CAU Escorts and Physical Holds Competency

Initial Competency Assessment:
Annual Competency Assessment:

Employee Name:
Date:

<table>
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<tr>
<th>Job - Specific Duties and Responsibilities:</th>
<th>Rating Scale:</th>
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<td>E=Exceeds Standard; M=Meets Standard; I=Needs Improvement</td>
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1. Employee is familiar with and is able to verbalize CAU Physical Hold/Restraint Policy. The concepts of holds being viewed as emergency-level interventions and the understanding of maximum time before attempt at release being 30 seconds should be mentioned as two of the essential points listed in the policy. Staff should be able to verbalize that a 4-limb hold is the most restrictive intervention and basket holds and 1 or 2 limb holds are preferable whenever possible. Staff should also be able to report that all holds require that a staff apology occur following the intervention and that all the steps of the Physical Hold/Restraint Policy must be carried out by the end of the shift. The only exception is the Patient Comment/Debriefing Sheet when the patient indicates that he/she is not able or willing to discuss the intervention at that time.  

2. Employee is able to verbalize that holds/physical restraints, being emergency interventions require the presence of a witness.  

3. Employee is able to state verbally that he/she understands that escorts and holds are interventions of last resort when collaboration and providing of verbal direction has not been successful.  

4. Employee is assessed to be receptive to staff support and able to ask peers for assistance when dealing with a child who has escalated and is out of control.  

5. Employee is observed to be able to give clear and concise directions when initiating an escort or a hold.  

6. Employee is able to demonstrate escorting a child to his her room/ or to the Quiet Room using proper hand positioning. Minimal pressure on the wrist and above the elbow technique is to be used. Walking the child between 2 staff sandw iching the child between them is preferred and single staff escorts are to be used as a last resort when another staff is not available in a reasonable amount of time and staff is able to use proper physical techniques
as stated above effectively without undue pressure.

7. Employee is able to demonstrate placing a child in a basket hold. Crossing child’s arms and holding their body in a sitting position. Basket hold is to be done with an observer present as part of the hold process.

8. Employee is able to demonstrate proper technique in a “take down” of a child to a supine position followed by a hold of the child’s limbs. Technique involves moving hand from elbow to shoulder and holding on the floor applying minimal pressure on 4 limbs to restrict movement. Limbs are released as soon as possible for the minimal amount of time needed. Attempts at release are to be as soon as is possible to ensure hold does not last 1 second more than is needed. Please refer to Physical Hold/ Restraint Policy. Employee is expected to observe carefully the child’s body position at all times to ensure for proper body alignment, to consider the child’s response to the intervention based on observations of the child’s behavior and the overriding concern should be the prevention of traumatization or retraumatization.

Employee signature:____________________________________________________

Manager’s signature or manager’s designee: _______________________________