



STATE OF MICHIGAN  
DEPARTMENT OF CORRECTIONS  
LANSING

GRETCHEN WHITMER  
GOVERNOR

HEIDI E. WASHINGTON  
DIRECTOR

**DIRECTOR'S OFFICE MEMORANDUM 2020 - 14**

**EFFECTIVE:** January 1, 2020

**DATE:** December 16, 2019

**TO:** Executive Policy Team  
Administrative Management Team  
Wardens

**FROM:** Heidi E. Washington, Director

**SUBJECT:** Hospice and Palliative Care Pilot Program

**SUPERSEDES DOM 2019 - 16 (effective 01/01/2019)**

The Department is piloting a “Hospice and Palliative Care Program” in C Unit at the Charles E. Egeler Reception and Guidance Center (RGC), Duane L. Waters Health Center (DWH), and Women’s Huron Valley Correctional Facility (WHV).

Prisoners who suffer with a chronic progressive life-limiting condition will be offered hospice services when appropriate. Special emphasis is placed on quality of life, life closure issues, and relief of suffering to the greatest extent possible consistent with the prison health care environment.

Regardless of a prisoner’s security classification or stage of illness, prisoners will become eligible for the program when they are identified at intake or at any point during their incarceration to have a chronic progressive life-limiting condition. There are no time specific life expectancy eligibility requirements. Comfort oriented care will proactively provide an environment and structure for seriously ill prisoners to live with dignity.

Prisoners selected to work in the Hospice and Palliative Care Program shall be classified as a Prisoner Palliative Care Aide (PPCA). Prisoners shall be selected for this work assignment based on their ability and willingness to provide this service. Consideration shall also be given for their emotional stability, reliability and willingness to provide compassionate care to prisoners. In addition, PPCAs must have a Prison Rape Elimination Act (PREA) “no score” on their PREA assessment. Other selection criteria shall be utilized as determined by the Hospice Committee members. The pay for this assignment shall be at the first level of Advanced Education/Training Pay Scale (i.e., \$2.62) with consideration for a prisoner being paid one and one half times the normal rate of pay for those times the prisoner is required to work under conditions that are considered unusually difficult (e.g., bloodborne pathogen clean up) pursuant to PD 05.02.110 “Prisoner Work Assignment Pay and School Stipend.” The prisoner may be classified to another

work or school assignment while assigned as a PPCA. PPCAs will provide prisoners in the program with specialized assistance in the areas of socialization, activities of daily living (ADLs), and vigil. PPCA job duties include the following:

1. Provide compassionate care to prisoners in hospice. This can include reading, playing board games, talking to and listening to the prisoners, assisting with written correspondence, and/or assisting with placing store orders. However, the PPCA shall not create a store order for another prisoner.
2. Assist prisoners to get from one place to another. This includes moving within the housing unit and to and from health services, dining hall, school for classes, law library, quartermaster, misconduct hearing, yard, visiting room, and medical call-outs and appointments.
3. With the approval of both Health Care and custody staff, assist in other duties individualized to a particular prisoner, including assistance with feeding.
4. Sponge bathing prisoners above the waist at RGC and DWH only, and assisting with repositioning prisoners.
5. Adherence to all rules as cited in the MDOC Prisoner Guidebook.
6. Adhere to all work performance criteria as established on the Prisoner Program and Work Assignment Evaluation (CSJ-363).
7. Other related duties as assigned.

Appropriate training will be provided to prisoners assigned as a PPCA. The training shall include instruction regarding the prisoner's duties and responsibilities and will be conducted by both hospice personnel and Michigan Department of Corrections staff and shall include standard Hospice of Michigan training, dignity therapy, body lifts/mechanics, and, except at WHV, bathing.

PPCAs shall be strip-searched in accordance with PD 04.04.110 "Search and Arrest in Correctional Facilities" with the exception of PPCAs providing socialization to general population prisoners in Gladwin Unit at WHV. They shall not be provided or allowed to have access to medical, psychiatric, or commitment files of the prisoner being assisted and shall not be provided or allowed to access any confidential information regarding the prisoner in hospice.

While on assignment, PPCAs shall be supervised by designated staff.