



STATE OF MICHIGAN  
DEPARTMENT OF CORRECTIONS  
LANSING

RICK SNYDER  
GOVERNOR

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DIRECTOR

**DIRECTOR'S OFFICE MEMORANDUM 2016 - 26**

**EFFECTIVE:** March 21, 2016

**DATE:** March 3, 2016

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

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

**SUBJECT: HOSPICE AND PALLIATIVE CARE PILOT PROGRAM AT THE  
CHARLES E. EGELER RECEPTION AND GUIDANCE CENTER (RGC)  
(C UNIT)/DUANE WATERS HEALTH CENTER (DWH)**

Effective immediately, the Department is piloting a "Hospice and Palliative Care Program" at RGC (C Unit) and DWH where Prisoner Palliative Care Aides will provide their fellow prisoners with specialized assistance who require End-of-Life care and companionship. The Department is partnering with Hospice of Michigan for this program.

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 the 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 diagnosed or identified at intake or at chronic care clinics with 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. Prisoners shall be selected for this work assignment based on their ability and willingness to provide this service but also for their emotional stability, reliability and compassionate care to prisoners. In addition, Prisoner Palliative Care Aides must possess a 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 which 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 Prisoner Palliative Care Aide.

Prisoner Palliative Care Aide job duties include the following:

1. To provide compassionate care to prisoners in Hospice. This can include reading with/to, playing board games, talking to and listening to the prisoners, assisting with written correspondence, assisting with placing store orders, etc.
2. Assist prisoners to get from one place to another. This includes moving within the housing unit, to and from health services, dining hall, school for classes, law library, quartermaster, a misconduct hearing, yard, visiting room, to and from medical call-outs and appointments.
3. Assist in other duties individualized to a particular prisoner, with the approval of both Health Care and custody staff, including assistance with feeding.
4. Sponge bathing prisoners above the waist, and moving prisoners with a lift.
5. Responsible for adhering to all rules as cited in the MDOC Prisoner Guidebook and facility rule book.
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 Prisoner Palliative Care Aide. The training shall include instruction regarding the prisoner's duties and responsibilities and will be conducted by both Hospice personnel and MDOC staff and shall include standard Hospice of Michigan training, Dignity Therapy, Body Lifts/Mechanics, and bathing.

Prisoner Palliative Care Aides shall be strip-searched in accordance with PD-04.04.110 "Search and Arrest in Correctional Facilities." Prisoner Palliative Care Aides 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, Prisoner Palliative Care Aides shall be supervised by designated staff.