Employee Related Negative Outcomes

Employee Involvement in a Negative Client Outcome or Near Miss

Did the employee(s) make the right choices?

- Yes →
  - Conduct Performance Improvement Activities (CQI, RPI, PARA/FMEA, Chart Tracer, or RCA) as indicated
  - CONSOLE
- No ↓

Abuse, Neglect or Misuse of Client Funds DOR 2.205?

Inquiry Needed to Establish Credible Allegation?
- No → Request Investigation through IU
- Yes → Conduct SLPRC Inquiry

Request Investigation through IU → Substantiated?
- No → Performance Improvement?
  - Yes → Excellence Algorithm
  - No → End
- Yes → Discipline (see flowchart)

Misconduct DOR 2.220?

Serious Negative Outcome for Client?
- No → Misconduct DOR 2.220?
- Yes → Conduct SLPRC Inquiry

Conduct SLPRC Inquiry → Credible Evidence of 2.205 Conduct
- Yes → (up)
- No → Substantiate Misconduct?
  - Yes → Excellence Algorithm
  - No → End

Med Error, Adverse Drug Reaction or Other Adverse Med Outcome?

Adverse Behavioral or Psychosocial Outcome?

Failure to Adhere to Ethical Standards or Standards of Practice?
- Yes → Serious Negative Outcome for Client?
- No → Excellence Algorithm

A Simple or Blameless Error?
- Yes → Excellence Algorithm
- No → End

Employee Conduct Not *Directly* Involving Clients

Examples

- Insubordination
- Tardiness/Absenteeism
- Disorderly Conduct

- Theft
- PHI Disclosure
- Nepotism

Discipline (see flowchart)

A Simple or Blameless Error?
- Yes → Excellence Algorithm
- No → End