

Using restraint reduction data and techniques to generate cost savings related to staffing

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Access: Supports for Living



How we got here

- People with intellectual disability (ID) have double the unintentional injury risk of the general population and the risk is further increased in the presence of psychopathology and epilepsy
- Restraints are one of the most effective and efficient ways to prevent injury in the short term
- Restraint can be applied 99.5% of the time without physical injury.
- Injuries due to restraint occur less in planned restraints (where the restraint is in the person's Behavior Support Plan) than in emergency restraints



So why reduce them?

- Restraints cause trauma (including reactivating previous traumas)
- Restraints cause burnout (feelings of guilt, self-reproach)
- Restraints cause injuries



The Payoffs

- Improvement in relationships
- Increased job satisfaction
- Financial savings to the agency



Relationships

- Utilizing POMS data
 - People Feel Safe 16% increase
 - People are Respected 6% increase



The Process

- Monthly restraint reduction committee
 - After action analysis on recent use of restraints with formative planning to address root causes.
 - Analyzation of potential risk areas
 - Utilizing behavior data to identify patterns and priorities
 - Inclusion of behavior clinicians and program leadership

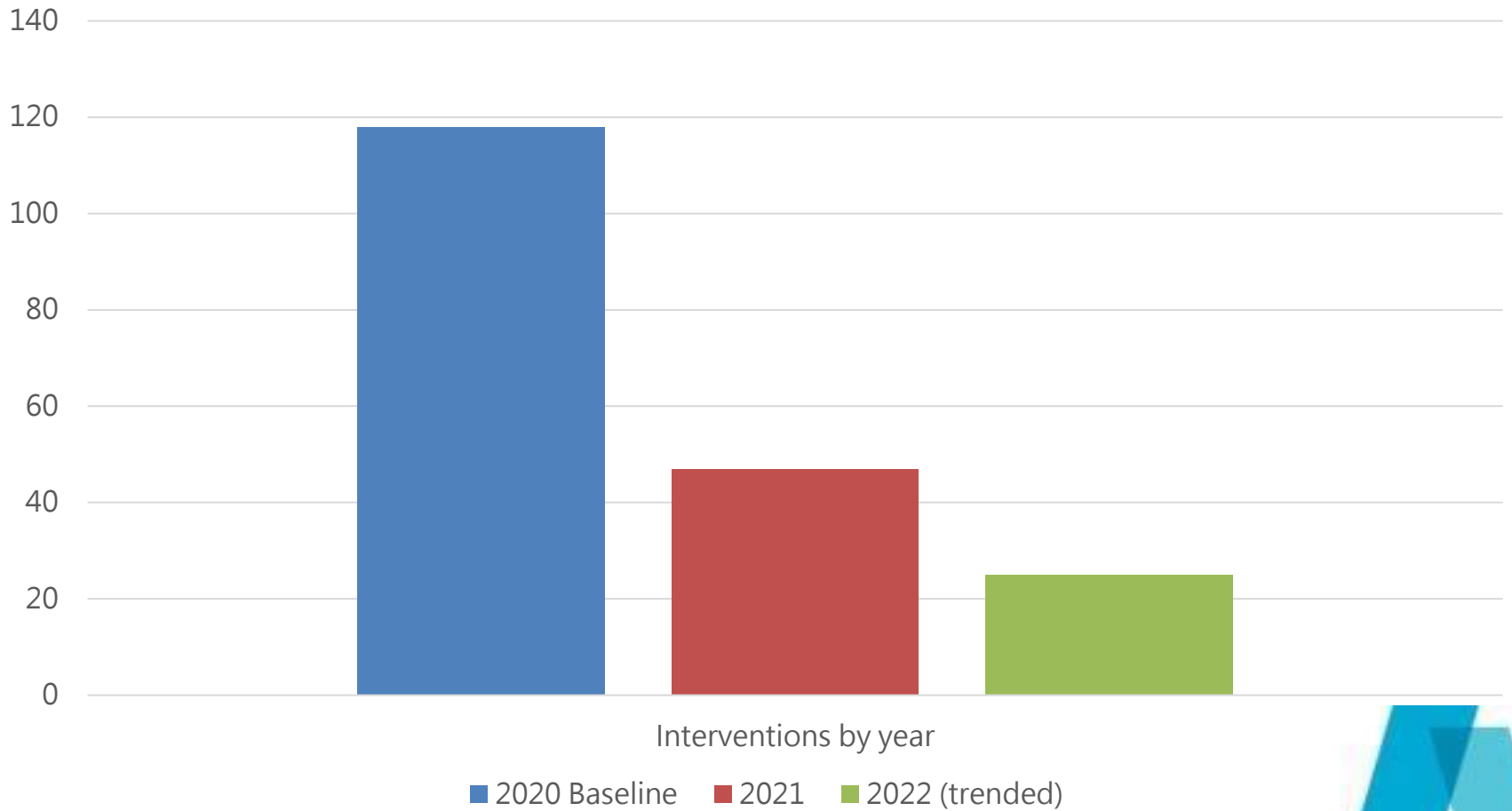


The Process Continued

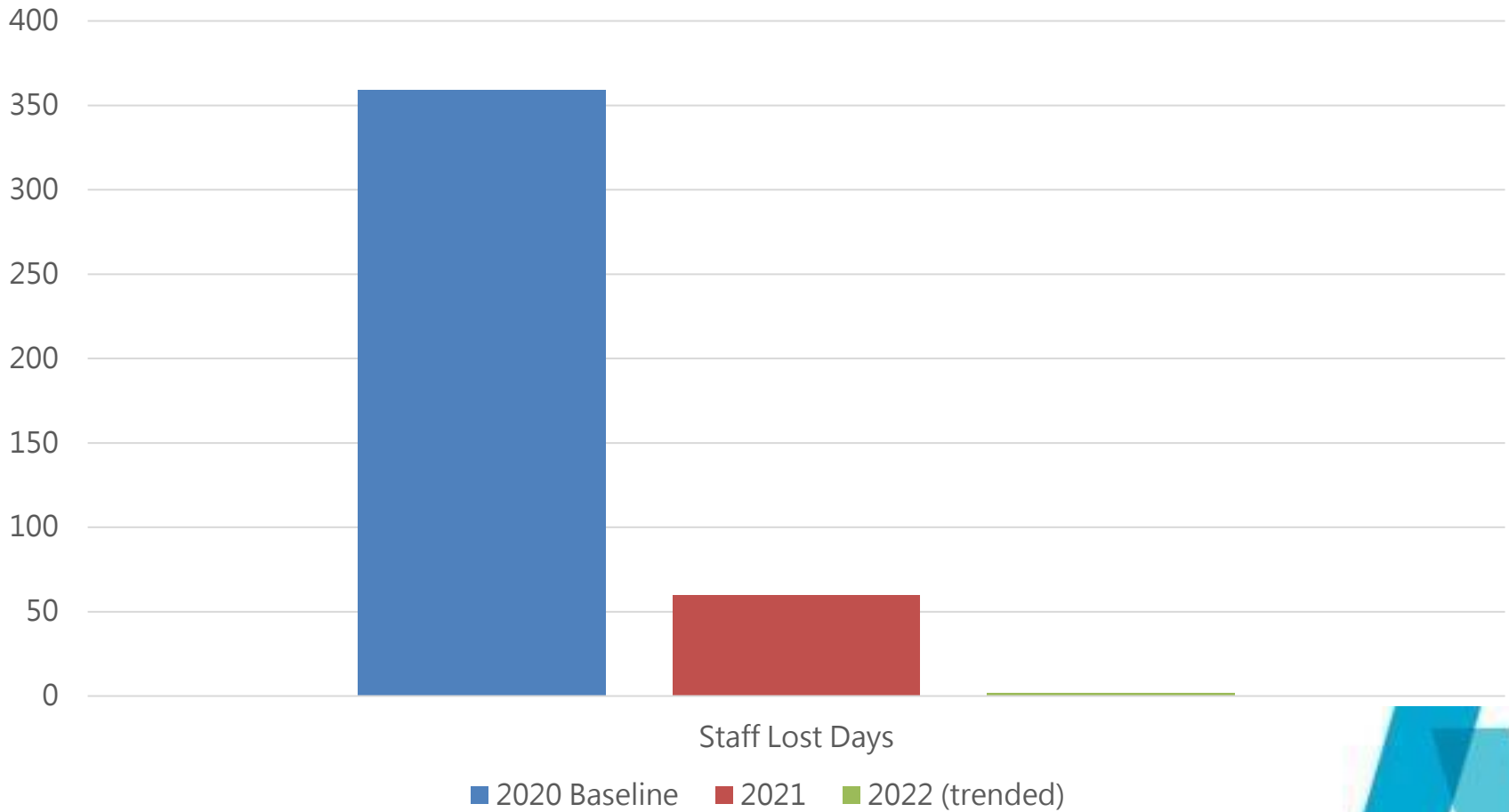
- Deployment of resources to conduct simulation trainings to reduce likelihood of physical interventions (restraints)
- Continued training and support by our clinical staff to our FLS and DSPs.
- Teams consultations with our BCBA



The Results



Staff Lost Days by year



Financial cost of a Lost Day

- \$204-\$320 per day
- Amount saved year over year \$99,960
- Does not include additional costs related to mistakes made by staff working excessive hours to cover

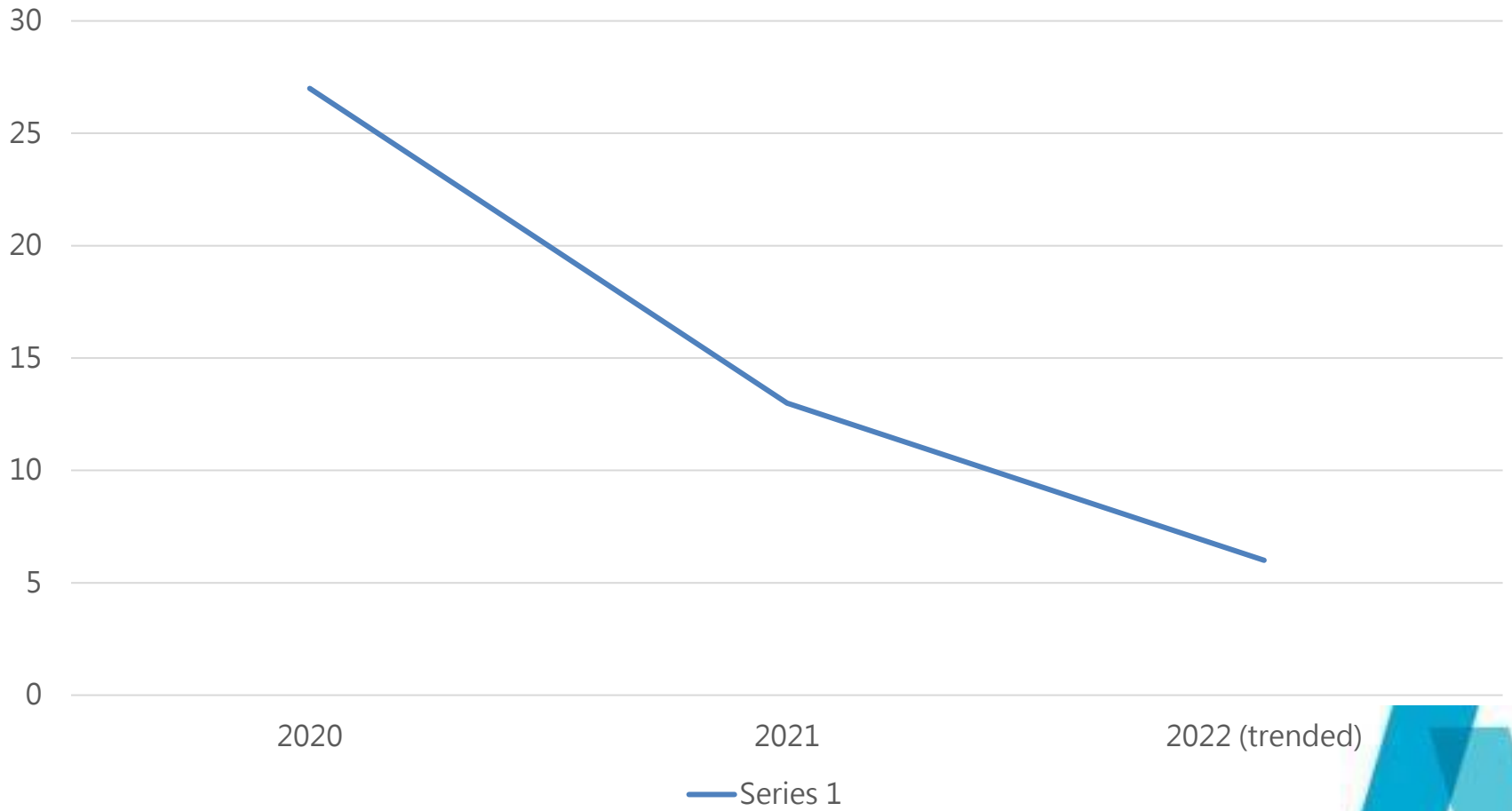


Other Financial Costs

- Worker' s Comp
- Staff turnover (including OT during vacancy, recruiting costs, training costs)



Workers Comp Claims



Non-financial costs

- Trauma to the person being restrained
- Trauma to staff performing the restraint
- Loss of trust between the people served and their staff



Ensuring you are not passing on the trauma and costs

- Don't substitute 911 for restraints
- Danger/trauma related to using police as a substitution for physical interventions
- People with ID are more likely to get physically restrained when brought to the emergency room in crisis



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