

## Misconduct: Was Care Plan Communicated To Fired Aide?

An aide was terminated from his job at a nursing home for attempting a solo transfer of a patient from her bed to her wheelchair without a gait belt and without help from another staff person.

He believed he was not terminated for just cause and filed for unemployment.

The state department of workforce development ruled he was terminated for just cause and denied his unemployment claim. The Court of Appeals of Indiana, however, ordered the department to give his case another hearing.

### Care Plans

#### Must Be Communicated To Staff

The court found the evidence thus far inconclusive that the requirements of this patient's care plan were effectively communicated to the aide.

Assignment sheets were kept in a notebook at the nurses station, but it was not clear the aide was ever instructed to review the assignment sheets or supervised to see that he did. Effective communication of what is expected is one of many basic responsibilities of a supervisor.

Steele v. Dept. of Workforce Development, \_\_\_ N.E. 2d \_\_\_, 2006 WL 2521443 (Ind. App., September 1, 2006).