

HEARTLAND LINK.....
KEEPING US ALL **WELL** CONNECTED!!
May 3, 2016

CEO NEWS

**NORTH AMERICAN OCCUPATIONAL SAFETY AND HEALTH
WEEK (NAOSH) – MAY 1-7, 2016**

Make Safety a Habit



The North American Occupational Safety and Health (NAOSH) Week is an annual event that spans across Canada, USA and Mexico. The idea originated as a result of labor representatives from each nation unanimously coming to a decision to establish a week to help promote and enthuse the public, employers, workers, and partners in developing and maintaining Occupational Health and Safety initiatives to reduce workplace injuries and illnesses.

The theme for NAOSH Week 2016 is “**Make Safety a Habit**”. At the exact point where we start thinking about how to improve our own and others Health and Safety, at work AND at home, we have conquered the first step to “**Making Safety a Habit.**” “**Making Safety a Habit**” is about incorporating Health and Safety practices and procedures in how we think, live, work and play!

NAOSH week provides us at Heartland Health Region an excellent opportunity to focus, reinforce, and strengthen our commitment, as an organization, to Occupational Health and Safety. To further the promotion of NAOSH week, Heartland Health Region was pleased to offer each OHC up to \$100 to use towards their local OHC to promote an event.

NAOSH generally takes the community-based approach in terms of coordinating events and activities to promote Occupational Health and Safety. NAOSH Week has up to five partners, in fact, one partner Threads of Life a national registered charity dedicated to supporting families of workplace fatalities or injuries/illnesses holds annual fundraising walks called “Steps for Life.” The walks occur at most of the major cities in Canada and Saskatoon’s or Regina’s are usually held at the beginning of May. Our Occupational Health & Safety Manager, Candice Mosicki and her family have been participating in Saskatoon’s walk for the past 6 years in remembrance of their family member who was fatally injured in a workplace tragedy. Saskatoon’s walk occurred on Sunday, May 1st however there is still time to donate to Steps for Life if you wish. Donations can be made online at www.stepsforlife.ca.

What is YOUR reason for “**Making Safety a Habit?**”

For more information on NAOSH week please visit:

<http://www.naosh.org/english/>

http://www.csse.org/naosh_week/naosh_week.htm

Make Safety a Habit

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NAOSH
MAY 1-7 | 2016
week

“ “

Enter *your* reason to Make Safety a Habit in your industry

” ”



www.naosh.ca

1-877-44-NAOSH (62674) or call CSSE at (416) 646-1600



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Heartland Health Region's Safety Rules

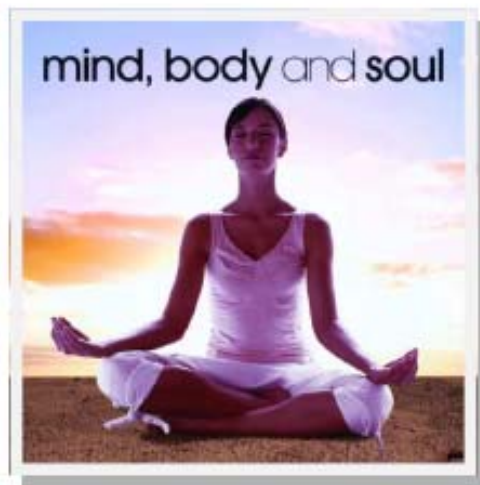
In Heartland Health Region we recognize a safe working environment requires the leadership, support and contributions of all individuals who work on our behalf. We are all responsible and accountable for our actions therefore all workers, contractors, physicians, and volunteers are expected to comply with the Heartland Health Region's policies, procedures and code of conduct.

The following safety rules are excerpts from various existing HHR policies:

1. Be aware of your surroundings at all times, and ask for immediate assistance if you feel that your personal safety or the safety of others is at risk.
2. All employees are required to follow all existing safety policy and procedures. Working in a healthy and safe manner is a condition of employment.
3. Heartland Health Region has a zero tolerance for workplace harassment or bullying. Workers must not initiate or participate in the harassment of another individual. If harassment or bullying in the workplace is witnessed it must be reported to the worker's Supervisor.
4. Compliance with TLR policies and the use of TLR principles of good body mechanics when moving patients/clients/residents or when moving an object. An assessment of the client, object and environment must be conducted prior to any lift or transfer.
5. All employees must wear safe work wear- ensure uniforms and other work wear is kept clean and in good condition. Wear footwear that is appropriate for the hazards in the workplace (e.g. closed toe and heel, good grip, adequate support).
6. Use proper safe guards and safety appliances/equipment to protect your health and safety.
7. Personal protective equipment (PPE) must be available and worn when required. A pre-use inspection must be completed prior to using personal protective equipment and any defects or problems found must be reported immediately to the Supervisor.
8. Employees must exercise good infection control practices- proper hand hygiene, consistent use of PPE, and ensuring that Infection Control standards and policies are complied with at all times.
9. Prior to using any equipment, tools and materials, a pre-use inspection must be performed with any defects, problems or concerns being reported immediately to worker's Supervisor. Appropriate "lockout" procedures must be followed prior to repairs, cleaning or adjustments.
10. All workers must be familiar with Emergency Preparedness Plans for their site including their position specific required duties.
11. Sharps must be disposed of correctly at point of use in a designated bio-hazardous container; that is never overfilled past the "fill line".
12. Scented products are not permitted in the workplace.
13. All workers shall make themselves aware of their workplace's Occupational Health and Safety Board including OHC member names.
14. Report any workplace hazard or incident immediately to your supervisor, including any near misses or incidents that have occurred.

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Rosetown Civic Centre Rose Room

Thursday, June 2nd

9:30 am—3:30 pm



Presentations by Heartland Professionals
throughout the day to feed your
**Mind, Body
& Soul**

Open to all Staff

*Guest Speaker—Caron Keens, Founder and
Enthusiast of 'A Good and Kind Company'*



Register with Jennifer Frerichs by May 24, 2016

Jennifer.frerichs@hrha.sk.ca or call and leave a message 306-882-4111 ext 2304

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Physical Health: Taking Care of Your Body Helps Care for Your Mind



Mental and physical health are closely linked – one often affects the other. Poor physical health can lead to poor mental health, and poor mental health can precipitate or worsen physical problems, causing a vicious cycle that may be hard to break.

Chronic conditions

A chronic condition (defined as persistent or otherwise long-lasting in its effects) can play havoc with your mental health. It is always stressful to learn that you have a disease like cancer, diabetes, or hypertension, and then have to manage the illness. There may also be problems such as pain, fatigue, or nausea (caused by the illness itself or by the treatments). These can all affect how you feel emotionally and perform mentally.

Acute conditions

Illnesses do not have to be chronic to trigger anxiety or depression. An acute illness or injury (defined as having a rapid onset and/or a short course) can also affect your mental health:

- Back pain may keep you from participating in your favourite activities.
- A broken leg may make it hard to get out and about.
- A broken arm may keep you from preparing healthy meals or work on a hobby.
- A virus, like a stomach bug or the flu, may make you feel anxious, especially if you are alone.

Helping yourself

It may be impossible to speed up the healing process or to **cure a chronic illness**, but there are ways you can reduce the risk of the illness or injury affecting your mental health and well-being.

Sleep

If you have had trouble getting the recommended 7 to 8 hours of sleep, here are a few tips that may help:

- Set a schedule and have a bedtime routine, every night.
- Make your bedroom a “no electronics” zone.
- Exercise earlier in the day.
- Avoid caffeine and alcohol. Alcohol may make you sleepy, but it does not allow your body to progress into a deep sleep.
- Do not smoke*

Diet

What you eat and how often you eat may be even more important than ever when you are ill or injured. Eating healthy foods is essential for your body to function properly and to heal. If your illness is affected by your diet (such as diabetes or high blood pressure), there is an even greater need to eat well. Canada’s Food Guide is a good place to start to learn what your body needs and how best to achieve optimal nutrition.

Exercise

Some people see the word “exercise” and think about the gym or running a 10K, but exercise does not have to be that disciplined or intense. Just a mild increase in physical activity helps promote a healthy body and, in turn, a healthy mind. Even people who have physical limitations, such as back pain or a broken limb, can move around – they just have to be more careful and choose their activities wisely. Some activities may include:

- Walking
- Gardening
- Dancing
- Using the stairs instead of the elevator or escalator

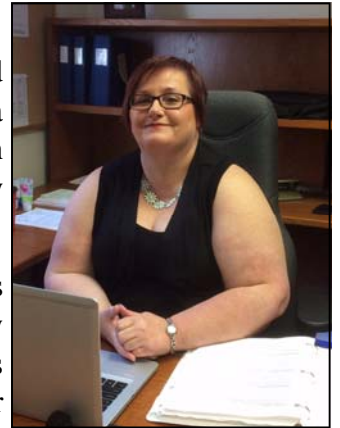
Your path to optimal well-being begins with a commitment to improve your physical health. Our program, Fitness Coach Connects, will help you understand and improve your physical and mental health through education, behaviour change and an increased level of fitness.

New Scheduling Coordinator

Adell Gurski has joined the Heartland team as the new Scheduling Coordinator and started her position in the Kindersley Sub Office on March 29th. Adell has worked as a Scheduler within the health care system for 10 years, first in the Saskatoon Health Region and in Heartland within both Centralized Scheduling Services and most recently as a Home Care Scheduler.

She will be accountable for the daily operation of the Regional Scheduling Service. This includes responsibility for managing, planning, supporting and directing day-to-day scheduling functions to ensure the accurate scheduling of staff and payment of wages and benefits. All Staff Schedulers report directly to Adell in the Scheduling Coordinator role. This position is vital in the provision of efficient, consistent, and timely scheduling and payroll services to managers and staff while maintaining a customer service focus.

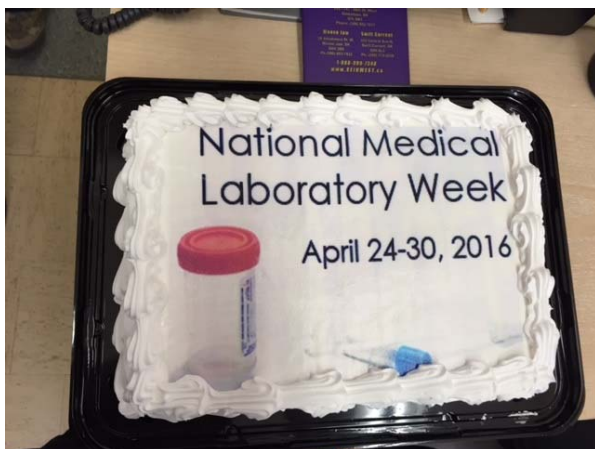
Adell was born and raised in Eston and moved back to the community five years ago. She has two adult children, a son and a daughter and a son in law. Family is very important to Adell as she comes from a big family. In her spare time she likes to read, is a movie buff and likes the outdoors (but not working outdoors)! She is excited to be in the new position and is hoping to make some positive changes in the scheduling world! Adell can be reached by phone at 306-882-4111 ext 2456 or 1-844-262-0022 or by e-mail adell.gurski@hrha.sk.ca. Welcome to the Heartland team Adell!



Rosetown Lab Staff Celebrate National Medical Lab Week



Last week was National Medical Laboratory week. Rosetown lab staff celebrated with a cake and prizes for guessing the number of lab tests that Rosetown lab performed last year.



Left to Right:
Ola, Barb, Brooke,
Brent, and Tara



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**To the new hires in
Heartland**

Welcome to the new hires in Heartland Health Region who took part in Regional Orientation in April. Please welcome your new colleagues to the region and your facilities.

Kindersley Primary Health Services Area	Facility
Lindsey Chester - ESW	Kindersley Health Centre
Amber St. Denis - CCA	Kindersley Health Centre
Rowena Caliboso - ESW	Kindersley Health Centre
Adora Lopez - ESW	Kindersley Health Centre
Renen Adoca - ESW	Kindersley Health Centre
Susan Brochu - LPN	Kindersley Health Centre
Alhena Cogigas - LPN	Kindersley Health Centre
Ashley McDonald - LPN	Kindersley Health Centre
Marc Billet - Cook	Kindersley Health Centre
Kasey Kosoloski - ESW	Kindersley Health Centre
Rosetown Primary Health Services Area	Facility
Shelby Basset - LPN	Rosetown Health Centre
Lisa Engebretson - CCA	Rosetown Health Centre
Linta Baby - CCA	Biggar Health Centre
Crystal Hering - CCA	Biggar Health Centre
Binu Baby - CCA	Biggar Health Centre
Russell Llesol - Asst Cook	Elrose Health Centre
Bornali Choudhury - FSW	Elrose Health Centre
Unity Primary Health Services Area	Facility
Jenna Johnson - EMS	Kerrobert Health Centre
Riley McDonald - MSW	Wilkie Health Centre
Almar Felipe - Asst Cook	Unity Health Centre
Mercy Francis - RN	St. Joe's Health Facility
Outlook Primary Health Services Area	Facility
Kyila Puryk - CCC	Outlook Health Centre
Myles Tuchscherer - PCP	Outlook Health Centre
Tom Jose - CCA	Outlook Health Centre
Shaunda Watts - CCA	Outlook Health Centre
Eapen Thomas - CCA	Outlook Health Centre
Rhonda Girling - Asst Cook	Dinsmore Health Centre

Tornado Tips

- ◆ Tornadoes often occur between 3:00 PM and 9:00 PM. They may last minutes or up to an hour.
- ◆ A **Tornado Watch** means tornados and severe thunder storms are possible
- ◆ A **Tornado Warning** means a tornado has been detected or seen, is on the ground and is moving. **TAKE SHELTER!**
- ◆ Watch for an obvious “funnel shaped” cloud that is rotating, or debris such as branches or leaves being pulled upwards even if no funnel cloud is visible.
- ◆ Tornadoes generally occur near the trailing edge of a thunderstorm. It is not uncommon to see clear, sunlit skies behind a tornado.
- ◆ If you're in a car and spot a tornado that doesn't appear to be moving, it's coming straight at you; head away at a 90 degree angle and seek immediate shelter.
- ◆ if outside, seek shelter under solid overhead protection such as a highway overpass or in a low lying area, ditch, or culvert; remember that heavy rains often follow tornadoes so be careful of rising water
- ◆ If indoors, the best place to seek shelter is under the stairs in a basement
- ◆ If your building doesn't have a basement, seek shelter in an area that has solid walls that are fairly close together such as a bathroom or interior hallway; get into a fetal position against the wall with your hands over your head or get into the bath tub.
- ◆ Structures with wide ceiling expanses such as rinks, auditoriums, malls, etc. are especially dangerous during tornadoes because the roofs can't take the extra strain of high speed winds; get out of such structures and seek shelter elsewhere.



Heartland Public Health Nurses Among Top Ten Car Seat Technicians in Province

Public Health Nurses Mary Pat Fisher and Sherri Healey were in Saskatoon for a car seat update in April and it was announced at the workshop that they were in the top 10 for Car Seat Technicians in the province. They are doing a great job helping our young families in

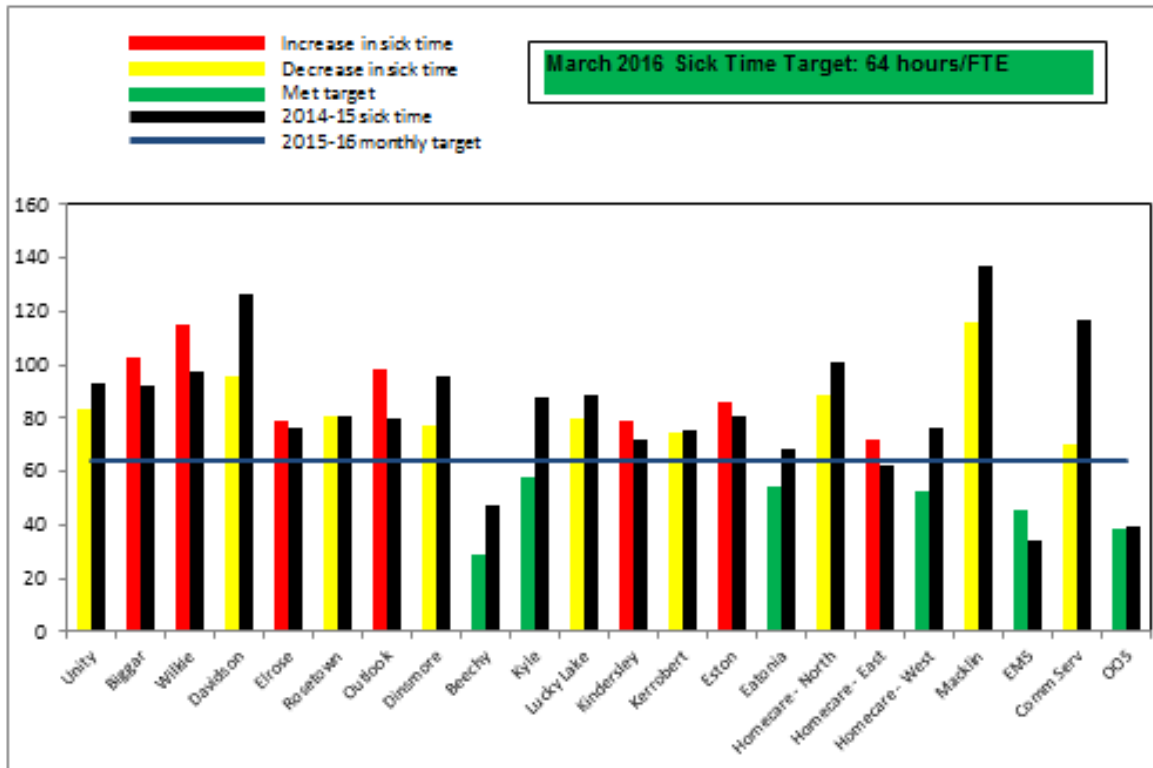
Heartland keep their children safe. Congratulations and keep up the great work!



L-R: Sherri Healey and Mary Pat Fisher

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2015-2016 Sick Time Comparisons by Facility/Service – March 2016



The Ministry of Health has indicated reductions are required in the areas of sick time and overtime. Heartland Health Region had its annual budget reduced by a targeted amount with the expectation that the Region will achieve savings in overtime and sick time. Compared to March 2015, overall sick time has decreased from 83.65 hours/FTE (116,882.90 reported hours) to 81.52 hours/FTE (113,182.72 reported hours) in March 2016. The Saskatchewan average is 80.62 hours/FTE.

Sites which have reduced their sick time since March of last year and met the target are green (Kyle). Macklin is displayed in yellow as they have shown an overall decrease in sick time from the comparable time last year and still have a ways to go to meet the target. Wilkie is displayed in red as they have shown an overall increase in sick time.

The Region, along with our Employees and Physicians need to remain diligent in managing this challenge as the ongoing success of our Region, its facilities, and services are dependent on our collective efforts.

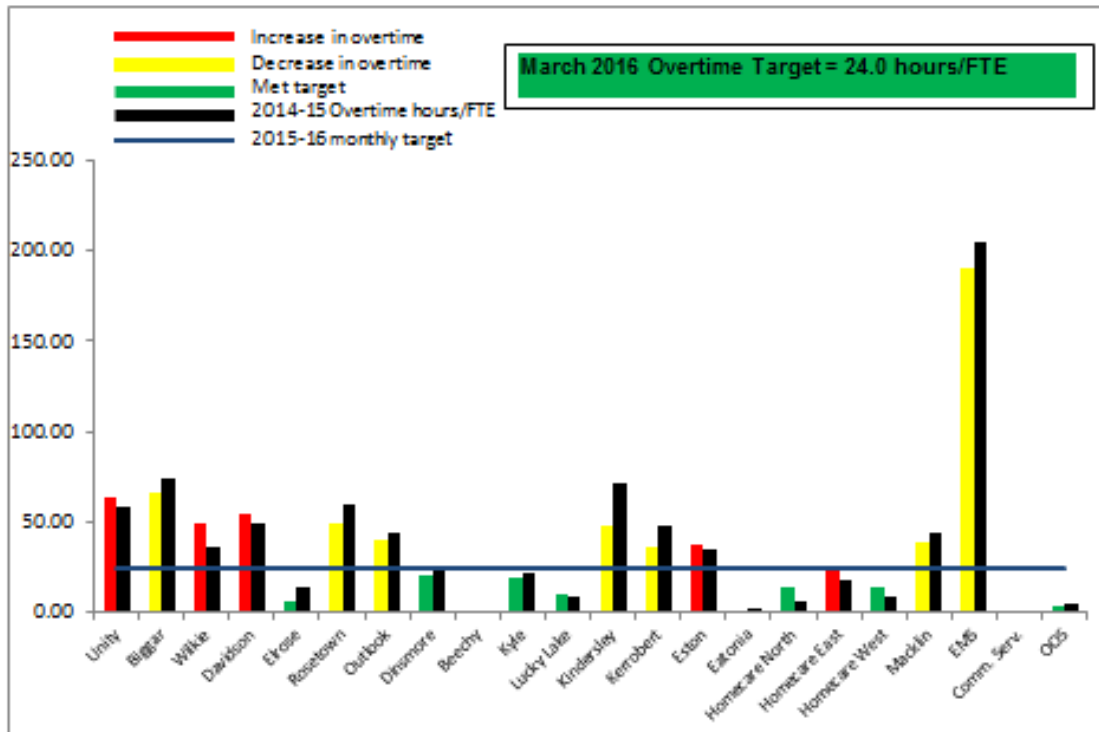
If you have a suggestion, comment or concern regarding these issues or believe there is anything Human Resources or others can do to support you in assisting to achieve this very important goal please do not hesitate to come forward.

Our target for the 2016-17 fiscal year is:

Measure	Annual Target
Sick Time	64.0 hrs/FTE

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2015-2016 Overtime Comparisons by Facility – March 2016



The Ministry of Health has indicated reductions are required in the areas of sick time and overtime. Heartland Health Region had its annual budget reduced by a targeted amount with the expectation that the Region will achieve savings in overtime and sick time. In March 2016 there has been a decrease in wage driven premiums (overtime, callback, etc.) from 46.56 hours/FTE (51,535.58 hours) in March 2015 to 43.84 hours/FTE (49,209.02 hours) in March 2016. The Saskatchewan average is 41.12 hours/FTE.

Sites which have reduced their overtime since the comparable quarters last year and met the target are green (Dinsmore). Kindersley is displayed in yellow – sites that are yellow have shown an overall decrease in overtime from the comparable time last year and still have a ways to go to meet the target. Unity is displayed in red as they have shown an overall increase in overtime.

The Region, along with our Employees, need to commit to addressing this challenge and examining the current way we provide care within our system as the ongoing success of our Region, its facilities, and services are dependent on our collective efforts.

If you have a suggestion, comment or concern regarding these issues or believe there is anything Human Resources or others can do to support you in assisting to achieve this very important goal please do not hesitate to come forward.

Our target for the 2016-17 fiscal year is:

Measure	Annual Target
Overtime	24.0 hours/FTE

Enhancing patient safety



Smart IV Pumps are coming soon!

**Implementation begins April 11th
with our first education days.**

Infusion pumps are commonly used to deliver medications, fluids, and nutrients to patients at precisely controlled rates. New smart pumps like the Hospira Plum 360 include dose error reduction software (DERS) to assist healthcare providers with programming and calculating dose and delivery rates. When used properly, these features will help prevent IV medication errors and reduce patient harm in both acute and home care settings.

Smart pumps can't prevent all programming and administration errors. Clinicians must use professional judgment and adhere to established standards of care and standard operating procedures for safe medication administration when using this or any technology. Standard work is being created to support this work.

Rosetown, Kindersley • April 21st

Unity, Outlook • May 5th

Kerrobert, Biggar • May 12th

Wilkie, Davidson • May 18th

Kyle, Eston • June 14th

**Macklin, Elrose, Dinsmore,
Lucky Lake • June 15**

Are you registered for training?

Training will take place at CNE Education Days for all RNs and LPNs in Heartland. Talk to your facility manager to sign up. EMS staff talk to your facility coordinator for education opportunities.

SASKATCHEWAN
SMART PUMP