

Today's Take-Aways

Staff Appreciation BBQ

- Special thanks to the Harvey's Team of Lynn and Gregg Thomas, Alana Krieger and Mackenzie Lemaire, and to our Food Services team for working so well together and serving over 500 burger and chicken entrees as part of yesterday's Staff Appreciation BBQ sponsored by PRH!



Thanks also to everyone who wore red and white and got into the spirit of our annual Canada Day celebration, including the team from Materials Management, pictured here!

Automatic Dispensing Unit (ADU) Project Update

- We are happy to share that Ayla Dery has started her new position as the Clinical Educator / Medical Transformation. She will be working with both the Education team and the ADU (Automatic Dispensing Unit) project team.

You will see her a lot this summer working on the RPN scope of practice and providing skill refreshers for staff on a weekly basis. She will also be working along with the ADU team from a clinical perspective, and with the company representatives to help roll out education in preparation for the arrival of the ADUs.

In the coming weeks, Ayla will be going to all units in search of volunteer "Super Users" to help with the ADUs. If you are interested in taking on this type of role, feel free to reach out to her.

Open Registration For Kairos Blanket Exercise

As National Indigenous History Month comes to a close, we have made plans to host The Kairos Blanket Exercise next Wednesday, July 5th from 12-1:30 p.m. (The entire exercise is 90 minutes in length).

Facilitated by representatives from The Circle Of Turtle Lodge in Golden Lake, this 90-minute learning opportunity features participant interaction and tells the story of Canadian history from an Indigenous perspective.



Today's Take-Aways Continued

The session will be held on the Rehabilitation patio (weather permitting) and in the Rehab dining room in case of bad weather.

The session will conclude with an opportunity to discuss and share feedback about the experience.

This unique opportunity will be available for up to 30 staff or physicians who are interested and available. If you are interested in taking part, please call extension 6165 or email carolyn.levesque@prh.email to reserve your spot.

Departmental Updates

Food Services

- As a social activity, Food Services staff have been organizing a potluck type of event every few weeks. The most recent was a “dip” event and the previous one was “salads”.

Maintenance / Project Update

- We are excited to share that construction throughout the hospital is picking up momentum.

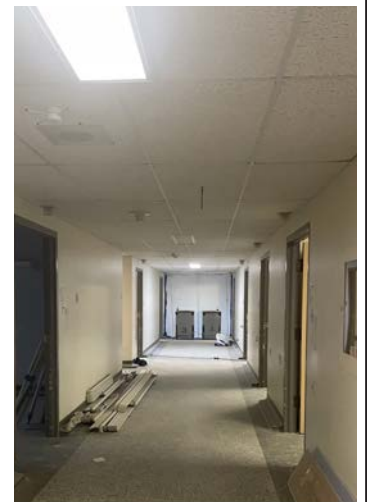
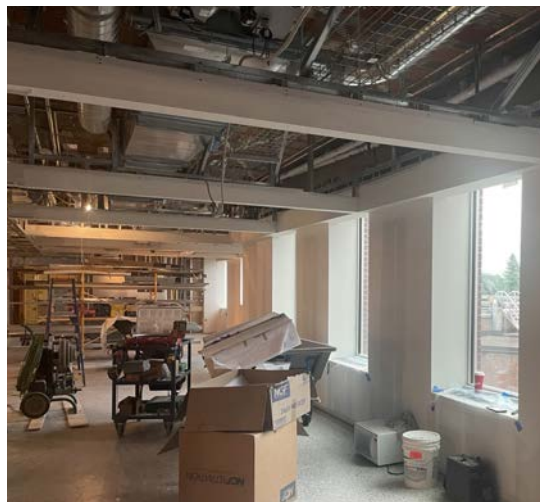
On the 3rd floor of Tower A, the north and east wings which will house the new endoscopy and Cysto procedure rooms and recovery ward are scheduled for completion in mid to late September. This means that there will be a lot of electrical and medical gas shutdowns scheduled in the coming weeks in order to allow for the set up of the new areas.

Here is an overview of some of the upcoming shutdowns:

- Medical Air will need to be shut down for two to three days (entire hospital)
- Medical Vacuum will need to be shut down for a period of eight hours (entire hospital)
- Vital and Delayed emergency power which includes all red outlets will require a three-hour shut down in most of the hospital. This shutdown will affect a lot of services such as all red plugs, nurse call system, automatic doors, swipe card access, numerous pumps and mechanical systems, lighting, phone and paging.

Please be assured that we will be meeting with all managers to plan and schedule each of these shutdowns and plenty of notice will be given in advance of them taking place. We recognize the inconvenience these shutdowns will cause, but we will do our best to ensure the disruptions are as minimal as possible.

You will also notice that the south wing of Tower A, 3rd floor has now been closed off and demolition has begun there.



Connecting with the CEO - In Case You Missed It

June 16, 2023

Announcements on Retroactive Pay

I wanted to touch base on a couple of items this week – the first regarding the pay increases that no doubt you are aware of for many of our staff related to the 2019 law known as Bill 124 which capped wage increases for nurses and other public sector workers at one per cent per year for three years but was ruled unconstitutional last November.

Earlier this spring, staff represented by the Ontario Nurse's Association (ONA) were awarded retroactive pay for this period which was provided to our nurses on June 9th.

This week, it was announced that staff represented by CUPE (Canadian Union of Public Employees) were also awarded back pay and will receive this within 90 days of the decision.

In the coming weeks, PRH, together with other hospitals, will be looking at how to compensate our non-union staff.

We are very happy for our staff members who are being financially rewarded, and recognize the value of this compensation.

Accreditation Update

I also wanted to provide a short Accreditation update now that we have received our final report. As you may know, we have once again been Accredited by Accreditation Canada, having met 98.7% or 1,811 out of 1,834 of the total number of standards. This is actually the highest number of standards we have ever met throughout our Accreditation journey and that is all thanks to each of you and the preparation work that you did. In fact, 126 action items were identified and completed in preparation for Accreditation.

Being Accredited is a significant achievement! We are very proud of the work that you have put into achieving this decision and into maintaining safe, high-quality health care services for our patients. Year after year, changes to the Accreditation program require a shift in how we work.

The on-site survey is a way of validating our achievements, and also of identifying areas requiring improvement so we can create a plan to address these gaps and continually improve as an organization. In this year's survey, there was only one Required Organizational Practice out of 30 that was unmet, and we are already working on ways to improve processes to ensure that this practice is clearly in place.

We're going to continue to be vigilant with respect to quality and safety, and welcome your continued participation in our efforts!

Sabine



Connecting with the CEO - In Case You Missed It

June 23, 2023

As we near the end of June, many of you in our clinical programs especially may have noticed that our patient occupancy rate has been lower in most programs over the past several months than they have been for the past six to 12 months. As a result, you may have seen less overtime opportunities with an increased ability to take time off which means you are able to achieve a better work-life balance, reduce stress, and reduce sick time.



I want to acknowledge how hard you have all been working these past several years and how you have stepped up when needed to do so in order to ensure our patients receive the best care possible.

This period of respite will give us an opportunity to not only take a bit of a collective breath, but also to focus on some of the quality improvement work that had to be paused during the pandemic. It's also a chance for many of you to identify and help lead some quality improvement work. With our successful accreditation survey now behind us, we want to keep the momentum going.

As we head into the summer months and much nicer weather, now, more than ever, is the time to take a break, enjoy some self-care in whatever form is meaningful to you, and ensure that you have the work-life balance that you need and deserve.

Sabine

Equity | Diversity | Inclusion

Upcoming Recognition and Celebration Dates

Canada Day - July 1

Civic Holiday - August 3



In Celebration and Recognition of National Indigenous History Month

A very special thank you to Nish Nabie and his group known as The Loving Bears, who were on site June 21st for a very moving Healing Circle and Native Drumming session which was held in the chapel and was open to patients, visitors and staff.

Helpful Resources Shared At Our Pride Lunch ‘N Learn



Key terms relevant to gender-affirming care

Term	Definition
Assigned sex at birth, AMAB, AFAB	Referring to a person’s initial designation as male (“assigned male at birth” – AMAB) or female (“assigned female at birth” – AFAB) at birth, this label is based on the child’s genitalia and other visible physical sex characteristics
Cisgender	Individuals whose gender identity aligns with their sex assigned at birth
Gender-affirming care	Care provided to an individual to support their gender identity; this care may be medical, surgical, social, and/or psychological
Gender-affirming hormone therapy (GAHT)	Hormones prescribed to induce the development of secondary sex characteristics associated with an individual’s experienced gender: testosterone for those who seek masculine features, and 17β-estradiol for those seeking feminine features
Gender-affirming surgeries	Also called ‘transition-related surgeries’ or ‘gender-confirming surgeries’, this term refers to a range of surgical options that individuals may pursue as a component of transitioning
Gender-diverse	A broad term used to describe people with gender expressions or identities that are different from their assigned sex at birth. The term acknowledges and includes the vast diversity of existing gender identities. It replaces terms such as gender-nonconforming, gender-incongruent, and gender-variant, all of which have pathologizing or exclusionary connotations (14). Not all transgender individuals identify with this term
Gender dysphoria	Refers to the distress that can arise from the incongruence between an individual’s experienced gender and their sex assigned at birth. Gender dysphoria is a formal diagnosis in the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition, Text Revision (DSM-5-TR)
Gender expression	The way a person portrays gender to others through external means, such as clothing, appearance, or mannerisms; this may or may not reflect gender identity
Gender identity	Also called ‘experienced’ or ‘affirmed’ gender, this is an individual’s internal, psychological sense of their own gender
Gender incongruence	Refers to a person’s marked and persistent experience of an incompatibility between their gender identity and the gender expected of them based on their sex assigned at birth. Gender incongruence is a diagnostic term used in the International Classification of Diseases Eleventh Revision (ICD-11). Use of this term should be limited to diagnostic contexts.

Gonadotropin-releasing hormone agonist (GnRHa)	A long-acting pharmacological analogue of naturally produced gonadotropin-releasing hormone that is prescribed to inhibit production of pituitary gonadotropins (LH and FSH), thereby inhibiting gonadal production of sex steroids (i.e., testosterone or estrogen)
Medical transition	The process of undergoing medical treatment to align one's physical experiences with one's gender identity (e.g., by using hormone blockers or gender-affirming hormones)
Non-binary	A gender identity that is neither entirely male nor entirely female
Social transition	The process of expressing one's gender identity outwardly to others through such actions as changing name, pronouns, and/or gender expression (e.g., clothing, hair style)
Transgender	An umbrella term used to describe all individuals with a gender identity that differs from their sex assigned at birth and physical sex characteristics. Not all gender-diverse individuals identify with this term
Transgender female, transfeminine, trans girl, trans female, formerly 'MTF'	These terms describe an individual assigned male at birth but who identifies along the feminine spectrum
Transgender male, transmasculine, trans boy, trans male, formerly 'FTM'	These terms describe an individual assigned female at birth but who identifies along the masculine spectrum
Two-Spirit	Referring to a person who identifies as having both a masculine and a feminine spirit, this term is used by some Indigenous communities and can encompass cultural, spiritual, sexual and/or gender identity

**Note that terminology is sure to evolve with time.*

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Source: An affirming approach to caring for transgender and gender-diverse youth, Adolescent Health Committee, June 2023. Available at www.cps.ca



Helpful Resources In Recognition And Celebration Of National Indigenous History Month

Indigenous Resources:

“Indigenous education or pedagogy is based on a philosophy of lifelong and holistic learning that includes many ways of knowing, being, understanding and doing acquired through activities such as experiential learning, oral teachings and place-based learning. Listening to an Elder, Knowledge Keeper or Cultural Advisor is an opportunity to learn about Indigenous knowledge, cultural beliefs and traditional practices within your local community. An Elder’s presence and perspective can foster positive relationships and promote understanding on our shared journey of reconciliation.” - Alberta Teachers Association

Residential Schools and Education

1. Honoring the Truth and Reconciling for the Future, www.trc.ca/websites/trcinstitution/File/2015/Findings/Exec_Summary_2015_05_31_web_o.pdf
2. Legacy of Hope Foundation, <http://www.legacyofhope.ca/>
3. National Centre for Truth and Reconciliation NCTR, University of Manitoba, <https://nctr.ca/map.php>
4. Truth and Reconciliation Commission of Canada: Calls to Action, www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf
5. Where are the Children? Healing the Legacy of Residential Schools, Aboriginal Healing Foundation <http://wherearethechildren.ca/en/>

Indigenous History and Contemporary Issues

1. Aboriginal Peoples Television Network (APTN) <http://aptnnews.ca/tag/alberta/>
2. Assembly of First Nations (AFN) www.afn.ca/policy-sectors
3. CBC Indigenous www.cbc.ca/news/indigenous
4. Treaties and Agreements, Indigenous and Northern Affairs Canada, Government of Canada, www.aadnc-aandc.gc.ca/eng/1100100028568/1100100028572

Indigenous Services/Organizations in the Pembroke Region

1. Algonquins of Pikwakanagan: <https://www.algonquinsofpikwakanagan.com/>
2. Turtle Lodge: <https://www.turtlelodge.org/>
3. Wabano Centre: <https://wabano.com/>
4. Tungasuvvingat Inuit: <https://tionario.ca/>

Books

1. *21 Things You May Not Know About the Indian Act* by Bob Joseph
2. *Indigenous Relations: Insights, Tips & Suggestions to Make Reconciliation a Reality* by Bob Joseph
3. *Settler: Identity and Colonialism in 21st Century Canada* by Emma Battell Lowman & Adam J Barker
4. *The Reconciliation Manifesto: Recovering the Land, Rebuilding the Economy* by Arthur Manuel & Grand Chief Ronald Derrickson
5. *Braiding Sweetgrass* by Robin Wall Kimmerer

Film

1. Indigenous Cinema: www.nfb.ca/indigenous-cinema/
2. *CBC Gem: A collection of movies, shows, and documentaries featuring the stories, history, and originality of Indigenous Peoples of Canada:* <https://gem.cbc.ca/collection/national-indigenous-history-month>

Foundation News

Pembroke Regional
Hospital Foundation



Fondation de l'Hôpital
Régional de Pembroke

Guardian Angels



Taylor Bertrand



Jordan Schoenfeldt



Lisa Best



Shannon Wara

Congratulations to all the Guardian Angels and thank you for all that you do!



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50 / 50

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Joanne Nelson
Ticket #99002455071

Bart Neville
Ticket #9900333203



Black & White GALA

October 14th, 2023

Tickets on sale now!



\$3270
RAISED

Ride for Heart

PRH Brainiacs in Motion



On Tuesday, June 27th, PRH staff participated in the annual Ride for Heart Corporate Challenge raising funds for the Heart & Stroke Foundation and supporting life-saving research to beat heart disease and stroke.



The rain couldn't stop us! Our team showed such commitment and enthusiasm. We even had some junior brainiacs join us this year and served as an important reminder of what we are striving for in our efforts- a brighter and healthier future for our families and community!

Thanks you to all participants and supporters for making this year a success!

Beat heart disease. Beat stroke. Beat as one.



Heart&Stroke.

LEAN IN

On June 28th, the Senior Leadership Team travelled offsite to the Materials Management Warehouse as part of their monthly Gemba walk.

Members of the Materials Management team took the time to show SLT around the 42,000 square foot building that stores over 1,500 items including inventory supplies, clinical equipment, office furniture and supplies, PPE, and general surplus items.

They were happy to share that they have partnered with local organizations such as The Grind and Algonquin College to donate items, as well as a missionary travel group that take items to developing countries. They continue to work with independent vendors looking to purchase equipment and furniture that are no longer needed at PRH.

The team identified that they continue to feel the effects of the supply chain issues brought on by the pandemic. Many items continue to be on back order and the team needs to be creative to find replacement items from alternate vendors, or partner with other hospitals in the area to share items in order to ensure patient care is not impacted.



BALANCING ACT

Tips... a recap

1. Acknowledge that you need balance.
2. Make a list.
3. End work at the same time each day.
4. Avoid time suckers.
5. Make time for fun.
6. Do something kind for someone.
7. Get an appropriate amount of sleep.
8. Have realistic expectations.
9. Leave work at work.
10. Exercise and meditate.
11. Use a schedule.
12. Ask for help.
13. Have hobbies.
14. Discover changes you can make.
15. Use lunch time wisely.

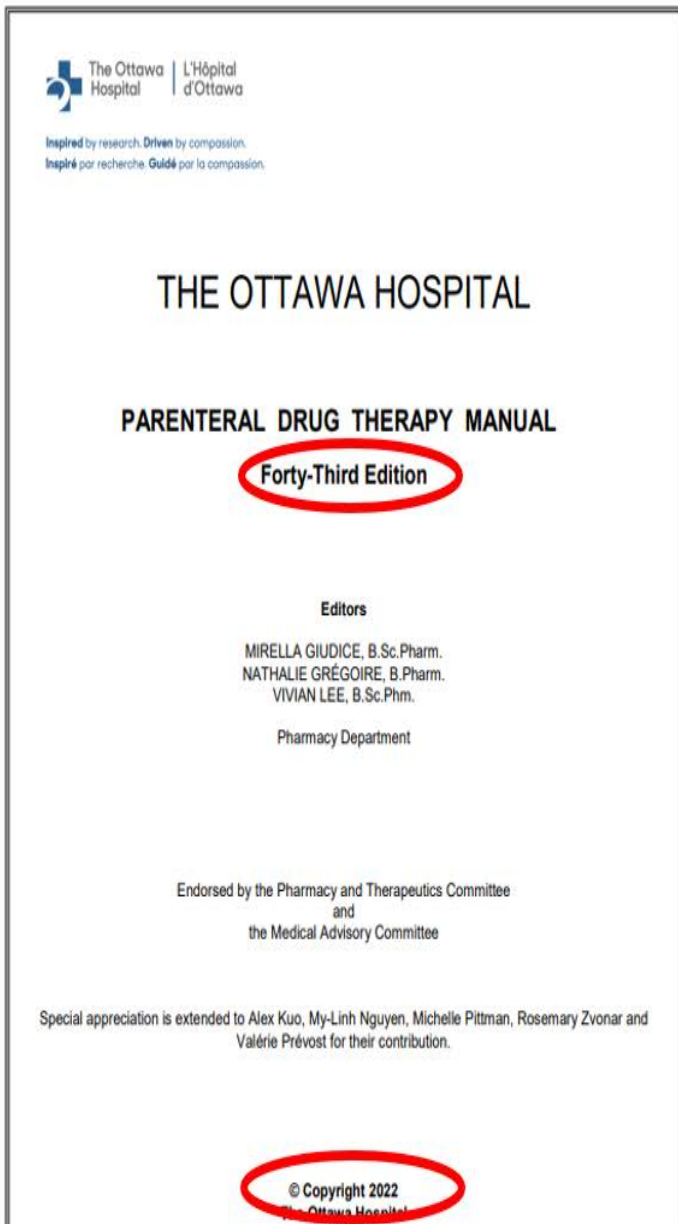


EDUCATION UPDATES



Training focus: Since December 2022, we have been able to certify and re-certify 19 staff members in ACLS. This course is geared to healthcare staff who work in high-acuity areas such as emergency, intensive care, the operating room, and recovery room. This course reviews advanced subject matter and involves theoretical learning, an exam, as well as scenario-based/hands-on learning to reinforce the knowledge. Congrats to all of those who have attained their certification.

If you are in need of a certification or a re-certification, please refer to the sign-up sheets in the ED/ICU staff room and OR/PACU nursing station. Contact Erin (erin.vanallen@prh.email) for more information.



Introducing the updated Parenteral Therapy Manual (2022) Edition

Not just an IV manual

The parenteral manual includes information on IV, IM, subcutaneous, and many blood products. The updated manual has new medications that were not in the previous versions. As evidence and practices change updates are made.

Ensure that you consult the manual prior to administration as instructions may have changed

For any questions, reach out to clinical education (x6320 or x6644)





Nurses: Are you putting yourself at risk with your documentation?

Nurses have a legal obligation to document accurately and completely

- a) ensuring that documentation is a complete record of nursing care provided and reflects all aspects of the nursing process, including assessment, planning, intervention (independent and collaborative) and evaluation;
- b) documenting both objective and subjective⁵ data;

- k) ensuring that documentation is completed by the individual who performed the action or observed the event, except when there is a designated recorder, who must sign and indicate the circumstances (for example, a code situation, or instances when an electronic system has technical difficulties and someone else enters the information when the system becomes available again);

Only document the care you provide (your assessments, observations, interventions) and not that of others, except in a code situation

Nursing should not document any care, assessments, or interventions provided by unregulated care providers such as healthcare aides (HCAs), clinical externs (CEs), and advanced care paramedics (ACPs). These staff members must legally document the care they provide and what they report to the nurse.

For refresher training, questions, or concerns reach out to clinical education or your unit manager.



CELEBRATIONS

To include a special message in this section, email celebration&recognition@prh.email.

- Scott Coombes celebrated **Naomi Beaulieu** for her efforts in training another new person in Decision Support. Thank you for all you do! *Sabine*

- Melanie Henderson celebrated **Heather Macmillan and Brent McIntyre** for organizing the recent ball game against Algonquin College. She said it was a lot of fun and raised the team spirit! Thank you for all your efforts in supporting our leaders and ensuring we do things together outside of work! *Sabine*

- Beth Brownlee celebrated **Lauren Theberge** for doing a wonderful job on the ADU RFP and negotiations. She said that Lauren had extensive knowledge and all the right questions and was able to guide the team expertly. Thank you for all the great work you are doing! *Sabine*

- Here's a beautiful compliment from a patient who had a procedure with us on June 22nd.

"Hi Heather, I just wanted to let you know that your team were so kind, professional and fun yesterday! You can tell they love what they do, and they appreciate each other. I was a little nervous for my procedure (I'm not going to lie). You saw me a little emotional... but then I was good. I was treated so well."

- "I would like to celebrate **Lori Schultze from EVS** - the IPAC team had to thoroughly clean a mobile cart. Lori went above and beyond to help clean some of the parts of the cart. Her time and effort were greatly appreciated!" *Jennifer Krieger*

- A HUGE thank you to all who purchased tickets for the summer raffle draw in support of one of our ED staff members. Erin, one of our local paramedics, was the **BIG WINNER!!!** "I want to thank everyone for supporting my husband and I on our journey! It means the world. I couldn't have asked for a better bunch of co-workers." *Christina*



JULY SALE



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LifeWorks

The Importance of Self-Care

Talk about it

Recognize the importance of talking about your stressors with friends, family, co-workers, or professionals you trust.

Professional counsellors can help you put together a plan and create strategies for self care.

