



In-service Acknowledgement

I acknowledge receipt of the following materials. I have carefully read and fully understand the following in-service information:

1. Infection Control
2. Needle Safety
3. Defensive Driving
4. Abuse & Neglect / Vulnerable Adult Act
5. Employee Handbook

Employee Name / Signature

Date



Title of Program: Elder Abuse

Content:

- Definition
- Description
- Individuals At Risk
- Abusers and Their Afflictions
- Causes of Elder Abuse
- Continuation of Elder Abuse
- Stopping Elder Abuse

Post Test

True False

- ___ ___ 1. Denying a person the right to wear their eyeglasses is considered abuse.
- ___ ___ 2. Persons over the age of 75 are at greater risk for abuse.
- ___ ___ 3. Abuse continues to occur because people tend to not want to be involved.
- ___ ___ 4. Elder Abuse is most often committed by family members acting as caregivers.
- ___ ___ 5. As a healthcare provider it is your responsibility to report any signs of abuse or neglect to your supervisor.

I HAVE READ AND UNDERSTAND THE ENCLOSED MATERIAL.

EMPLOYEE SIGNATURE

DATE



Infection Control

Washing - Best defense against the spread of germs

- DID YOU KNOW? The way you wash is as important as how often you wash. Germs are removed when you rub your soapy hands together. Rubbing is the most important key. Just soap does not remove germs. Rinsing well will remove many of harmful germs.
- REMEMBER: Wash before and after each client and in between as needed.

Universal Precautions

- Wear gloves on both hands whenever there is any possibility of contact with blood or body substances. Change gloves between procedures as appropriate. Again remember to wash hands after removal of gloves.
- This information can be passed on to clients to reduce the spread of germs.

Growth of Bacteria

- Bacteria love warm, moist places. They grow rapidly in that kind of environment. Any area where moisture tends to collect should be dried well after client's bath. Example: Ears, the armpits, under the breasts, the umbilicus, the perineal area, behind the knees, behind the toes, and under any folds of skin, especially on a heavy person.

****PLEASE DO YOUR PART IN HELPING TO PREVENT THE SPREAD OF INFECTION
ALONG WITH SAVING MILLIONS IN HEALTH CARE DOLLARS TO TREAT
INFECTION.****

Needle Safety

The following are just a few tips to prevent needle sticks and what to do in case of a needle stick.

- Practice universal precautions
- Do not recap used syringe needles
- Dispose of sharp objects in proper containers
- Do not attempt to put used syringe needles in containers that are over $\frac{3}{4}$ full
- Complete incident report and submit to supervisor within 24 hours
- Report to employee health at facility you are working and notify supervisor and Southern Healthcare of needle stick.

Tips on Safe Driving

Always use a safety belt – No matter how safely you drive, you can't control other drivers. Safety belts reduce the risk of serious injury and death from a crash.

- Look for and obey all traffic signs
- Use mirrors to expand your vision
- Signal before turning
- Do Not "Tailgate"
- Yield the right-of-way
- Keep both hands on the wheel at all times

Distractions – There can be many potential distractions while driving a vehicle. These can take many forms that include but are not limited to:

- Eating/Drinking
- Reading/Writing
- Personal grooming (i.e. applying makeup, etc.)
- Other passengers/Children
- Smoking
- Pets
- Electronic equipment (i.e. cell phones, stereos, laptops, etc.)

Reporting of Accidents/Moving Violations – Any employee who is involved in an accident or receives a moving violation must report the incident to Southern Healthcare Agency, Inc. **immediately**. Employees must report incidents that include but are not limited to:

- DUI
- License suspension/ revoked
- Careless/Reckless driving
- Fleeing law enforcement
- Motor Vehicle Accidents (minor or major)
- Leaving the scene of an accident
- Drag racing
- Speeding tickets
- Other

Any combination of two or more of the following citations will result in immediate counseling and a probationary period of (90) days

- Two or more speeding tickets
- Disregarding traffic control
- Careless/ Reckless driving
- Following too closely
- Failure to yield the right-of-way
- Failure to have the vehicle under control
- Improper lane changing, backing, or other similar moving violations
- Passing through/around crossing barriers
- Failure to signal
- Failure to pay traffic tickets/ Fines
- Other

Please notify us with any questions or incidents at 601-933-0037 or 1-800-880-2772

Elder Abuse

Definition - The neglect or mistreatment of an older person, usually by a relative or other caregiver. Elder Abuse includes: physical violence, threats, verbal abuse, financial exploitation, emotional abuse, neglect and violation of an older person's other basic rights.

Description – Elder abuse may take the form of:

- **Physical Abuse** – Victims are kicked, punched, slapped, beaten and even raped. Pain, injury, or death may result.
- **Neglect** – Failure to provide medicine, food or personal care (such as help to the bathroom) is a common form of abuse.
- **Financial Exploitation** – Abusers may steal or mismanage money, property, savings or credit cards. Older people may be forced to sign a will or turn over assets.
- **Rights Violations** – Victims may be unfairly confined or forced out of the home. Their behavior may be strictly controlled.
- **Other Abuse** – Older people may be forced to live in unsanitary conditions, or unventilated, poorly heated or cooled rooms.

Over medicating, or withholding aids (eyeglasses, dentures, etc.) is abuse too.

Individuals at risk

- Those over the age of 75
- Women
- Those dependent on their abuser for basic needs
- Those suffering from a mental or physical illness
- However many victims are financially independent and in good health

Abusers and their afflictions – Elder abuse is most often committed by family members acting as caregivers. They often suffer from stress, alcohol and other drug problems, dependency. But, there is no excuse for elder abuse.

Causes of Elder Abuse:

- Resentment
- Life crisis
- Lack of love and friendship
- Our attitudes toward violence
- Retaliation
- Longer life spans
- Lack of services
- Money problems
- Social Problems

Continuation of abuse:

- **Denial**- Individuals refuse to believe they are being abused by a loved one.
- **Physical/Mental Illness** - Individuals with a disability must overcome special obstacles to stop abuse.
- **Lack of services** - Shelters, respite care facilities may be lacking.
- **Fear and shame**- Individuals are afraid of what might happen or they are too ashamed to take action.

- Dependence- Many older people feel they have no one else to turn to, so they try to accept their situation.
- Lack of awareness- Older individuals may not be aware of who they should contact.
- Isolation- Those individuals who have little or no contact with the outside world may find it hard to escape abuse.

Stopping Elder Abuse- Everyone can help in stopping this problem.

- Prevention programs- to help identify and assist victims of elder abuse and their families. More research into the causes, treatment and prevention of elder abuse is also needed.
- Education- to fight negative attitudes toward older people and people who have disabilities.
- Resources- for older people and their caregivers. Greater public awareness of the problem. No policy or program will succeed unless concerned citizens get involved.
- Legislation- to help older people use the courts, find treatment and gain protection from further abuse.

Elder abuse is a serious problem. Learn the facts. Support efforts to end elder abuse. You have an obligation to report suspected cases of abuse or neglect by calling 1-877-210-8513. Should you **observe** an act of abuse on a client, you should notify your supervisor immediately.