

SUBJECT: Proposed Suspension (3 Days) for Client Abuse

DATE: July 2, 1986

TO: Helen McCabe, RSA

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FROM: Jim Kells, AMRUM, Truman Unit *JK*

It is hereby proposed to suspend you from work for 3 days for client abuse based on the following.

On Monday, June 16, 1986 between 2:00 p.m. and 2:30 p.m. you were working on Mayflower Hall I as an RSA. During that time span client R.V. was self abusive requiring intervention from you to prevent self injury. At one point during your intervention, you were holding R.V.'s helmet in your hand approximately one foot from the left side of his head. You then allegedly hit him with the helmet on the left side of his head. Prior to this incident when R.V. initially became self abusive, a QMRP, M. Seyler, RN, asked if you needed help or might need an authorization for muffs. You declined the offer indicating you could handle the situation.

As a result of the information gained through the subsequent Abuse Investigation, it is my conclusion an abusive act was committed by you on June 16, 1986 between 2:00 and 2:30 p.m. Therefore it is my decision to propose a 3 day suspension for client abuse.

As a State employee, you are mandated to perform your tasks within a framework of acceptable standards. These standards require you to seek assistance when dealing with difficult to manage clients. For the protection of the people placed under our care and yourself, it is imperative staff support be used. Particularly since any behavior that constitutes abuse whether physical or mental cannot and will not be tolerated.

You may reply to me as soon as possible, but not later than your first scheduled working day after receipt of this proposal. Your reply, if any, should provide all the information you desire to present in your behalf for consideration before a decision is made on this proposal.

No decision on this proposal has been made or will be made until after the time allowed for your reply. Your reply, if any, will be given full consideration before a final decision is made. Whether you reply or not, a written notice will be given you of the final decision regarding this proposal.

Reply Attached

No Reply received as of _____

Received: _____

Date: _____

cc Personnel file
Unit file