



“IEIM” The key to F-323

Avoiding accidents and hazards is something we all want to do. With the new combination of F-323 and F-324 to one survey tag, it can be a bit confusing and even overwhelming to consider what is expected of a facility in managing accidents and hazards. Luckily, the language in this F-tag defines clearly for us how we can be successful, and the key is: “IEIM” or **identify, evaluate, implement and monitor**. It is in this process and the documentation of this process where we can clearly show what accidents are avoidable, and those that are unavoidable as well as what effort was made to prevent the potential of an accident.

With the onset of this new regulation, the time is right to reassess how your organization proceeds with “IEIM”. Consider the following when using this method for your falls management program:

IDENTIFY

- Do you have a clear understanding of the intrinsic/extrinsic factors which could cause a fall
- Did you get a good social history from the resident’s nearest and dearest
- Have you mapped out the different medical information you have received from other physicians or hospitals regarding the resident’s past medical history
- Have you clarified any medical or social discrepancies
- Do you have enough information to make a clear assessment about this residents potential as a fall risk

While you identify the resident’s risk factors, it is a good practice to put preventative measures in place such as the use of a fall monitor. Using a monitor during this phase of the process allows you to take time to get a complete picture of the resident.

EVALUATE

- Determine the resident’s baseline status
- Determine the resident’s prognosis for any changes in status
- Determine the resident’s ability to participate in program processes
- Define what help or support the resident will need
- Create an initial plan for intervention that may include the use of fall monitors, devices, participation in restorative, rehabilitation or activities programs, support from family or caretakers
- Assess your current staffing to determine any training needs or changes in the staffing pattern to support the plan

IMPLEMENT

- Put your plan into place
- Define a time frame to determine the effectiveness of the plan
- Train and educate all staff on the reasons for the plan chosen, and how to follow the plan

MONITOR

- Monitor the plan for effectiveness
- Make corrections or changes as necessary and begin “IEIM” with every change

Monitoring any plans you have put into place is a key and critical part of the process. This step is intended to ensure to state surveyors that you are continually assessing the needs of residents. Documentation of any changes you have made can become critically important in defending your reasons for interventions to any third party.

Following the “IEIM” steps will allow you to have an organized and methodical approach to a falls management program. Documenting your progress through the stages of the process tells the story to any third party reviewer of the time and resources that were taken to help keep a resident safe.

Betty