



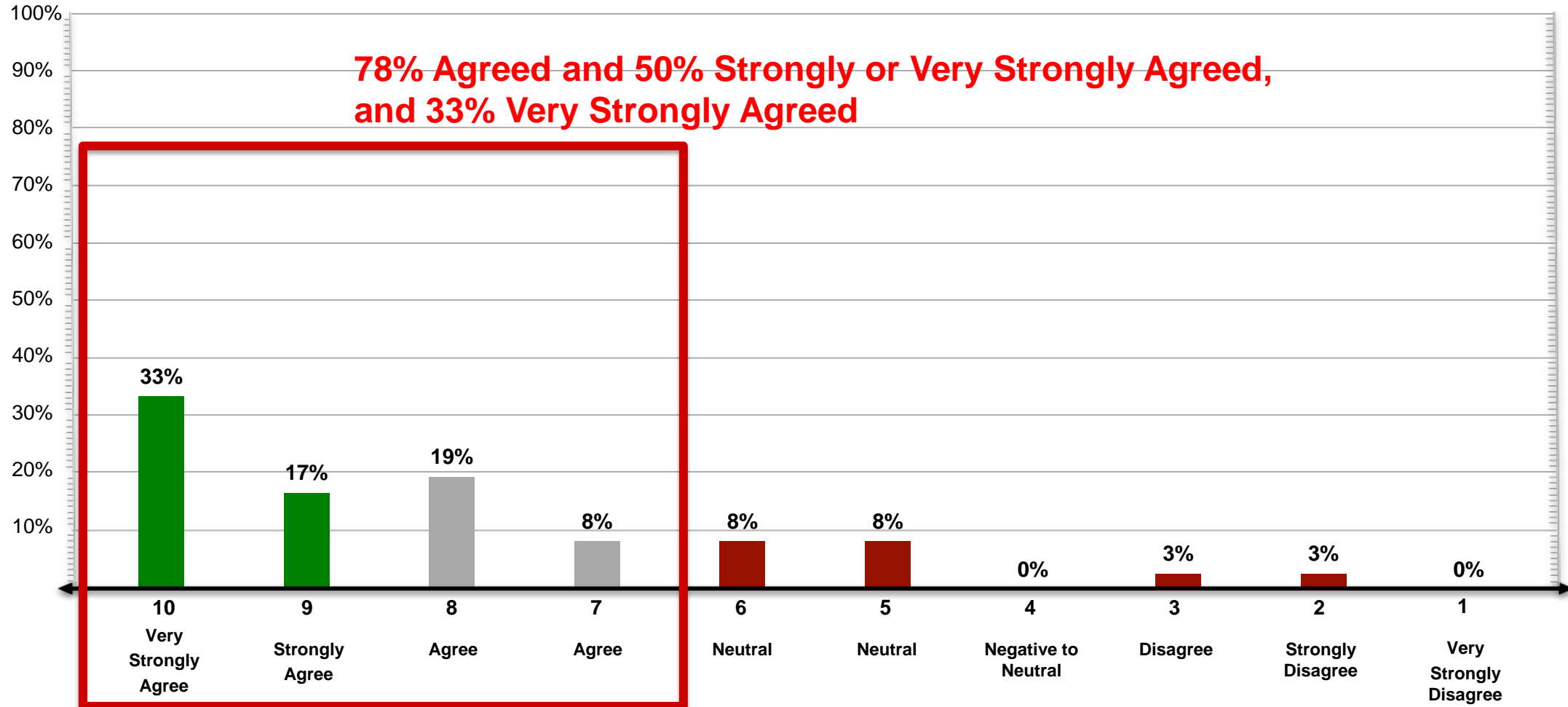
# ***The HR Department – Friend or Foe: Critical Patient & Caregiver Safety Events***

August 16, 2018  
Webinar Month 117

For resource downloads go to:  
**[www.safetyleaders.org](http://www.safetyleaders.org)**

# Anonymous Survey Questions

I am interested in **ADDITIONAL INFORMATION** on:  
**HR Issues and Patient Safety**



Source: TMIT High Performer Webinar Series; The HR Department – Friend or Foe: Critical Patient & Caregiver Safety Events – August 19, 2018

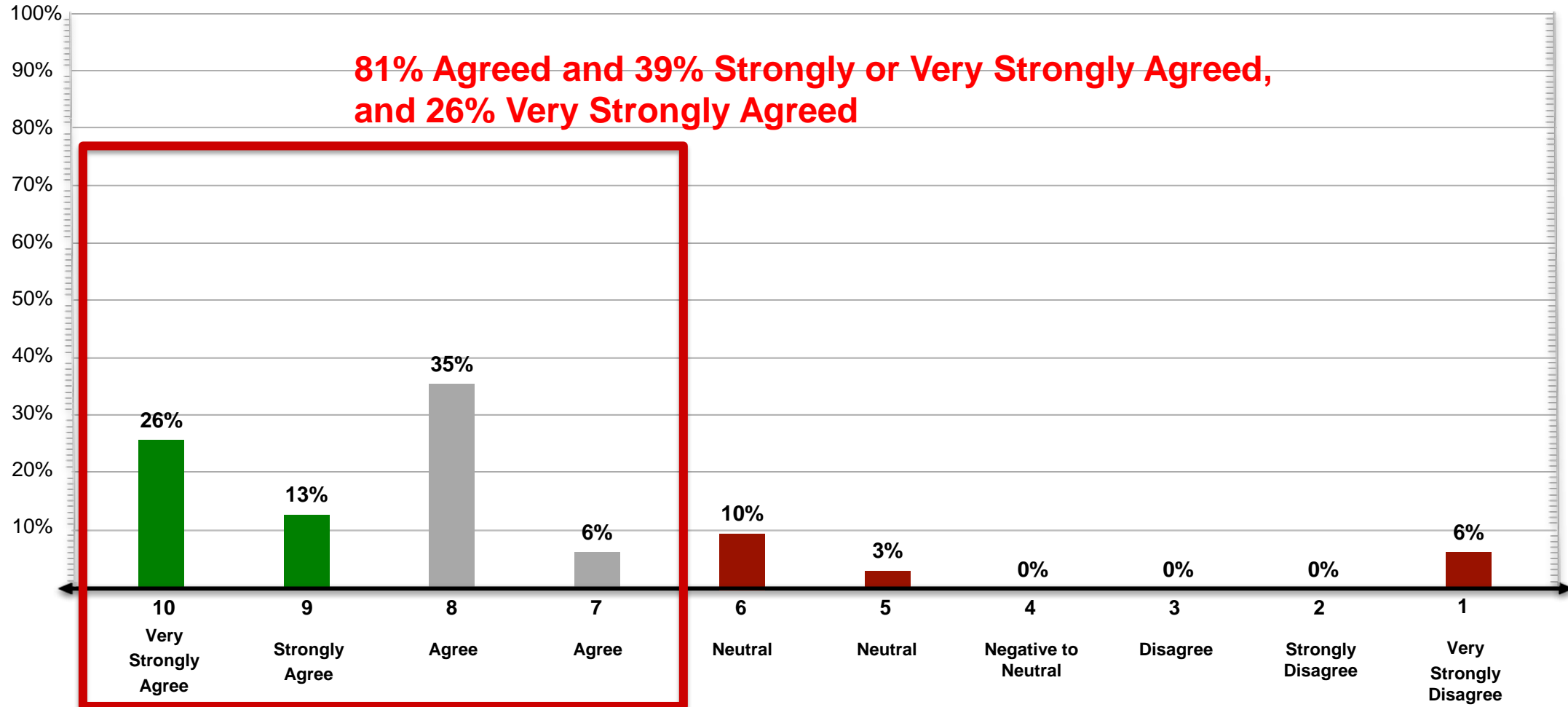
# Human Resources Issues

## Specific Topics I would like covered includes:

- 1. Difficult bosses; 2. Grievances
- Critical care management/mismanagement
- Disciplinary process, union negotiations
- Diversion
- Drug diversion
- Due process
- Handling difficult staff
- How best to ensure each manager & HR leader uses a safety management decision guide to identify human error vs intentional reckless behavior. Leaders are NOT being held accountable to set front-line staff & providers ensure systems/processes are designed to prevent an error to reach & harm a pt.
- How can a hr that is more of an advocate for the associates develop more quickly.
- How to gently combat this weaponization
- Internal equity with job descriptions
- Just culture
- Legal issue
- Peer reviews ignored by managers when giving yearly evaluation.
- Substance abuse by employees
- The positive approach that you first spoke about; retaliation; bullying
- When board members try to micro manage and get involved in personnel matters

# Anonymous Survey Questions

I want an UPDATE ON COMMON ADVERSE DRUG EVENTS:



Source: TMIT High Performer Webinar Series; The HR Department – Friend or Foe: Critical Patient & Caregiver Safety Events – August 19, 2018

Specific Topics regarding  
**COMMON ADVERSE DRUG EVENTS AND PATIENT SAFETY**  
I would like covered include:

- Anticoagulants
- Anticoagulation due to factor V and the pregnant patient
- Approaches to QT prolonging medications and monitoring in the primary care setting
- Benzos and used along with opiates; the prescription of stimulants for adult attention deficit disorder". Not always proven"
- Deluded, anticoagulants
- Opiates
- Opioids and specifically with multi-agent interactions with benzos, psychotropics, and other sedating meds
- People visiting ER just to have pain medications
- Sentinel event and transparency
- Staff protection from patient caused injury.
- Who manages heparin drips at our hospital