"> Staff member will demonstrate the safe application and use of all types of restraint or seclusion used in the hospital. 	D S T V			
<ul style="list-style-type: none"> Staff member will understand how to recognize and respond to signs of physical and psychological distress for consumers in restraint or seclusion. 	D S T V			
<ul style="list-style-type: none"> The Staff Member discusses the importance of assessing a consumer in restraint or seclusion. 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the need to make patient aware of the criteria for termination of restraint. 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the process of monitoring the physical and psychological well-being of the consumer who is restrained or secluded, including but not limited to: <ul style="list-style-type: none"> Vital signs Respiratory and circulation function ROM Hydration status Elimination Status level of distress and agitation Mental status Cognitive functioning Skin integrity 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the time frames for offering fluids/food, toileting/elimination, ROM, and release of restrained limbs 	D S T V			

Performance Elements	Validation Method (Circle) D – Demonstrated S – Simulated T – Test V – Verbalized	Date Performance Element Met	Preceptor Initials	Notes
<ul style="list-style-type: none"> Staff member will understand how to identify potential life threatening situations for a consumer in restraints or seclusion and the interventions necessary to prevent injury or death 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the documentation requirements for use of restraints or seclusion including: <ul style="list-style-type: none"> Organizational Seclusion and Restraint Flowsheet Progress Notes Treatment Plan modifications Incident Reporting 	D S T V			
<ul style="list-style-type: none"> Staff member will understand when a new order must be obtained after the initial order timeframe expires if the patient continues to require restraint. 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the purpose of the one-hour post restraint / seclusion face to face evaluation including content and documentation requirements. 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the clinical identification of specific behavioral changes that indicate that restraint or seclusion is no longer necessary. 	D S T V			
Post Restraint/Seclusion Use				
<ul style="list-style-type: none"> Staff member will demonstrate appropriate minimal content of the Progress Note for use of restraint or seclusion: <ul style="list-style-type: none"> Date and time of initiation Date and time of discontinuation Description of the behavior/conditions displayed causing use of restraint(s). Description of the interventions used prior to the application of restraint(s). Patient response to the intervention Documentation of reason restraint(s) to be continued. Description of behavior/conditions displayed prior to each order renewal. 	D S T V			
<ul style="list-style-type: none"> Staff members will understand when notification of family member is to occur. 	D S T V			

Performance Elements	Validation Method (Circle) D – Demonstrated S – Simulated T – Test V – Verbalized	Date Performance Element Met	Preceptor Initials	Notes
<ul style="list-style-type: none"> Staff member will understand the process for reporting of death to CMS of any patient that dies during restraint, within 24 hours of removal, within one week of restraint where it is reasonable to assume that the restraint contributed to the death. 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the processes for debriefing the consumer after use of restraint or seclusion to help them understand the reason behind the use of restraint or seclusion. 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the processes for debriefing the staff members after use of restraint or seclusion to help them understand the reason behind the use of restraint or seclusion and how they can improve quality on the process. 	D S T V			
<ul style="list-style-type: none"> Staff member will understand the need to help reinforce positive behaviors to the consumer to help avoid further use of restraint or seclusion. 	D S T V			

I hereby attest that I have completed this assigned competency and feel confident in my ability to perform the listed performance elements. I understand that if I have any questions regarding my abilities to perform in my role that I am to contact my supervisor immediately.

Signature of Staff Member: _____ **Date:** _____

Signature of Preceptor: _____ **Date:** _____

Signature of Supervisor: _____ **Date:** _____

Notes:

