

Facility Crisis Prevention Plan For Coping With Physically Aggressive Behavior (PAB)

In order to care for residents with PAB effectively, a Facility Crisis Prevention Plan outlining each staff person's role before and during a crisis situation needs to be developed. All members of the ID team meet to formulate the plan using these EDGE guidelines and other available resources (mental health professionals, videos, etc.) and then train staff. This will help staff deal with situations that could cause harm to the resident or others *before* a crisis occurs. Staff members learn to work together as a team in a crisis situation. A team coordinator may be appointed to facilitate the process during development, planning and in a crisis situation. This should be the person on the team who has been found to work well with staff in difficult situations and is interested in coordinating the effort.

The following steps should be included in a plan tailored to your facility needs and resources:

- 1) All members of staff from every department are recognized as valuable members of the team and are trained to understand and respond effectively to residents with PAB and to support their caregivers. (In acute mental health facilities, everyone in the facility is trained to interact with residents in a crisis and create a therapeutic environment to de-escalate situations that could lead to PAB).
- 2) Family/significant others are respected as a significant resource on the resident's preferences and coping skills and are asked to work with the team in planning interventions.
- 3) All members of the ID team work with the primary caregivers of the particular resident with PAB in an interdisciplinary model as opposed to a multi-disciplinary model. They collaborate and brainstorm solutions instead of each member working separately. This establishes good communication and mutual respect for each other's expertise and allows them to work well together during a crisis.