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|  DETERMINATION OF NEED/ASSIGNMENT OF REHABILITATION PERSONNEL  | NO. 421 |
| It is the policy of Winning Wheels, Inc. that the following system has been established for determining the types and number of personnel needed by each discipline involved in the medical rehabilitation program based on the needs of the person served.This system is based on a full census (80) with a typical case mix of the person served comprised of 40% or less of individuals with spinal cord and/or other chronic physical disabilities and 60 % or more of individuals with brain injuries. The design of this system takes into consideration the diversity and case mix of persons served, and the number and types of personnel necessary to provide sufficient and appropriate services to address these needs. The types and numbers of clinical personnel needed are defined below:Category of Service Number / Type of PersonnelTransdisciplinary TherapistsTherapeutic Recreation 1 full-time CTRS (or equivalent combination of education / experience) for every 80 / clients; 2 full-time Recreational Therapists or Therapeutic Recreation assistants for every 80 clients.Social Services/Cognitive 1 full-time MSW or LSW (or eligible) for every 80 Rehabilitation Specialists clients; 1 full-time Case Manager for every 40 clients. Cognitive Rehabilitation Specialists meeting QSW qualifications may supplement Social Services personnel by performing such responsibilities for those brain injured individuals on their respective caseloads. Typical caseloads per Social Worker / Cognitive Therapist would be assigned on a 1:20 ratio, subject to current distribution of case mix.\*Note: Transdisciplinary Therapists are comprised of Therapeutic Recreation, Social Services, and Cognitive Rehabilitation professionals, which provide comprehensive case management and therapeutic services as a cross-functional team. The exact composition of the transdisciplinary team at any given time may vary. |
| Approved: | EffectiveDate: 5/96 | Revision Date: 7/02; 5/05; 5/06 | Change No.: 2 | Page: 1 of 2 |

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|  DETERMINATION OF NEED/ASSIGNMENT OF REHABILITATION PERSONNEL, Continued  | NO. 421 |
| OT / PT / ST One full-time Physical Therapist, Occupational Therapist and Speech Therapist are employed. Rehabilitation aides and/or PTA/ COTAS will be provided on a 1:30 ratio, regardless of case mix (should be specific to actual number of OT and PT programs required by those persons served by the medical rehabilitation program).This system is designed to be responsive to shifts in patient populations and their unique needs. It is the intent of this policy to ensure that persons served by the medical rehabilitation program have the benefit of consistently assigned personnel for each of the disciplines appropriate to their needs, including other treatment team members as indicated (i.e. dietitian, physiatrist, neuropsychologist, CRRN, physician, program managers, etc.). This will be achieved by a case management system coordinated by the transdisciplinary therapists, to ensure program and treatment continuity, to facilitate team-building opportunities, and to prevent confusion for each person served. If reassignment of case management responsibilities becomes necessary, the persons served will be notified of same and be introduced and oriented to the new personnel assigned to care for them. |
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