

ENTERING TRANSPORT ACCIDENT AS CAUSE OF DEATH ON DEATH RECORD

The Medical Unit is currently using the 10th revision of the International Classification of Diseases (ICD-10) to code cause of death. There have been many changes from the ICD9 in terms of reporting and coding procedures. Detailed information provided by the Medical Examiner affects the quality of the coding.

One of the areas of greatest change in death coding is with transport accidents. All transport accidents now require the status of the decedent, type of vehicles involved, how the accident occurred and location of the accident be presented on the death certificate. Status refers to whether the decedent was the driver, passenger or pedestrian. The types of vehicles that were involved in the accident should be listed as well as the location of the accident.

The Medical Examiner should indicate if the driver was driving a car, van, truck, etc.; what other type of transport vehicle was involved in the accident; and detailed data on location of the accident. The Medical Examiner should write, e.g., "Driver of car struck by van at mile marker 32 on I-10."

The coded data are used for federal, state and local programs to help identify target areas and direct federal grants to local and state injury prevention programs. Specifically, the Bureau of Epidemiology & Emergency Medical Services (EMS) are using this information for injury prevention.

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CDRAC UPDATE

The Chief Deputy Registrar Advisory Committee (CDRAC) met with the state office folks in July to give the CDR Operations Manual, AKA "COM", one last review before signing off on it. Everyone is very excited about the manual and can hardly wait to share it with the other CDRs at the September statewide meeting in Orlando. The committee will be introduced at the meeting and we will present a short summation of our activities since inception. We look forward to sharing our progress. Members of the committee will also be seated throughout the audience to help assist in any way during the meeting.



Joe Marquart
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OUR "GUEST" TO YOU

It was a Halloween night and I was standing on the sidewalk while my son walked to the neighbor's house to "trick or treat." Ghosts and goblins were running from door to door while parents like me stood back and watched the fun, including the mom of a fairy princess who was standing next to me. At one point, she turned and asked my name and then identified herself as someone who had worked for me several years ago. I blamed the darkness of night for the reason I had not immediately recognized her. We struck up a conversation and she reminded me that she had worked for only a few months on the evening shift and had been forced to leave due to some personal issues in her life.

As she recounted her story, I did remember her and recalled that she was a good employee and someone we were sorry to see leave. At one point in her conversation, she commented that she had enjoyed her job and that in the midst of her personal crisis, she had looked forward to coming to work each evening. When I asked her "why?" she responded that she had received positive reinforcement for her work and felt like she was respected as an individual. She went on to explain that her work environment made her feel good about herself and that it helped her to deal with the personal issues outside of work with greater strength and confidence.

We said goodbye as our children were ready to move in opposite directions down the street. As I waited on the sidewalk while my son ran to the door of the next house, the impact of the conversation I had just held with my former employee struck me like a lightning bolt. I instantly felt like one of the dumbest and most narrow-focused persons on the planet. As a manager with about five years of experience at the time, I had routinely come home in the evenings and complained and commented about some of the problem employees on my staff. I had complained about work in general, as well. I admit to having also complained about my boss from time to time. I had lost count of the number of times that my evenings were con-

3 YEAR SUMMARY, INFANT MORTALITY RATE COMPARISON: COUNTY TO STATE

During the years 1999 through 2001, Florida's resident infant mortality rate declined from 7.3 in 1999 to 7.0 in 2000, then increased to finish at 7.3 infant deaths per 1,000 live births in 2001. Florida's three-year summary rate for this time period is 7.19. A comparison between the county and state three-year summary rates was performed to determine if a significant difference exists. The three-year summary rates were used for the comparison in order to stabilize the random variation caused by the yearly fluctuation in the number of infant deaths.

Because the frequency of infant deaths is so small, infant deaths can be assumed to follow a probability distribution for rare events. For each rate, a 95% confidence interval was computed, see "Technical Appendix from Vital Statistics of the United States: Mortality, 1995." The comparison between the state rate and the county interval was made to determine if the county interval contained the state rate. If the interval contained the state rate, the rates were not significantly different. However, if the interval did not contain the state rate, the rates were significantly different.

The comparisons revealed 14 counties with significantly different rates. Eight counties had higher rates than the state, while six counties had lower rates. The counties with higher rates were Gulf (21.33), Gadsden (17.43), Suwannee (13.62), Escambia (12.01), Highlands (11.68), Leon (11.17), Duval (10.37), and Hillsborough (8.28). The following six counties had lower rates than the state: Osceola (4.43), Brevard (5.02), Seminole (5.24), Sarasota (5.28), Miami-Dade (5.60), and Broward (6.46).

In conclusion, the comparisons indicated that the statistical differences between the state and county summary rates were due to more than just chance. Additional studies would be required to determine the reasons for the differences in these rates.

The National Center for Health Statistics (NCHS) website for "Where to Write for Vital Records" for states other than Florida is:

<http://www.cdc.gov/nchs/howto/w2w/w2welcom.htm>

HOSPITAL NONCOMPLIANCE

For the first two quarters of 2002, it has been noted that many hospitals are in noncompliance with the five day filing time as stated in Chapter 382.013, Florida Statutes. It is imperative that all hospitals file a minimum of 90% of their births on time (we realize there are extenuating circumstances on occasion). The quality assurance field representatives have begun working with the county Chief Deputy Registrars and hospitals to bring them into compliance. For those hospitals not in compliance an action plan will be developed to assist them.

If you have not met with your quality assurance field representative yet they will be contacting you in the near future. In the interim, if you have any questions, please contact your chief deputy registrar.

STATE OFFICE EMPLOYEE OF THE MONTH

Continuing our series, the following have been voted "Employee of the Month" at the state office:

June 2002 - **Michelle Cantrell**, Administrative Services. Michelle assumed the duties of another staff member who was on medical leave and continued to perform her assigned duties. She kept the office in needed supplies and services and ensured that critical general services were provided. In addition, Michelle processed requests for VS forms from CHDs, medical examiners, attorneys, etc. so they were able to complete their functions associated with Florida vital events.

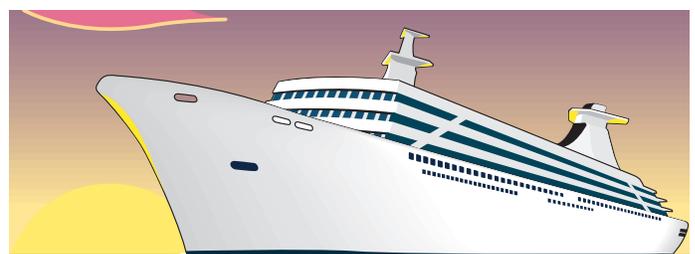
July 2002 - **Lorelie Reyes**, Birth Registration. Lorelie is an excellent employee. She does her job quickly and accurately and is willing to help with any project. Lorelie is friendly to everyone and will help whenever someone has a problem.

August 2002 - **Dave Sanford**, Administrative Services. Dave was very helpful in and provided great suggestions for "Star Buck" rewards (state office recognition program). He has spent a lot of time and effort on this project. Thank you for all your help!

These individuals are recognized for specific achievements, a particular action that may have been helpful to another employee, or simply "going above and beyond" in their regular everyday work environment. They have been nominated by co-workers, supervisors, administrators or a client for their exceptional service.

CITIES LOCATED IN 2 COUNTIES

Oftentimes a city is within two or more counties and it can be difficult to determine which county should be entered on the birth or death certificate. The post office's website, www.usps.com, is a great source for identifying the correct county for address. There are many cities in Florida that are located in more than one county and it's always a challenge to obtain the correct county for vital records. This web address should assist you in completing vital records.



WELCOME ABOARD

The following appointments have been made to the position of Registrar:

Chief Deputy Registrar:

June DiceTaylor County

OUR "GUEST" TO YOU *Continued from page 1*

sumed by the stress of my work day. How many mornings had I reluctantly driven to work, knowing what was awaiting me? I had to admit that there were times I had entertained the thought of looking for another position because of my work environment, my fellow employees and my own boss. But it had never entered my mind that my employees might have gone home and complained about their work and complained about their boss, ME!, as well. I asked myself how many of my employees also had sought other positions because of their boss? Because of me? I realized I might never know the answer to those questions.

I had never allowed myself to think that the work environment for which I was responsible could have an influence on the personal lives of the people under my supervision. How stupid! A chance meeting with a former employee on a sidewalk at Halloween proved to be a real eye-opener. I spent the rest of the evening thinking about the lives I influenced at work. I tried to mentally change places with my staff and tried to imagine how they felt about their work and the people with whom they work. I also thought about the various supervisors who had been my bosses over the years. Some had been great and some had not. The good supervisors, in my opinion, had been supportive and had shown both respect and encouragement toward me. The bad supervisors had been ill-tempered and had treated me with little or no respect. I recalled one boss that easily qualified as my worst boss. He would storm through the offices, criticize everyone and the quality of their work and would use profanity as part of his every day language. I remembered how my co-workers and I would let out a collective sigh of relief when he left our offices and brace ourselves for the next time he darkened our doorways.

When we accept the role of supervisor, we accept responsibility for the work that needs to be produced, the quality of that work, the impact of the work upon our business and ultimately the success or failure of our business. A supervisor's focus must be results-oriented. Too often, however, the results on which supervisors focus fail to recognize the employee as a person who is both a worker and, more importantly, is a person with the same life events and life challenges as you and I.

The sign of a successful supervisor is more than a healthy bottom line. A successful supervisor must also be a successful leader. That leader must demonstrate respect for employees through support, coaching, honest feed-back and honest communication. Those are all things we've heard before. A critical missing ingredient often is the recognition and respect for our employees as human beings who have a personal life and an identity that is not reflected by a name badge with a job title. Some of the worst advice I ever received was from a boss early in my career who told me to never get close to my employees and to never know too much about them. It was his theory that an employee should be categorized as a person whose only identity I should care about was the one that existed between 8:00 a.m. and 5:00 p.m., Monday through Friday. How wrong he was. A supervisor can influence an employee to be self confident, to be self motivated and to feel good not only about the work they produce but about themselves as well. What an opportunity!

I challenge you to think about all the bosses you have had in your career. Think about the good ones and the not-so-good ones. Think about how you felt working for those supervisors; how they made you feel about your work and about yourself. Now think about your employees. If they were asked to identify their best boss and their worst boss, which one would you be? It's food for thought, isn't it?

Joe Marquart is Corporate Vice President of Human Resources for University Community Health based in Tampa.

WITNESS/NOTARY FOR PATERNITY ACKNOWLEDGMENT

Child Support Enforcement will accept a witnessed signature on the voluntary acknowledgment of paternity on the birth certificate. When a witness is used in lieu of a notary, the witness must strike-through the labels "notary" and "notary stamp" on the birth certificate and print the word "witness" in these places. The witness to the signatures on the birth certificate should be someone on staff at the facility. They should obtain identification from the mother and father wishing to acknowledge paternity. For the mother, the medical records and hospital ID bracelet should be sufficient. For the father, a picture ID, such as a driver's license, is acceptable.

If you have any questions on using a witness for a paternity acknowledgment, please contact your chief deputy registrar or QA field representative.

BITS 'N PIECES

* When entering information on vital record forms, the correct font size is 12 pitch. This size allows for legible, clear records.

STATISTICAL TABLES HAVE MOVED

The Vital News will no longer publish statistical tables.
The tables normally found on pages 4-11 can now be found
on the department's website at the following address:

http://www.doh.state.fl.us/Planning_eval/Vital_Statistics/VitalNews/vn-index.htm

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