

Today's Take-Aways

COVID-19

- With the emergence of the new Omicron variant, we are anticipating a lot of changes in the coming days and weeks that may not only impact our day-to-day operations but also how we celebrate the Christmas holidays. As we await anticipated recommendations and mandates from the province and within our region, we are suggesting that everyone take a look at their holiday plans and find innovative ways to celebrate that will help to reduce risk of spreading the virus.

Any new information or guidelines will be circulated through all staff communication channels as soon as they are finalized so please stay tuned and be sure to regularly check your PRH email for the latest news.

Human Resources

- Particularly with the emergence of the new variant and an increased level of COVID-19 transmissions within our community, staff are reminded about the importance of daily screening as a mandatory process prior to each shift.

Infection Prevention and Control

- Our hospital is seeing an increasing number of COVID-positive patients within both inpatient and outpatient populations. Because of this, everyone is reminded about the importance of remaining vigilant in terms of PPE use and in particular, eye protection.

- Anticipated changes to the daily screening to both simplify the process and possibly expand the line of questioning to include those about international travel may be coming soon. Be sure to carefully read each question when completing daily screening to ensure you are answering correctly.

Occupational Health and Safety

- Thanks to everyone who helped our hospital reach a vaccination rate of over 99%.
- We are now in the process of helping staff who wish to receive the third dose via onsite clinics. To date, third dose update is approximately 20-30% both internally and regionally. A total of 133 health care team members got their third dose at the clinic held onsite this past Tuesday.
- It should be noted that COVID testing has increased onsite – with 10-20 tests being done per day for staff members and their families. In the past week alone, this testing resulted in three COVID positive results.
- Our annual flu shot campaign has experienced a higher level of uptake to date, with 419 team members vaccinated and more clinics scheduled to take place later this month.



Today's Take-Aways Continued

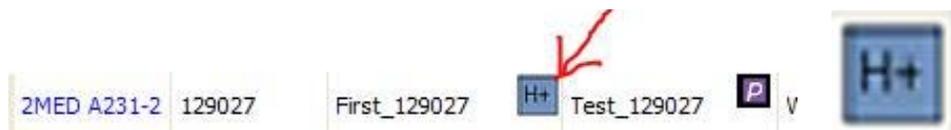
Departmental Updates:

Project Updates

- On November 29, PRH participated in a provincial Knowledge Sharing event related to improving palliative care. Laurie Menard, Dr. Declan Rowan and Jennifer Kennedy presented on the hospital's experience in implementing the HOMR score. The HOMR (Hospital One-Year Mortality Risk) score is a research-validated algorithm of variables such as age, number of hospital admissions per year, number of hospital admissions when transported by ambulance, etc. These variables are automatically extracted from routine hospital data. The algorithm then calculates a score which helps clinicians identify patients who are admitted to hospital with potential unmet palliative care needs. If the score hits a particular threshold, the patient is flagged as "HOMR positive", which initiates discussions with the patient and their family about their end-of-life plans.

Working with the Bruyere Research Institute, PRH was one of the first of 20 hospitals in Ontario to successfully implement HOMR. Now the data application is being rolled out to many other hospitals across Canada. The PRH team presented along with William Osler Hospital System and Kingston Health Sciences Centre. Common themes among the presentations were the challenges of implementing projects during COVID, as well as how the pandemic highlighted the need for better Goals of Care discussions with patients and families.

PRH continues to build on the HOMR implementation. Soon an "H positive" icon will be viewed system-wide on the bed board system. This icon will indicate that the patient is at risk of dying within one year, and that a Goals of Care discussion is to be conducted with the care team.



Mental Health Services of Renfrew County

- Community Mental Health has received a funding increase for its Rent Supplement Program which will translate into assistance for an additional 15 clients.

Rehabilitation

- Our hospital has entered a new partnership with Quinte Health to share knowledge and expertise on the delivery of stroke care since our inpatient programs are comparable.

Medical Program

- In partnership with Marianhill, some of our new Medical staff will be redeployed to Marianhill which is an effort designed to help improve patient flow, particularly of Alternate Level of Care patients to a long-term care setting.

Emergency Department

- The department continues to see a steady volume of visits and a new process to improve flow within the department is receiving good buy-in from staff and physicians. With the higher rate of COVID transmission within the community, the department is working together to ensure extra caution is taken with regards to use of PPE and other safety measures.





In Appreciation For Your Hard Work And Continued Efforts In All That You Do, Pembroke Regional Hospital Is Saying Thank You And Merry Christmas With A Festive Holiday Meal For All Staff, Physicians And Volunteers!

Wednesday, December 8th

11:30 a.m. to 1 p.m. For Day Shift (packaged for take-out)
 4:30 - 5:30 p.m. For Evening Staff (packaged for reheating)
 Evening Delivery to Units for Night Staff (packaged for reheating)



Menu:
 turkey, dressing, carrots, mashed potatoes, gravy, cranberry sauce and cookies.
 Gluten Free option is available upon request.

Thanks to our own Food Services staff who will be preparing and serving these festive meals.

Everyone is welcome to pick up individual meals during the scheduled times.

IF PICKING UP FOR A GROUP OF 10+, YOU MUST PRE-ORDER.

Pre-Order Requirements: Group name, # of meals, desired pickup time
 (11, 11:10, 11:20, 11:30, 11:40, 11:50, 12, 12:10, 12:20, 12:30, 12:40 12:50, 1)

Note that we can only accommodate a certain number of meals per timeslot.

Pre-orders MUST be emailed to pr@prh.email no later than
 DECEMBER 1st @ 12 noon.



THE PRH STAFF ASSOCIATION PRESENTS
 A Christmas Skating Party For
 Staff Association Members
 And Their Families



Participants Will Be Joined On The Ice
 By Members Of The Pembroke Lumber Kings
 As Part Of Our Festive Season Fun!



Saturday
December 18th,
9:30-11:30 A.M.
 Pembroke Memorial Centre

This event is FREE for Staff Association Members and their families, however, due to COVID safety measures, advance sign up is required no later than 2 p.m.

Wednesday, December 15th.

To participate, you must submit the name of each person taking part along with a contact number for the individual or family to carolyn.levesque@prh.email.

Due to provincial government mandate, those 12 years of age and older must show proof of double vaccination (+14 days) and a piece of government ID in order to skate and/or spectate in recreation facilities.

Masks will be mandatory in the facility, but are not required during on-ice time.

The Staff Association will also provide participants with snack vouchers to use in the community after their skating session or on another day of their choosing.

Guardian Angels

Wanda Edmonds



Pembroke Regional Hospital Foundation  Fondation de l'Hôpital Régional de Pembroke



ALL-INCLUSIVE BARBADOS VACATION PACKAGE



Sponsored by
Brian Kendrick



CONGRATULATIONS

Claire Fisher

Ticket #100315



Current Facts and Figures

- **Renfrew County:** 20 active case, 11 deaths
- **Ottawa:** 350 active cases, 618 deaths
- **Ontario:** 6,932 active cases, 10,012 deaths

Foundation News

Pembroke Regional Hospital Foundation



Fondation de l'Hôpital Régional de Pembroke

Get your *Auto Lotto* tickets now before it's too late! The grand prize draw is on December 9th for the brand new 2022 Mitsubishi Outlander ES SUV. You don't want to miss this!
Get your tickets now at www.autolotto.ca

Play PRH *Catch the Ace* to win BIG and support the Hospital! Get your tickets at the Mural Café on Mondays and Tuesdays from 9:30am-2:00pm or online anytime at www.prhcatchtheace.ca.
Draw closes at midnight on Tuesdays.



Congratulations
WEEK #17 WINNER
Edward Young
\$2,611
 TICKET #Q-7046549
 Card #15
 Revealed: 4 of Hearts
www.prhcatchtheace.ca



Congratulations
WEEK #18 WINNER
Allison Neilson-Sewell
\$2,605
 TICKET #R-7875624
 Card #50
 Revealed: 8 of Clubs
www.prhcatchtheace.ca



Congratulations
WEEK #19 WINNER
Cheryl MacDonald
\$2,740
 TICKET #S-5219203
 Card #16
 Revealed: Ace of Hearts
www.prhcatchtheace.ca
 Next weeks ESTIMATED Jackpot,
 if the Ace is caught is over: **\$57,000!**

GRATITUDE

- Celebrating **Emily M., Emily P. and Rachel C.** for demonstrating outstanding leadership and critical thinking skills when faced with recent critical care events in the ED. *Kaley Lapierre*

- November 18 - A special thanks to **Kirsten Waito, Adrienne Smith and the staff on 3rd Medical** for working so hard to get patients home this past week. Your dedication to patient care and safety is both very clear and greatly appreciated. *Dr. Margarita Lianeri*

- November 18 - **Kelly Malley, Betty-Ann Spence, and Rachel England** - thank you for helping to diffuse and manage a particularly stressful situation on 2nd Medical to ensure the safety of our patients, staff and visitors. *Dr. Margarita Lianeri*

- **Jenny Huang**, thank you so much for all of your hard work to support our inpatients who need a nutrition consult as well as our outpatients in the Diabetes and Nutrition clinics! *Lisa Bradley*

- "I am writing to express great gratitude for **Lisa Dombroskie (ICU clerk)**. I truly appreciate her calm demeanor, her approachability and most of all her attention to detail and fast response to requests and orders...all qualities that make my life easier and more efficient!" *Dr. Mylene Gagne*

Medical Program

- **Tina from SLP** for always seeing her referrals in a timely manner, and always following up with staff with her recommendations. *Rachel England*

- Thanks **Brendan and Connie (Hospital Charge)** for all your help this past weekend. It was challenging and I appreciate all your help and support. *Rachel England*

- Medical would like to celebrate **Anna (SW), and the Pembroke Fire Department** for helping with the delivery of a hospital bed to a patient's home.

- Thank you **Matthew and Joelle** for their dedicated support to the clients on Medical 2A.

- Great team work to the **staff on Medical 2A who decorated the unit for Christmas and to Vincent** as well for reaching the ceilings.

- Thanking **Jenny and Beck** for their dedicated support to the clients on Medical. They are both great patient advocates and ensure the team members are always kept up to date on the clients' progress.

- "Sharing my true appreciation for **Shelley (Unit Clerk)**. She is so efficient, attentive, kind and quick to respond to orders. She questions orders appropriately and goes the extra mile in ensuring the orders are clear. Her efficiency is super helpful." *Dr. Mylene Gagne*

LEAN IN

During the Senior Leadership Team's Monthly Gemba walk, Environmental Services (EVS) highlighted improvements they have been working hard to implement in 2021 to build a respectful workplace.

Early in 2021, the EVS team participated in training around workplace culture, they worked together to build a set of 'ground rules' that they have incorporated into their daily work to improve communication, build trust and create a respectful workplace. The team also made a commitment to hold consistent Lean improvement huddles, to encourage everyone to bring ideas forward and to listen to concerns from each other. They have been ensuring that all new hires receive this respectful workplace training as part of their orientation. To celebrate the success, staff can nominate members of the EVS team for 'living this respectful culture' in their daily work and a monthly prize draw is held each month.



EVS Civility in the Workplace

Within Our Team We Commit To:



Communication

- Honest & open
- No gossip
- Using "I"



Team Work

- Helping Others
- Mentor/Coach



Fairness

- Embracing Differences
- Learning from the experiences of others



Respect

- Being professional, courteous and kind



Succeeding

- Supporting each other - together we will succeed!

Because....

- ❖ We make a difference
- ❖ Our work is important
- ❖ We keep people safe
- ❖ We are proud of our work



PRH CHRISTMAS SPIRIT WEEK 2021

It's Time To Have A Little Holiday Fun

Send selfies/team photos to pr@prh.email or
schedule a photo by calling extension 6165



- December 13 - Red and Green Day
- December 14 - Holiday Sweater Day
- December 15 - Door Decorating Day
- December 16 - Christmas Accessory Day
- December 17 - Christmas Hat Day



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The PRH Staff Association Presents: A Christmas Gift For Its Members

This year, **ALL** active Staff Association members will receive a 4oz hand-made soy Christmas candle in one of three holiday scents:

Vanilla Bean Noel, Cranberry Joy, Christmas Cheer

Please note that while distribution of scents will be random, recipients are welcome to trade with co-workers.

NO PRE-ORDERS ARE REQUIRED.

In addition, extra candles, while supplies last, will be sold for \$8.

Candle distribution and sale will take place in The Lunch Box:
Wednesday, December 15th from 9:30 a.m. to 11:30 a.m.

During that time, department representatives are asked to pick up the candles along with a department-specific list of all Staff Association members who are eligible to receive one.

Please note that the list I have categorizes members by their "Home" department.

CONTEST – WRAP RECIPES

Open to all PRH staff

Please provide the following:

- a trendy name,
- a list of ingredients with quantities,
- *optional*: preparation steps and picture.



General Silver criteria framework *(as applicable)*:

- Mindful of calories, sodium, fat and sugar.
- Reduction of processed meats.
- Increase in vegetables and whole grains.
- Removal of deep-fried foods.

Special notes:

- Preference will be given to submissions that follow Silver Guidelines*.
- Ingredients need to be sourced by reasonable means.
- The winning wrap will be featured in the hospital's cafeteria.

**Please note, modifications to the winning wrap suggestion may be brought to meet the Silver criteria and according to product availability.*

Please submit all recipes to claudia.coutu@prh.email by 4 p.m. December 10th

Questions? Email: andre.renaud@prh.email or claudia.coutu@prh.email
Food service Supervisor *Food service Dietitian*