

Policy and Implementation Strategies for
Armed Aggressor Planning

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HCA | Clinical Services Group

Objectives

- Review implementation of a standardized armed aggressor policy across a large health system
- Employee training
- Verifying implementation

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HCA Clinical Perspective

STATISTICS

169 MILLION PATIENT CONTACTS PER YEAR

124 FREESTANDING SURGERY CENTERS

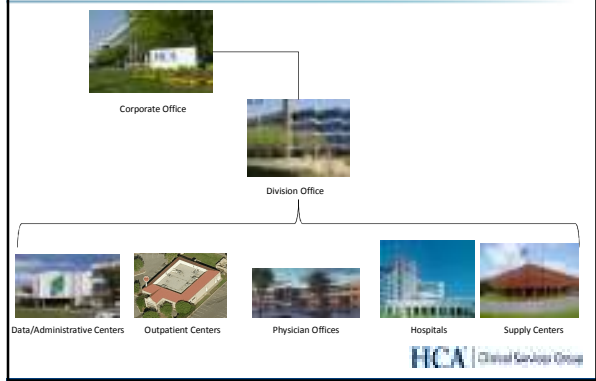
20 HOSPITALS IN INDIANA

187,000 SURGICAL PATIENTS

25,000 SURGICAL PATIENTS PER YEAR

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Our Corporate Community



Disaster Response

- 2001- Amerithrax
- 2005- Hurricane Katrina
- 2008- Hurricanes Gustav and Ike
- 2009- H1N1 Pandemic
- 2010- Haiti Earthquake, Nashville, TN Floods
- 2011- Hurricane Irene
- 2012 – VA Severe Weather, Aurora, CO, Hurricanes Isaac and Sandy
- 2013 – Nashville HazMat, KC Snowstorms, OK Tornadoes, TDoS Attacks



In the Beginning

- A survey conducted in 2008 showed only six hospitals had an active shooter policy

“Under no circumstances are staff, patients and visitors to flee from the area or leave the facility unless instructed to do so by law enforcement officers or to protect themselves from imminent physical dangers.”



In the Beginning

- A team was formed to develop a model active shooter and hostage policy
- Policy was not mandatory
- Placed on the HCA Code Ready Site



In the Beginning

- By 2009, 16 hospitals had adopted the policy

FACILITY NAME	
DEPARTMENT: Clinical Services Group	POLICY DESCRIPTION: Active Shooter/Hostage
PAGE: 1 of 1	REPLACES POLICY NUMBER:
EFFECTIVE DATE: December 1, 2008	REFERENCE NUMBER:
<p>SCOPE: All Company affiliated clinical subdivisions including, but not limited to hospitals, ambulatory surgery centers, outpatient imaging centers and diagnostic practices (collectively, "Affiliated Employees" and individually, "Affiliated Employees").</p> <p>PURPOSE: To provide all facility staff response information to address an active shooter or hostage situation within the facility.</p> <p>POLICY: To provide a safe and secure environment for all employees, patients and visitors. In the event of a person or persons taking a hostage during an incident on the property, an emergency activity during a response, facility staff will respond quickly and efficiently to secure the affected areas, protect life, and to clear the area for response by law enforcement.</p> <p>In the event that a person or group of persons enter onto the property and take any person as a hostage</p>	

- 4 held active shooter exercises
- But we still had this:

"Under no circumstances are staff, patients and visitors to flee from the area or leave the facility unless instructed to do so by law enforcement officers or to protect themselves from imminent physical dangers."



Then

- Aurora Colorado Shooting: July 20, 2012




- Sandy Hook Elementary School Shooting: December 14, 2012



Leadership


- By failing to prepare, you are preparing to fail.
– Benjamin Franklin
- We are all born ignorant, but one must work hard to remain stupid.
– Benjamin Franklin



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January 2013

- Executive Team Meeting
 - Need for a standardized policy
 - Incentives
 - Verification of implementation
 - Leadership Responsibility
 - Company-wide; both clinical and non-clinical sites



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The Plan

- 90 Days to Implement
 - Adopt Policy
 - Training for all Staff
 - Facility Executive to Sign Attestation
 - Policy and Attestation posted to facility Code Ready page

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Roll-Out

- Message from
 - Sam Hazen, President of Operations
 - John Steele, Senior Vice President, Human Resources



Verification

- Policy and attestation verified on Code Ready site
- Non-Compliant facilities were called by Group President



Incentive

- Premium Credit given to facilities holding an exercise within 6 months
 - 100% participation



Two Policies

- Clinical and Non-Clinical

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Maintaining the Program

- It's great to implement a plan, but tougher to maintain it
 - Annual competencies
 - Newsletters
 - Orientation
 - Training video

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Corporate EOC Model

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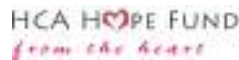
Management and Decision Making Process

- Goal: More hands on patients
- When hospital EOC activated, Division notified-POC
- Division sends notification to Corporate-POC
- Division coordinates response among local HCA assets
 - Movement of patients, supplies, or staffing
- Division pushes requests to Corporate it cannot fulfill
 - Air assets, out of state movement of patients, disaster stockpile supplies
- Corporate assists in coordination of response and assists in decision making process



The HCA Hope Fund

- The HCA Hope Fund is an employee-run, employee-supported 501(c)3 charity
- The goal of the HCA Hope Fund is to help HCA employees and their immediate families who are affected by financial hardship. This includes disaster, extended illness/injury, domestic violence, death of a loved one, and other special situations.
- Governed by an independent Board of Directors comprised of employees from across the country.



Disaster Research



Take Aways

- Executive Leadership is the key
- Standardization when possible
- Incentives, Verification
- Maintenance

22



Questions

- Thank you for all you do in keeping our patients and staff safe!

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23