

Today's Take-Aways

COVID-19 – Regional Updates

- Most hospitals in the Champlain region are in some form of outbreak and there are currently three long-term care and/or retirement homes in outbreak in Renfrew County.
- Some positive news – some of the Ottawa area case load indicators for COVID-19 such as wastewater levels and positivity rates are starting to trend down. And even though hospitalization numbers due to COVID remain high, few are dying.
- A new medication to treat those with severe cases of COVID-19 has been approved by Pfizer and Queensway-Carleton Hospital has been assigned the hub hospital for this medication. A process is being developed through which other hospitals will be able to access this medication from the regional supply.
- A new data collection tool has been developed for use in decision-making by the regional Incident Management Structure as a way of assessing bed availability.

Long-Term Care and Retirement Home Redeployment

- As you are aware, there are severe shortages in long-term care (LTC) and retirement homes (RH) across Renfrew County and District. Our hospital is exploring options to support our partners in the form of temporary redeployment.

There are options for redeployment for both clinical and non-clinical work. The following survey link was sent out last night as a way of gathering interest on redeployment:

<https://www.surveymonkey.com/r/ltcvolunteers>

Thanks to those who have already completed it. We already have 27 individuals who have expressed interest and could be redeployed if necessary.

We recognize that hospitals including ours are also experiencing staff shortages. When considering whether to redeploy to LTC or Retirement homes, we will still have to balance PRH's operational needs, and the needs of the redeployment location. As the situation is evolving on a daily basis, we will be taking into account the position of the individual to be redeployed, the status of the unit and its operational need, and the specific situation of the LTC facility or RH.

To clarify, although redeployed, you will remain employees of PRH, and your terms and conditions of employment will continue, including pay, benefits, pension, health and safety, service and seniority provisions.

If you have any questions, please send me an email at ralph.hatem@prh.email.

Human Resources

- Thank you to everyone who has stepped in to assist in other areas of the hospital where staffing shortages are causing challenges and to the unions who are supportive of redeployment efforts in these circumstances.

Today's Take-Aways Continued

Redeployment of non-union staff to CUPE and ONA positions was critical to ensuring the staffing of the Emergency department in recent days.

- ONA Shift Bidding Process - A friendly reminder to ONA Staff that the Shift Bidding process is in effect as a pilot. The Shift Bidding process will test a new method of offering additional shifts that become available seven (7) days or more in advance.

When a shift vacancy occurs that is seven or more days in advance, the current method is to phone all nurses in order of seniority, until a nurse tentatively agrees to the shift. The nurse with highest seniority, who tentatively agrees to the shift within two hours of the call or message, will be awarded that shift.

The new method we are piloting will allow for a more streamlined effort and will offer the nurses more time for consideration, while still respecting seniority.

More information: <https://www.pemreghos.org/staffresources>

If you have any questions, concerns or feedback, please email tanya.parker@prh.email or andrea.pond@prh.email.

IPAC (Infection Prevention and Control)

- PPE for essential caregivers / care partners for COVID suspect and COVID + patients: Following a regional approach, currently essential caregivers / care partners or visitors for essential reasons who are visiting COVID suspect and COVID + patients should be provided with an un-fit tested N95 respirator, gown, gloves and eye protection. Due to supply availability, essential caregivers / care partners and visitors should be offered an 1870+ mask.

- What is the “work self-isolation protocol”? - We know that there may be times when not having enough staff could present a significant risk to patient care and other staff. Work self-isolation (WSI) is a measure that helps to mitigate this issue while balancing the risk of infection to patients and other staff. “Test to work” is a strategy to support work self-isolation to meet critical workforce needs for highest risk settings, in which staff are able to return to work when they would otherwise be on isolation at home. Because each circumstance of exposure is unique, WSI must be reviewed on a case by case basis. Decisions to return staff to work on WSI protocol are based on critical staffing needs, specialized skill requirements, and the level of associated risk. Some of the expectations for staff returning to work on WSI protocol include: taking breaks alone, temperature monitoring, wearing an N95 respirator for universal masking, maintaining 6 feet physical distancing (except when providing direct patient care), test to work requirements, and maintaining self-isolation requirements per RCDHU outside of the workplace. Additional restrictions can be required based on the individual circumstance.

- PCR testing for Symptomatic Household Members: Updated COVID-19 Testing Guidance (MOH, January 13, 2022) now permits molecular testing for symptomatic household members of workers in highest risk settings. Effective immediately, the Occupational Health and Safety Department is able to provide PCR testing to household members of PRH staff and physicians working on-site at the Hospital. In order to schedule testing for symptomatic household members, staff and physicians are encouraged to contact the Occupational Health and Safety Department during regular departmental hours (0800-1600, 7 days per week) at extension 8200. Please note: at this time we are not able to offer PCR testing for household contacts who have been deemed high risk contacts and are asymptomatic.

- Universal Admission Testing: The Omicron variant remains highly transmissible and continues to spread very quickly within the community, increasing the likelihood that most people may eventually be exposed to it. In order to prevent transmission from asymptomatic patients, the Infection Control Team has implemented universal COVID-19 admission testing for all patients admitted to the hospital. Regardless of symptoms or exposure history, all admitted patients are now receiving a COVID-19 PCR test. Please remember that this is only one layer of protection against COVID-19 transmission.

Today's Take-Aways Continued

Staff and physicians must continue to be aware of risk factors including symptoms and exposure concerns and utilize the appropriate safety measures to protect our patients and staff.

Occupational Health and Safety

- We continue to have an average of 50-60 staff off per day due to COVID – whether it be those who have tested positive, those who are awaiting test results, or those who are considered a high risk exposure.

- This week's weather certainly reminded us that we are in winter and along with that comes numerous slip hazards. Please dress appropriate to the conditions, especially when it comes to footwear. Dress shoes, high heels or smooth soles don't make for good winter footwear. If needed, wear winter boots and change once you are safely indoors. Wear footwear that has rubber soles with good treads. Leave enough time so you are not rushing and walk slowly. Watch your footing when getting in and out of vehicles. Be observant and watch where you are walking. Look for sanded/salted paths and beware that falling snow can hide ice underneath. If walking in icy conditions, consider using slip-on ice cleats – but take them off when coming inside!

If you observe areas that need sanding/salting, please report this to Maintenance.

- Just a reminder as we enter a new year that PRH remains a scent-sensitive environment. Staff and physicians should be cautious when bringing in products to use at work that could have triggering impacts on those who are scent-sensitive. Please be considerate of those individuals and use scent-free substitutes while also reducing or abstaining from the use of personal perfumes or sprays. Thank you!

Departmental Updates:

Emergency Department

- A new call bell system is being installed in the department today.

Procurement and Projects

- Lauren Th berge is the new Procurement and Project Coordinator within the Finance and Materials Management department. She has procurement experience in the private manufacturing and museum sectors. She will be working with managers and directors to plan the replacement of existing capital equipment, as well as assessing future procurement needs across the hospital. Welcome, Lauren!

What is procurement exactly? It is the strategy of ensuring that the purchase of goods and services is cost-effective and compliant with both internal and external policies, legislation and trade agreements. From office furniture to Diagnostic Imaging equipment, the Procurement Coordinator works to secure the best equipment at the best price, following standardized processes.



Congratulations
WEEK #26 WINNER
Joanne Pearce
\$4,670
TICKET #Z-1952097
Card #32
Revealed: King of Diamonds
www.prhcatchtheace.ca

Next weeks ESTIMATED Jackpot,
if the Ace is caught is over: **\$100,000!**



WE ARE
All in
This
TOGETHER

PRH Invests In New Equipment For Diagnostic Imaging

Impressive new equipment is coming to our Diagnostic Imaging department as the old Nuclear Medicine and Digital Mammography machines are ready to be replaced and upgraded. In February and March 2022, the DI department will be working with the vendors, Maintenance, and local healthcare partners to ensure a successful installation of these new machines. By working together, we will limit the amount of time that the equipment is offline in order to minimize the impact on patients.



However, during the removal and installation phases, patients may need to be directed to services in other hospitals, depending on their requirements.

The Nuclear Medicine department will be installing the Symbia Intevo Bold manufactured by Siemens. With high image quality, the equipment provides reliable and reproducible clinical information to support sound physician decision making. With a smaller system footprint, the equipment easily fits in the hospital's existing clinical space.

We have also purchased the Senographe Pristina Mammography system with 3D Tomosynthesis, manufactured by GE Healthcare. GE Healthcare has designed the Digital Mammography unit based on feedback from patients, technologists and radiologists.

This feedback has led to the creation of a mammography platform that is more comfortable for the patient and eases patients' anxiety, making technologist' jobs easier and helping radiologists diagnose with greater confidence.



“Joybees for Work” Recipients

The “joybees for work” company is generously donating 50 pairs of black worker clogs via the Auxiliary’s Sunshine Gift Shop to our hospital staff in appreciation for the work you are all doing. Last Friday we held a draw for all those interested in receiving a pair.

Congratulations to our recipients who will be contacted with pickup details when the shoes arrive!

Allison Reynolds, Amber Hammel, Amberly Hein, Amy Warlich, Ashley Markus, Ashley McKeown, Barb Richard, Bernadine Gagnon, Candice Lacroix-Johnston, Cheryl McRae, Cheyenne Fleurie, Colleen Van Wert, Darlene Keuhl, Erin Lomore, Insung Choi, Jennifer Krieger, Jennifer LeMay, Jennifer Niittynen, Jennifer Whynot, Judy Hartwig, Julie Howarth, Kaitlin Bell, Kaitlyn Vaillancourt, Katie Fadock, Kerri Timm, Krista Fraize, Kristalyn Boisclair, Kristie Dulac, Lauren Sklair, Lauryn Martin, Lisa Best, Lori Trenhaile, Lynda Aird, Lyndsay Couture, Marilyn Adam, Megan Keuhl, Megan Melcher, Melanie Francoeur-Samson, Melissa McGraw, Nadine Demers, Nancy Corriveau, Nancy Green, Pam Maxam, Patricia Keon, Rachel Lawrence, Sarah Ryan, Sherry Dellaire, Tamara Rose, Tania Charette, Trish Groves

Guardian Angels

Betty Ann Spence



"We wish to express our most sincere gratitude to Betty, who provided exceptional nursing care on two separate admissions for our father in his final hours. Nursing at it's core is about care and compassion. The way you spoke so gently and held his hand, how you cried with us in the difficult moments; that's nursing. In those moments you provided care and comfort to him, and to us as well. We will forever be thankful for your reassuring presence during those difficult days."

Pembroke Regional
Hospital Foundation



Fondation de l'Hôpital
Régional de Pembroke

Current Facts and Figures

- **Renfrew County:** 351 active cases, 17 deaths
- **Ottawa:** 3,877 active cases, 652 deaths
- **Ontario:** 90,171 active cases, 10,801 deaths

Foundation News

Pembroke Regional
Hospital Foundation



Fondation de l'Hôpital
Régional de Pembroke



Catch the Ace tickets are on sale at the Mural Café on Mondays, Tuesdays, Thursdays and Fridays from 9:30am until 2pm. Thank you to our volunteers who make this possible. You can also visit www.prhcatchtheace.ca to purchase your tickets. Proceeds support our *Cancer Care Campaign*.

CARING
from the
CORE
PAYROLL DEDUCTION PROGRAM

Congratulations to our *Caring from the Core* monthly Parking Spot Winner Jordan Lee! If you participate in payroll deductions, your name is automatically entered to win the prime parking spot for the month (must already have a parking permit). If you'd like to sign up for *Caring from the Core* contact the Foundation Office at 613-732-2811 ext. 7408 or email foundation@prh.email

GRATITUDE

- Celebrating **Linda Tovey and Josie O'Malley** who managed to provide exceptional palliative care to an ED patient during two very busy shifts. Their compassion, professionalism, and outstanding care was recognized by Michael Peters (SW) as well as the family.
- Thanks to **Jennifer Kennedy** for all her help in purchasing new equipment for Diagnostic Imaging!
- The teams on Rehab, in the Clinics and in the Emergency department would like to extend their gratitude to **all those redeployed staff** who are assisting in their areas!
- The Medical Records team would like to thank **Maintenance** for a great job with the new flooring.
- Thanks to those who were on call this past weekend for their leadership in working with other hospitals in order to manage patient redistribution flow in our region.



Be Kind

#EndTheStigma
#WeAreInThisTogether



MORNEAU SHEPELL

Your Employee and Family Assistance Program (EFAP) provides you with **immediate and confidential help** for any work, health or life concern. We're available anytime and anywhere. Let us help.

Access your EFAP 24/7 by phone, web or mobile app.

1.844.880.9142
TTY 1.877.338.0275

workhealthlife.com

Download My EAP app now at your device app store or scan the QR code.



Mental Health Resources Are Available

We recognize that this situation and the increased community transmission of the Omicron variant may impact your mental health and we encourage everyone to seek appropriate support as required.

This includes accessing our Employee Assistance Program (EAP) at 1-866-833-7690 or calling the Mental Health Crisis Line at 1-866-996-0991.

Happier January 2022

SATURDAY	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
1 Find three things to look forward to this year	2 Make time today to do something kind for yourself	3 Do a kind act for someone else to help brighten their day	4 Write a list of things you feel grateful for and why	5 Look for the good in others and notice their strengths	6 Take five minutes to sit still and just breathe	7 Learn something new and share it with others
8 Say positive things to the people you meet today	9 Get moving. Do something active (ideally outdoors)	10 Thank someone you're grateful to and tell them why	11 Switch off all your tech at least an hour before bedtime	12 Connect with someone near you - share a smile or chat	13 Take a different route today and see what you notice	14 Eat healthy food which really nourishes you today
15 Get outside and notice five things that are beautiful	16 Contribute positively to your local community	17 Be gentle with yourself when you make mistakes	18 Get back in contact with an old friend	19 Focus on what's good, even if today feels tough	20 Go to bed in good time and allow yourself to recharge	21 Try out something new to get out of your comfort zone
22 Plan something fun and invite others to join you	23 Put away digital devices and focus on being in the moment	24 Take a small step towards an important goal	25 Decide to lift people up rather than put them down	26 Choose one of your strengths and find a way to use it today	27 Challenge your negative thoughts and look for the upside	28 Ask other people about things they've enjoyed recently