

NORTHERN, Inc.

www.northerninc.org

For a tour call: 307-754-7970

Please contact your case manager and set up a tour of our programs in your area. Call 307-754-7970 in Park County or 307-345-3264 in Fremont county for more information.

[Learn more about us on Facebook!](#)

Keeping our members safe at Northern!



This Newsletter is dedicated to addressing the safety needs of our members with developmental disabilities and acquired brain injuries. Northern educates, trains, and strategizes with management and staff to improve the safety of all of our members. This includes drills for fire and other natural disasters. Caring for our members and keeping them safe is our most important charge. Northern prepares both our staff and members for any possible emergency we may have.



Service with Compassion inspires Success!

Safety Measures for Northern that are always in place and all Staff are trained for.

Every month members and staff have two or three drills that they participate in each home. That includes both our community living homes or a residential living provider's home. There is always at least one fire drill each month.

Fire Drills:

All of our Day Services Programs and Community Living Programs run drills at least 2 times a month. A fire drill is run every month in our community living homes alternating between a overnight fire drill, evening fire drill or weekend fire drill. Our staff simulate a fire and then time our members on how quick they can evacuate to our home's meeting spot outside and some distance away from the building. Staff then do a roll call to make sure all members have been evacuated. Staff follows up by asking our members questions like, " Who do you call?", " What is the address?", " Do you go back inside for anything?" and " Who do you wait for to let you know it is all clear to go back inside?"

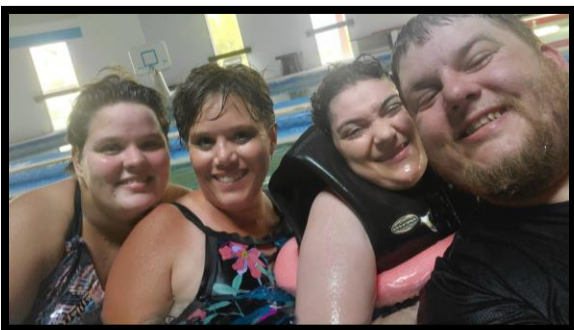
Other Drills that our members and staff participate in are bomb threats, severe weather, utility failures, medical emergency, blood borne pathogens, transportation safety, behavioral emergencies, violent threat, client supervision, mission persons and more.



Northern includes first aid and safety packets in each of our vehicles and homes to insure our members receive the best care as soon as possible in any emergency.

Client Supervision Guidelines

- Participants will never be left unsupervised at any time, unless the IPC states otherwise. If a participant does not participate in an activity, or if the current direct care staff needs to leave the work area, arrangements will be made for another staff member to supervise, regardless of how long a time the staff will be absent. Staff to Participant ratio will follow State Division guidelines. Twenty four hour Supervisory on call services are in place for emergency situations. If a staff is unable to work their shift and/or has to leave for whatever reasons, the supervisor on call will be called to provide adequate staff to participant ratio. RLP's are required to have a backup/on call staff who meets all required State Division guidelines to cover for any emergency or planned absence.
- Accounting of member's and personnel - We complete an activity log at each site. This form has a list of each member. It is filled out daily. It is how we will take roll. This information is important in the event of an actual emergency. We will need to know who is present, who is not, and if anyone is missing. Program Managers are responsible for completing the form daily. All paperwork is turned in to the administration office on the following Monday with the weekly billing reports. All forms are saved for a period of time in the file room at the administration office.
- Provider Incapacity - In the event that a provider becomes incapacitated, a member of management will immediately be notified by using the company's on-call procedures. The management personnel will provide immediate assistance to the provider and the member. Management personnel will be required to stay with the member until another provider can be contacted and can relieve the member of management. In the event that there are no staff members available to relieve the member of management, all shifts will be covered by that manager and other managers within the organization. At times, guardians may be called to help assist in providing PRN supervision of their family members.
- Staff shortages due to emergency situations- In the event that staff members are not available, on-call managers will provide immediate assistance. Northern has an on-call policy in place. Guardians, case managers, etc. will be contacted, and a plan will be agreed upon to ensure proper supervision of the members. There may be times where employees and/ or managers will be required to work long shifts to ensure the members are receiving the correct supervision.



Employee of the Month

August, 2021

“Damian and Bonnie”



Stormy- “Damian is always smiling and will put a smile on your face just being in the room with him. He genuinely cares for the members that we provide services to. His years of experience show in the quality and quantity of his work that he does.” Justin-

“Damian is his go to guy, he helps with weekly medications, pulls weekly billing for me and keeps me up to date on what's needed or going on at the group home.”

Sheryl- "I love Damian, he knows what I need and always helps me, he is a good friend to me." JP – “He's the man.”

Bonnie and I have worked together for many, many years. She is someone the members and staff can ALWAYS count on to get the job done. We are lucky to have her as a member of our Northern family, and I'm proud to call her my friend. Thank you,

Bonnie, for all the years of hard work and dedication you've put into our members and our company. WE APPRECIATE YOU!!! –Janice

Bonnie is such an amazing person to work with.

She is helpful, knowledgeable and has a great sense of humor! Even when she has a lot going on, she comes to work everyday and exceeds what is expected of her. I consider myself extremely lucky to know her and work with her.- Whitney

Bonnie is patient and kind.-JW

Bonnie likes to joke and play with people; she makes me laugh a lot. She's a good person. -SB

