Objectives

1. Review issues that promoted focus on hospital hazmat training programs.
2. Discuss approaches to hospital hazmat training with focus on employee participation and program sustainability.
3. Review online and classroom training programs developed for initial and annual training requirements.
4. Review program documents to facilitate employee education and incident response objectives.
5. Review implementation strategy and access to resources.
Dignity Health

- 380 Care Centers
  - Hospitals
  - Urgent & occupational care
  - Imaging centers
  - Home health
  - Primary care clinics
- 20 States
- 55,000 Employees
- 9,000 Physicians

Program Assessment Findings

- **Program content and timeframes:**
  - Training programs utilized throughout the organization varied
  - FRA – 2 - 8 hours
  - FRO – 8 - 16 hours
  - Question: What is the time requirement?

- **Compliance:**
  - Drill frequency (never, quarterly, bi-annually, annually)
  - Equipment upkeep and maintenance
  - Departments involved with spill and patient decontamination response

- **Competencies:**
  - Inconsistent documentation (completed and on file)
  - Employee time on task and availability
  - Just in time training inconsistent or non existent
Program Assessment - Challenges

- Size and diversity of Dignity Health.
- Regulatory agencies detail oriented.
- Available programs did not focus primarily on health care.
- Comply with regulatory standards (Fed OSHA and CCR).
- Develop educational programs and reduce the time on task to reach a wider audience.
- Awareness and Operations program content comparable with existing program standards (EnMagine, CSTI).

The Need for Change

- Develop a standard for the organization.
- Develop self sustaining Awareness and Operations training programs.
- Promote leadership support.
- Engage high risk areas.

Time for a Workgroup...
Workgroup

Workgroup Members:

- Jim Majewski – Corporate Director of Security
- Kristina Freas – Corporate Director of Emergency Management
- Kathy Dollarhide – EM Coordinator St. Mary’s Hospital Long Beach
- William Wennhold – EM Coordinator Mark Twain Hospital
- Susan Shamban – EM Coordinator & Employee Health, Northridge Hospital
- Patrick Gibney – EM Coordinator & Security Manager, Dominican Hospital

Representatives from large and small hospitals participated in planning discussions.

Workgroup Objectives

1. Identify regulatory standards in gap analysis format.
2. Evaluate current Awareness/Operations programs utilized within Dignity Health.
3. Identify regulations that differentiate the training needs of healthcare providers versus emergency responders.
4. Identify departments to be trained to a Awareness level based on risk of exposure.
5. Identify departments to be trained to a Operations level based on risk of exposure.
6. Recommend annual competency requirements for Awareness and Operations programs.
7. Recommend language to support adding CBRNE respiratory protection standards to current hospital respiratory protection programs.
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Spill Identification</th>
<th>PI Decontamination</th>
<th>Exposure Risk</th>
<th>Level of PPE Required</th>
<th>Training Level</th>
<th>Training Time</th>
<th>Annual Competency</th>
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<tbody>
<tr>
<td>ANS</td>
<td>X</td>
<td></td>
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<tr>
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Exposure Risk
1 – Low risk (not directly involved with spill cleanup or patient decon)
2 – Incidental spill cleanup (known chemical, proper PPE)
3 – Patient decontamination procedures
** If employee is a member of a response team h/she is to trained at a n Operations level

Hazmat Awareness Level Training
Program Development - Awareness

Considerations:

• Target audience diversity
• Consistent training program
• Technical expertise to develop an online module
• Develop course content with subject matter experts
• Applicability to health care settings to include clinics
• Recognize facility diversity
• Considerations to include computer accessibility and capability

Implementation:

• Interactive course developed
• 570 employees completed the beta online module
• Based on feedback changes to the module were made to include expanding scenarios
• Placed on Health Stream for employee scheduling and access

Awareness Module Demo
Awareness Module

Moving Forward:

• Launch Awareness module accessible to all Dignity Health hospitals and clinics.
• Revise module as necessary.
• Promote leadership talking points and education to assist with implementation and compliance.
• Promote and expand departmental educational mandates for module completion as an annual training requirement.

Hazmat Operations Level Training
Program Development - Operations

Considerations:
• Target audience diversity
• Consistent training program
• Operations course to build upon awareness course objectives
• Eight hours of didactic training
• Facility specific equipment orientation to be accomplished as a second training date or drill
• Train the trainer classes
• Instructor website developed to access resources and course materials

Implementation:
• Eight hour course developed plus supporting materials
• Curriculum reviewed by subject matter experts
• Two beta classes completed
• Based on feedback changes made to curriculum and course materials

Implementation Strategy
• Operations train the trainer program developed.
• Engaged community agencies to participate in training.
• Developed a Share Point for access to program documents and resources. This provides a one stop shop for all updated course materials.
• Classes scheduled in multiple service areas.
• Email address provided to employees to facilitate communication and program feedback.
• Obtained updated inventory assessments from Dignity Health hospitals.
Program Development - Inventory Assessment

- Based in hospital assessments, decon equipment was found to be in varying levels of readiness. Issues identified included:
  - Equipment degradation
  - Disorganization
  - Inaccurate inventories
  - Training equipment mixed with equipment for deployment
  - Expired equipment (PAPR filters)
  - Incomplete communication capabilities (bullhorn, radios & microphones)
  - Lack of strategy for deployment (rolling carts, totes, etc.)
  - Incomplete inventories to support decon operations (white boards, sharpie markers, trauma scissors, sponges/brushes, buckets, resource materials, etc.)

Operations Course Materials

- Participant Guide
- Hospital Hazmat Operations Level Training Presentation
- Acronyms and Abbreviations List
- Chemical Risk Assessment Worksheet
- Suite Time Log
- Donning/Doffing Competency
- Decontamination Overview
- Emergency Hand Signals
- ICS Forms & Planning P
- Job Action Sheets (JAS)
- Post Test
- Class Evaluation

All class materials are available on the Hazmat Share Point

Leadership Resources:
- Awareness course talking points
- Operations course talking points
- Course flyers/handouts
- Listing of high risk departments
- Patient decon plan examples
Awareness & Operations Programs

- The training materials and documents provided must be reviewed by internal stakeholders.
- The programs meet regulatory standards; however, we advocate customization based on facility needs.
- Core curriculum remains the same.

Patient Decon Drill With Ventura County EMS
Patient Decon Drill With Ventura County EMS

Morning Drill
Patient Decon Drill With Ventura County EMS

Afternoon Drill

Patient Decon Drill With Ventura County EMS
Operations Program

Current State:
• TtT Program = 35 instructors
• Classes = 7 classes/102 employees
• Implementation = 15 hospitals

Moving Forward:
• Promote the sustainability of the programs with leadership support.
• Assist with program evaluation and equipment/resource deployment strategies.
• Continue to evolve Operations training program.
• Continue to improve upon programs based on lessons learned and best practice modules.
• Provide program and resources to health systems for evaluation.

Special Thanks

Special thanks to:

Dan Wall, RN – Ventura County EMS
Erik Hansen - Ventura County EMS
Erik Angle, RN - Sutter Roseville Medical Center
Thank you

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