

Today's Take-Aways

Occupational Health and Safety

- Influenza - It was recently reported by our IPAC team that we are seeing a noticeable increase in cases of influenza among our patient population. With this in mind, we are reminding everyone that those interested in getting their flu shot can still do so by booking an appointment with Occ Health at extension 8200.

- A number of staff are now, or are soon due for re-fit testing for their N95 respirators. There is now an email to book your fit testing. Please send an email to fittesting@prh.email and one of the OHS staff will respond to your request.

- In order to protect yourself from communicable diseases, please ensure due diligence in wearing proper PPE and placing patients on the proper precautions. Other ways to minimize risk include:

- Follow precaution signs
- Perform a Point-of-Care Risk Assessment. You can always upgrade your PPE based on that
- Maintain your fit testing
- Ensure that your vaccinations are up to date

If you are unsure of your vaccine status, reach out to OHS at extension 8200 or email OccHealth@prh.email to discuss next steps.

- Violence Reporting - As you know, Violence Prevention is one of our priorities and we are always looking for ways to improve the measures we have in place. Please ensure that staff incidents are appropriately documented. As an example, staff incidents should be reported as "Occupational Health and Safety" instead of "Behaviour" under Patient RIMS. Please also ensure that all incidents are reported. This will help ensure that we have a true picture of what is taking place and will help us improve patient and staff safety.

- One of the hospital's current QIP Drivers is Violence Prevention and making sure that staff in identified areas have the training that is required. We are working collaboratively to ensure staff are up to date with training.

Thanks to all involved.



people struggling
aren't getting
the help they need.

Let's change this.

bell.ca/letstalk



January 24

Today's Take-Aways

Visual Audit Update

• Just a quick note to follow up some of the work being done by our Visual Audit Committee. We are in the final stages of creating a policy around signage and wayfinding. This, in addition to adding visual audits to our safety walk checklists will hopefully provide better guidance going forward on how we communicate information to our patients and visitors while reducing the amount of visual clutter that can impact the overall look and feel of our facility.

Departmental Updates

Food Services

Cafeteria Updates:

• Coffee - Starting this month, the cafeteria has transitioned to Madawaska Coffee! With this transition, we have brought in some special flavoured coffees such as maple and hazelnut. We have created a schedule for when the special flavoured coffee will be available:

Monday - Maple Monday (maple flavoured coffee available) + medium and dark roasts

Wednesday - a little hump day pick up with Hazelnut (this flavoured coffee smells amazing)

Tuesday/Thursday/Friday - regular medium and dark roast

• Breakfast - a new menu incorporating some of the new products we have trialed so far is expected to be out by the end of the month. New items include: egg bites (mushroom bacon cheddar and spinach ricotta), cinnamon French toast, breakfast sandwiches, western omelettes and hashbrown triangles

• Lunch - A new month-long menu will soon be launched that includes a number of special theme days. Many new items have been trialed so far and there are plenty more to come in the coming weeks. We welcome any feedback on our new items and we are open to hearing about items you might like to see in the future.

• Introducing Cafeteria Theme Days – Starting next month the cafeteria will feature special menus and activities around cultural or other special themed days. Feedback and suggestions are most welcome!

February (date to be determined) - International Cuisine feature Falafel

March 14th - International Pi Day - everything pie or pie shaped and fun activities! More details to come.

Mental Health Services of Renfrew County

• On January 11th, Mental Health Services hosted a department-wide training session on the new Community Care Violence Assessment Tool (CCVAT). This tool which was implemented January 17th, assesses clients in 11 behaviour categories and provides a score-based risk rating. Those which meet a determined risk rating threshold will require implementation of a client specific Safety Plan which will guide all staff interactions with the client. All of this information will also be linked to clients through Anzer. Safety Plans which must be read prior to client interaction will be monitored and adjusted based on changes in the risk ratings.

The new tool also enables clients to provide input regarding contributing factors to their behaviours following an incident. This input is valuable in helping staff learn what can be effective in eliminating or reducing behaviour triggers for future interactions and what clients find effective in de-escalating behaviours when they occur.

All of this will help clients have more positive and productive interactions in the future, ensure that staff can take steps to increase their own safety, and allow us to monitor trends and changes so we can plan for overall increased safety. Implementing the CCVAT completes a 2023 Departmental Driver supporting the Corporate Violence Prevention Driver.

Connecting with the CEO - In Case You Missed It

January 5, 2024

Happy New Year and welcome to 2024 – a year that's going to be pretty exciting to say the least at Pembroke Regional Hospital.

Thanks again to all of you who supported operations at PRH and cared for our patients over the holidays. Working at such a festive time can be challenging and can impact your own celebrations with family and friends but your dedication and commitment means so much to me, our patients and their families.

Construction occupancy

As you will have seen in yesterday's edition of The Pulse newsletter, Phase 2 of our Surgical Renovation Project is nearing completion and while the pictures posted in the newsletter don't do it full justice, I can tell you that after seeing some of the new areas first-hand that you will be amazed by the transformation that has taken place.

At this time, we are still anticipating receipt of the space from the contractor the week of February 5th at which time the area will be cleaned, equipment will be installed, and supplies will be brought in as we prepare it for use. This will then allow for the work to be started on the last phase of the construction in the West Wing of 3rd floor Tower A.

During this time we anticipate coordinating some form of open house so that staff and physicians who won't regularly be in this space will have an opportunity to see the work that has been done.

In the meantime, all the little deficiencies are being corrected and equipment is being tested and commissioned to ensure that everything will work as per design for the opening.

ADU implementation

Another exciting milestone on the horizon is the implementation of our new Automated Dispensing Units (ADUs) which will completely transform the way we deliver medication to our patients.

The new technology is scheduled to "go-live" in a two-phased approach February 6th and 13th, with training taking place over the next several weeks as follows:

- *Week of January 8th - Pharmacy and Maintenance staff training sessions*
- *Week of January 15th - Super User training - Over 50 staff have been identified as "Super Users" representing all areas where ADU's will be deployed. Included in the training sessions will be a Coaching training session with Sarah Selle.*
- *January 19th – Q&A session for physicians*
- *January 19th to February 5th – Daily training sessions for all staff*

I would like to acknowledge all the work that is being done by our teams with the leadership of our Clinical Director Laurie Menard. Thank you to our Pharmacy staff, our IT team and Clinical Educator Ayla Dery for ensuring that the ADU implementation will be as smooth as possible.

Sabine

January 12, 2024

I hope the new year started well for all of you. I hope you love the snow as much as I do. I don't like driving through it, but I love all the great winter activity opportunities it brings with it.



Connecting with the CEO - In Case You Missed It (Continued)

New Electronic Patient Satisfaction Survey

In the past, we had a tool that was firmly embedded in all Ontario hospitals called NRC Picker. It provided many data points on all aspects of patient satisfaction from communication to care delivery. This tool has not been available now for two years and we replaced it with smaller paper versions as part of our commitment to continually assess how patients perceive the care we deliver and learn from their experiences.

The Ontario Hospital Association has helped Ontario hospitals find a replacement tool for surveys. This tool, which surveys our inpatients and those visiting the Emergency Department, has shifted from a paper-based document to an electronic format that is sent to patients post-discharge with consent and is also available for completion on the units and in the ED via a QR code.

The electronic version went “live” at the beginning of December and I am happy to share that we are already seeing the benefits through lots of uptake, good constructive feedback and real-time comments.

The switch to electronic distribution now enables us to collect survey responses in real-time and the results automatically populate a dashboard that we can access through a software called Qualtrics. Having the data in this format also enables us to compare and share our results with other hospitals who use the same platform and we are able to share the real-time comments with those impacted in a timely manner. I have already seen Managers taking the comments back to you at Lean huddles. I think we will get great insight and improvement ideas through this new process.

ADU Implementation

The next four weeks will be an exciting time at PRH. As far back as 2011, I remember discussing new medication delivery systems and visiting some Ontario hospitals that had unit dose packaging and either ADU or medication cart exchange systems.

I am so excited and grateful to all involved in the ADU (Automated Dispensing Unit) project as we move closer to our two “go-live” dates. In terms of key milestones that are coming up, 50 super users will receive training next week. On February 5th, all inpatient units will receive their ADU and will “go-live” February 6th. In anticipation of this, a lot of extra staff will be scheduled to provide support day and night, at least for the first two weeks of implementation. On February 12th, all outpatient units will receive their ADU with the second “go-live” date scheduled for February 13th. Exciting times!

I know that these will be stressful times since everything in our medication delivery process will change. However, I know that you will all rise to the challenge, and we will support each other in this significant change.

Long Weekend Medical Note Memos

During this week's Senior Leadership Team meeting, we discussed the memos issued before each long weekend which emphasize the requirement for a medical note when absent due to illness. The decision has been made to no longer distribute these reminder memos. We have confidence that you are aware of the challenges your teams face when working with reduced staffing, and we acknowledge your dedicated efforts to be present at work. In cases of concerns or questions, managers will directly communicate with individuals for appropriate follow-up.

Have a great weekend!

Sabine

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A Liquidity Services Marketplace

**PRH Sells Surplus Items
on GovDeals.ca. Check it
out to find great deals!**

THANK YOU!

\$20,500 Donated In 2023 To The PRH Auxiliary For Our Hospital



“

Winter is the time for comfort, for good food and warmth, for the touch of a friendly hand and for a talk beside the fire: it is the time for home.”

EDITH SITWELL



PRH Welcomes Members Of The Renfrew County Homeschool Association For Tour/Teaching

A huge THANK YOU to all who assisted in coordinating and facilitating last Friday's visit by members of the Renfrew County Homeschool Association. In total we hosted 18 children and five adults.

The two-hour visit included a tour and activities in Diagnostic Imaging and Outpatient Rehabilitation, a lesson about the importance of hand-washing and a black light experiment to illustrate the proper handwashing technique.

Thanks to Jennifer Krieger and Ashley Duhn (IPAC), Erin Van Allen and Caroline Froment (Education), Jackie Morrison (HR), Martin Burger, Angela Keddy, Joey Allen, Hallie Ranger and Abbie Ahronson (Diagnostic Imaging), and Sonya Silver Silver and Kateri Crozier (Rehabilitation).





The PRH Staff Association Presents

The Treat of the Month
Monday, January 29th,

1:30-4:30pm,

1st Floor, Tower A Entrance

(adjacent to the PRH Foundation office)

Staff Association members are invited to enjoy a
FREE Cinnamon BeaverTail.

**Non-members and those wishing to purchase
an additional Beavertail can do so directly
from the vendor at a cost of \$7.50 (Incl. HST).**

**Please note that, given the format of this
month's Treat Day, pre-orders
will not be required.**

**Instead, staff will individually pick up their
freshly cooked BeaverTail anytime during
the three-hour distribution window.**

**Staff are also welcome to pick up for
co-workers who are unable to get away
from their workspace or those who may be
working evening or night shifts and want
theirs set aside.**

To get your BeaverTail:

1. Provide your name to the Staff Association member at the Tower A entrance.
2. If you are picking up for others, please ensure that you have their names too.
3. You will be given a ticket to redeem at the food truck for a BeaverTail.



*Medical Records Is Hosting
A Valentine's Day
Bake Sale*



Friday, February 9th, 11 a.m. to 1 p.m.

2nd Floor Link

The Bake Sale is being held in support of their co-worker who is
dealing with a family illness.

Please drop by for sweets and treats
while supporting their friend!



Quality Improvement Plan (QIP) Driver Update

Patient Experience Survey:

This week, we are fully transitioning to our electronic patient experience survey. We are no longer giving out the one-page patient experience survey, and instead we are emailing a survey to patients after discharge. For those patients who do not have email, there is a QR code they can scan to complete the survey.

This approach will allow us to reach more patients while reducing the workload on unit staff. Furthermore, the data will be automatically populated into the Qualtrics software, allowing us to collect real time feedback from our patients.

QIP - Medication Reconciliation:

We are now three quarters of the way through our annual Quality Improvement Plan. We wanted to take the time to highlight the work that has been undertaken related to the Medication Reconciliation Driver.

Medication reconciliation is an important patient safety process that ensures patients go home with the right medications to manage their condition, once discharged.

If you recall, at the beginning of this fiscal year (April), the percentage of medication reconciliations that were captured in Anzer, at discharge, was approximately 45 percent. Through education/training, awareness raising, and great leadership by our physician champions, we are proud to report that the percentage of medication reconciliations that were recorded in Anzer for discharged patients for the month of December was 83 percent.

A big thanks goes out to all those involved in the driver, and especially our hospitalist team who has embraced this quality improvement initiative that will no doubt provide a safer transition for patients leaving hospital to return home.

Emergency Preparedness

2024 Code of the Month Schedule

| January | February | March | April |
|-------------|------------|------------|-----------|
| Code Silver | Code White | Code Brown | Code Grey |

Equity | Diversity | Inclusion

Upcoming Recognition and Celebration Dates

| | |
|----------------------------------|--|
| January | National Catholic Health Care Week - Feb. 4-10 |
| Bell Let's Talk Day - January 24 | Lunar (Chinese) New Year - February 10 |
| February | World Day of the Sick - February 11 |
| Black History Month | Cardiac Rehab Week - Feb. 11-17 |
| Recreation Therapy Month | Valentine's Day - February 14 |
| World Cancer Day - February 4 | Family Day - February 19 |



PEMBROKE REGIONAL HOSPITAL Christmas Season Summary 2023

The Christmas season is always an exciting and busy time at PRH as we celebrate the holidays in ways that are meaningful for both the patients and staff.

Here is a summary of holiday events which took place during the 2023 festive season.

FOR PATIENTS

- In early December, the hospital was adorned with Christmas decorations both inside and out. Thanks to all who took the time to ensure that elements of the festive season were included in all areas of the hospital in order to bring some cheer to our patients and make our work environment merry and bright.

Acute Mental Health

- Spending Christmas in the hospital can be isolating for patients and staff. AMH staff, despite having family and friends at home, go above and beyond to bring some festive cheer to the patients' bedsides. AMH elves were busy this year with Grinchmas, patient room decorating, musical guests, gift bag deliveries and Elf on the Shelf.
- Other holiday activities on the unit included holiday decorating, gift wrapping of presents for patients who are on the unit on Christmas Day, Christmas sing-along, Christmas Bingo and a special holiday-themed Pet Therapy session.

Maternal Child Care

- Our hospital's first baby of 2024 was celebrated in an announcement on January 2nd with consent given for the local media to publish the details and share the family's birth story.

Mental Health Services

- On December 18th, staff and clients of the ACT (Assertive Community Treatment) Team, together with our Equine Partners at "Greener Pastures", gathered for "Christmas at the Barn". A hot chilli lunch was prepared and served by ACTT staff while clients were treated to Christmas carols performed by "Music Healing Veterans" and a festive photo shoot with portraits by "Art by Agata". The musicians and photographer volunteered their time to make this event extra special for us. Clients also created decorative centrepieces, made s'mores on an open bonfire and of course, visited with our favourite equine pals! Funding for this event was made possible by the generous support of the Petawawa Civitan Club.



- A number of holiday-related activities were organized and hosted for clients within the community including gift making, budgeting for the holidays, Christmas celebration activities, an evening Christmas light tour, Christmas carols with “Music with Friends” and a Christmas movie night with pizza.
- The Crisis Team and three community volunteers delivered 158 Christmas dinners to clients in Pembroke and surrounding areas on December 23rd.
- Once again, a silent auction for Recovery Outreach clients was held featuring items donated by MHS staff and others. Tickets used to “purchase” the auction items were sold for a minimal cost enabling clients to purchase items at a price that is affordable for them.
- Our SHARE program hosted in-house Christmas meals for clients in Pembroke, Renfrew and Arnprior.

Spiritual Care

- On December 19th, our Spiritual Care Coordinator Garry Engler helped facilitate a sing-along on our Acute Mental Health unit, featuring a number of Christmas songs as well as others, accompanied by Lorne Goudie, one of our on-call Protestant clergy.
- On December 22nd, Garry and a group of singers were well received as they walked through the hospital singing Christmas carols.



FOR STAFF

- Our Staff Association’s Family Christmas Party featuring a pizza lunch, a visit from Santa and the “Rudolph Rocks” show by Junkyard Symphony was held at the Petawawa Civic Centre on December 10th. Skating vouchers were also provided to those who wished to participate in the public skate following the party.
- The Staff Association’s Christmas Dinner and Dance at Germania Hall was held December 1st. This event marked a return to the in-person event for the first time since 2019. The event featured a catered turkey dinner, prizes, and DJ and was attended by approximately 185 staff and guests.
- On December 22nd, the PRH Auxiliary hosted a Staff Appreciation event in the Mural Café featuring a coffee and muffin special.
- On December 22nd, “Santa” made his rounds with staff and handed out candy canes.
- On December 19th, the Staff Association held 20 draws of \$100 each for Staff Association members as part of a Holiday Bonus Cash Draw.
- All staff working all shifts on Christmas Day and New Year’s Day received a \$5 PRH gift card to be used in the cafeteria, the Mural Café or the Sunshine Gift Shop.



- On December 13th and 14th the hospital hosted a free holiday appreciation breakfast event for our health care team featuring scrambled eggs, bacon, a croissant, a clementine, hashbrowns and orange juice. Staff working evenings and nights both days received vouchers to redeem in the cafeteria at another time. A huge thank you to our Food Services team for coordinating the event and ensuring smooth delivery of all the meals over the two days, and to the members of our Management team and Senior Leadership Team who assisted with greeter duties at the cafeteria entrance and serving some of the meals to give the cafeteria staff a break.



- As a token of appreciation for the work of the entire health care team, the hospital purchased PRH branded belt bags in four trendy colours as a gift for all staff, physicians and volunteers. A total of 1,100 belt bags were distributed, many by members of our Senior Leadership Team on December 20th in advance of the holiday weekend.



- During the week of December 11th, we hosted a Christmas Spirit Week featuring: Holiday Sweater Day, Door Decorating Day, Christmas Character Day, Red and Green Day and Christmas Accessory Day.



- On December 22nd, Paul Newman, Jeremy Connor, Peter Payton and Sean Turner from IT made rounds throughout the building singing some Christmas carols for staff and visitors.

FOR OUR DONORS

- The PRH Foundation Board members were each given a list of 2023 donors to call in December and personally thank them for their gifts.
- A special Christmas message ran on myFM Pembroke wishing the community a Merry Christmas and thanking donors for their support in 2023.
- The Foundation sent a “Thank You” and “Happy Holiday” email to their entire database – over 15,000 individuals.
- The Foundation posted Merry Christmas and Happy New Year messages on social media - over 5,500 followers
- The Foundation held a year-end calling campaign in conjunction with “Giving Tuesday” where over 300 calls were made and over \$16,000 was raised!
- The Foundation sent out approximately 150 Christmas cards to sponsors, Board members and volunteers.

GIVING BACK TO OUR PARTNERS AND THE COMMUNITY

- Once again staff and physicians teamed up with the OPP, Bernadette McCann House and Family and Children’s Services to support 49 local Christmas “angels” in need through the local *Angel Tree Program*. Everyone enjoyed being able to help fulfill the wish lists while giving back to the community!



- From December 6th to 15th, our Food Services team spear-headed a food drive for the Cobden Food Bank.
- On behalf of our healthcare team, approximately 100 Christmas cards were sent to community and health care partners.

COMMUNITY GIVING

- A huge thank you to myFM and local

businesses who sponsored *Project Poinsettia* and donated a selection of beautiful poinsettia plants to PRH on December 12th which were distributed to clinical units for patient rooms and common areas.



CELEBRATIONS

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

- The Education team would like to celebrate **Jamie-Lynne Hunt**. As one of our new RPN champions, Jamie-Lynne had a complex wound requiring negative pressure wound therapy. Jamie-Lynne has a calming demeanor, provided reassurance to the client and used her critical thinking skills! Great work Jamie-Lynne! *Rachel Robertson*

- Andrew Keck celebrated **Martin Burger and the Food Services team** for the wonderful job they do in providing tasty meals for our patients. He said during patient rounding he often hears great comments about the food we provide at PRH and I personally heard a comment like this yesterday evening from a patient as well. Thank you to your team for doing a great job! *Sabine Mersmann*

- Brent celebrated **Mike Godbout** for his effort on the badge and access policy. Thank you so much for helping this process along!! Thank you, *Sabine*

- Thank you to the **Staffing department** who worked diligently to reschedule and move in-services for GPA and NVCI. Your hard work is appreciated as we continue to work on our hospital driver for violence in the workplace. *Caroline Froment*

- A recent celebration and comments from one of our Rehab patients who had surgery:

She has a history of Malignant Hyperthermia and was "extremely nervous about having surgery in a small hospital, thinking they will know nothing about the disease", or "fake it" as she has experienced in the past. She has newly moved here from Kitchener. She stated, "from start to finish, I have nothing but good things to say about my hospital experience." She expressed that **everyone, from housekeeping, dietary ("food is amazing"), nursing staff ("so caring, kind and knowledgeable"), and surgeons ("so knowledgeable about my disease and procedure") were so kind and caring.** "I am absolutely gob smacked with the level of knowledge of Malignant Hyperthermia". She was greatly reassured by everyone she encountered in her care and feels everyone went above and beyond. She is also visually impaired and was comforted with the care she received. AMAZING WORK TO ALL!
Heather Macmillan

- Another patient compliment:

I am both impressed by and grateful for the care I received at PRH emerge tonight. It was a model of efficiency from the first triage nurse to the booking professional, to the emerge nurses and the pleasant and remarkably efficient physician who cared for me.

I was particularly impressed that there's now a staff member assigned to monitor the waiting room. We've all heard horror stories of people, losing consciousness, or bleeding out while waiting (I believe many of them are exaggerated) but having this nice lady, circulating eliminated any risk of that. She even brought us cold drinks which was quite lovely as I was suffering from infection, and felt rather hot and parched

I received IV antibiotics a prescription for oral antibiotics advice about returning and was probably out in less than 2 1/2 hours from the time I entered the emerge. I can't think of any way that CARE could've been improved. Many thanks

- Carolyn Levesque celebrated **Jackie Morrison** for the great job she did in coordinating and organizing the home school student event. She said it was adjusted to the students ages and very interesting and ran smoothly, thank you! *Sabine*

- Carolyn Levesque celebrated **Julia Reddy and Charae Degrow** for the great job they did in coordinating production of the EDI video for us. Thank you for your great engagement and effort in moving the EDI principles forward in at PRH! Thank you, *Sabine*

CELEBRATIONS

• Sarah Selle celebrated **Jamie-Lynn Thibeault** for her willingness to help with improvements, sharing great ideas and being open minded. Thank you for your efforts in driving improvement projects forward. Thank you, *Sabine*

• Another complimentary patient letter:

On November 28th, 2023 I had an umbilical hernia repair at Pembroke Regional Hospital.

Believe it or not, I have NO experience as a patient in a hospital, despite being a mother of four children. I gave birth at home with all four, so this was my first time going "under the knife" as they say!

From the moment I arrived, I was treated with kindness and respect. I didn't feel like a "number" even as I walked past rows of beds of patients who had just had surgery. All of the staff with whom I interacted explained every step clearly. I believe the nurse who came to try and start an IV (when the vein in my hand was being uncooperative) was named Mark; he distracted me with humour until the IV was started. I don't remember the role of a young woman I spoke with but I know her parents are Trevor Dick and Trina (Dixon) Dick; I grew up in Cobden and attended school with both of her parents.

Dr. Haney made me feel relaxed with her easy going bedside manner, and the last thing I remember is giggling in the OR, and saying, "Don't make me laugh!" as I took deep breaths. Gentle hands, a warmed blanket, reassurances and explanations of every step took away any worries I had.

Today I visited **Dr. Lee** for my "six week post-op" check up. Her cheerful approach was a joy!

I felt very proud of our little "local" hospital; it was world class in my opinion and first-time experience! Thanks so much for caring for me so well.

• Most staff know that there is a Joint Health and Safety Committee at the hospital, but few realize that there is also one for Mental Health Services of Renfrew County. On January 4th, Sabine Mersmann joined and recognized this JHSC for their commitment and promotion of safety in 2023. For a variety of reasons including the pandemic and members working at different sites in the county, this was the first time in over three years that the committee was able to meet in person!



Front Row, from left: Sabine Mersmann, Lisa MacQueen, Meghan Campbell, Rachel Lawrence and Jessica Gabrieau. Back Row, from left: Brent McIntyre, Robert Wynja, Erica Mulligan, Mireille Delorme and Jeremy Paplinskie.

• Congratulations to **Robbie McLaughlin (REST)**, right, for successfully completing the critical care orientation program for the Intensive Care Unit from *Erin, Kaley, and Annette*.



• Congratulations to Ria Campbell (ED RN) and Kathryn Webb (ED RN), left, who have successfully completed their critical care orientation training for the Emergency Department!

From Erin, Kaley, and Laurie.



Guardian Angels



Dr. Wookey, Sharon Gillis
& Christina Worthington



Kaitlin Switzer



Nicole Corrigan



Brienne Labbs

Catch the Ace
PROGRESSIVE LOTTERY

Week #2
\$8,000.00
Estimated Jackpot if the Ace of Spades is caught!

www.PRHcatchtheace.ca

Presented By **OK TIRE**

HEROES and Friends
RUN FOR HEALTHCARE

START FINISH

Coming May 11th, 2024

Pembroke Regional Hospital Foundation
Ontario Hospital Association

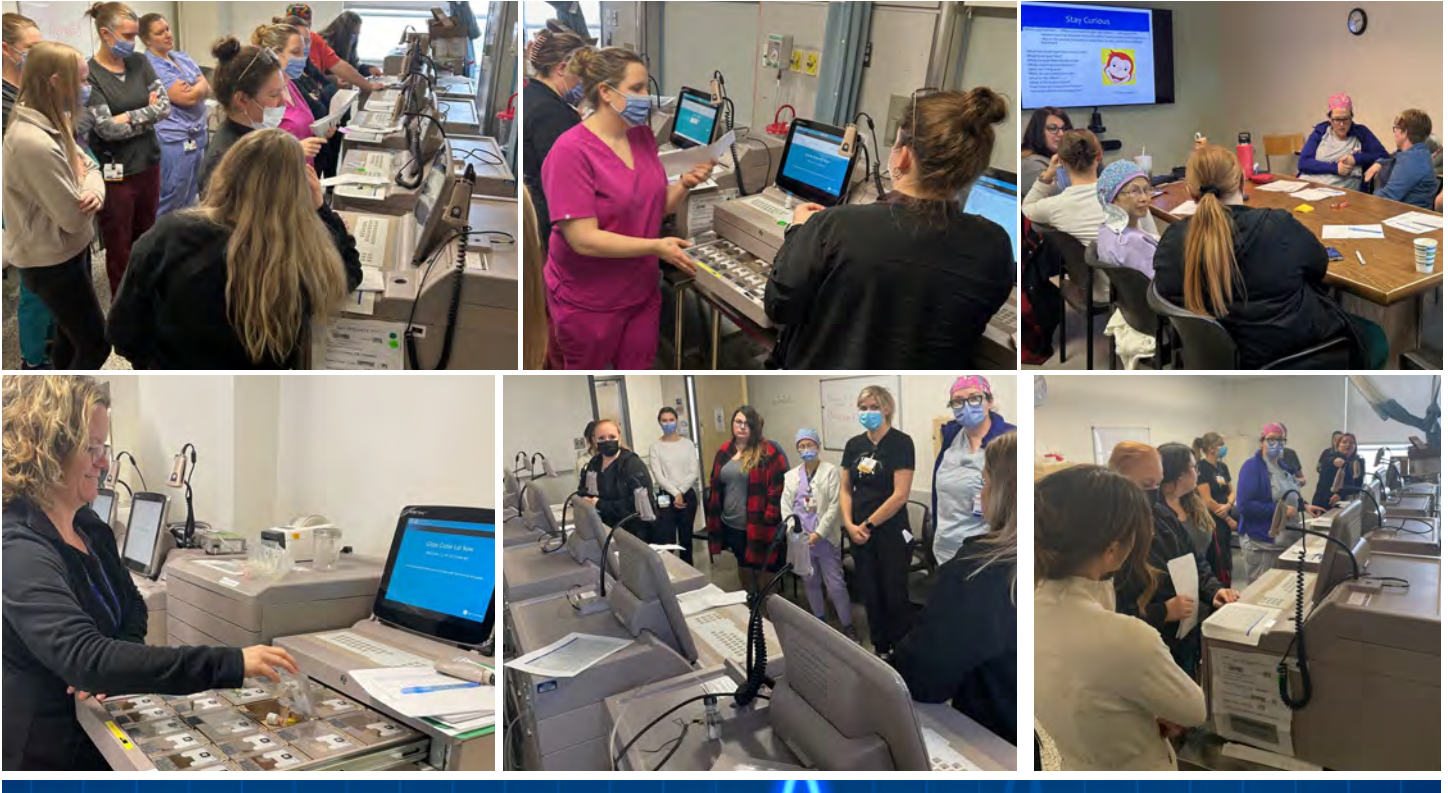
Registration for the Heroes Run for Healthcare will open on **Monday, January 29th, 2024.**

Registration can be made on line or through the Foundation office.

www.HeroesRunForHealthcare.ca

Medication Transformation Project

A total of 60 ADU Super Users have received training on the new systems this week. Thanks to all those involved! In addition, Super Users participated in a coaching session on how to successfully support their teams through this change. Starting tomorrow, our Super Users will start the roll out of training to all staff who will be using the new technology. Pictured below are some of the Super User training and coaching sessions and one of the first machines being loaded with medication.



New Fall/Winter: PRH Clothing



Softshell Vest - Navy/Black (Women's/Men's styles)
\$60 including tax and PRH logo
 • Optional embroidery on the right sleeve \$5 extra

Long Sleeve Shirts (Women's and Men's styles)
\$45 including tax and PRH logo
 • Optional embroidery on the right sleeve \$5 extra

Spring/Summer items are still available to order as well.

Please note that all PRH items are sold at cost. As a result, no additional discounts will be applied.





Pembroke Regional Hospital Staff Association

Membership Has Its Privileges

January 16, 2024

Dear PRH Staff and Physicians:

On behalf of the Hospital's Staff Association, I would like to take a moment to speak to you about the benefits of membership which includes:

- An opportunity to enjoy a variety of monthly treats/snacks.
- Regular opportunities to win prizes in monthly and holiday themed cash draws throughout the year.
- Discounted, low-cost or complimentary participation in special events.

Given the increased costs associated with food vendors and event planning, and the fact that we would like to ensure we are providing quality items and better subsidized pricing for activities like the Christmas party and other events, your Staff Association Committee has made the decision to raise the bi-weekly membership fee for the Staff Association from \$2 to \$2.50 per pay period for a total of \$65 per year.

It should be noted that the fee has only been increased twice in the last 26 years – first in 2012 when it was raised by \$.50 to \$1.50 and most recently in 2021 it was again raised by \$.50 to the current fee of \$2 per pay. All full and part-time staff who are part of the Staff Association will have this amount deducted from their pay effective February 2nd.

New or existing casual or temporary staff, EORLA staff and physicians who wish to enroll in the Staff Association can do so by paying for a full year up front. Those interested can email prh.staffassociation@prh.email.

In addition, we are making changes to the way the Staff Association events will be organized and run this year in order to allow me to take a step back from this work and focus more on strategic communications for PRH.

To achieve this, our existing committee members are going to share the workload on a task-oriented basis and we are also looking to recruit additional members who will sign up for specific tasks based on their interests and availability.

As a thank you for the work being done, each active Committee member will receive a pair of complimentary tickets for the Christmas Dinner and Dance.

If you are interested in joining, or have any questions about the PRH Staff Association, please call me at extension 6165, or email me at prh.staffassociation@prh.email.

Carolyn Levesque
President, PRH Staff Association



Pembroke Regional Hospital Staff Association

Your 2023/2024 Committee (Including Number Of Years On Committee)

Rita Amodeo (Medical Affairs, 5 years) / **Amber Boire** (Surgical, first year)
Lori-Ann Borne (Occupational Health, 9 years)
Sandra Griffiths (Human Resources, 3 years) / **Ralph Hatem** (Human Resources, 2 years)
Nyomi Immel (Materials Management, 4 years)
Kim Jahn (Environmental Services, first year)
Carolyn Levesque (Public Affairs/Communications, 24 years)
Roger Martin (PRH Foundation, 2 years) / **JacyInn Morrison** (Human Resources, first year)
Erica Mulligan (Mental Health Services, 2 years) / **Peter Payton** (IT, first year)
Julia Reddy (Decision Support, 3 years) / **Sarah Selle** (Lean Management, 11 years)

Cost Summaries Of 2023 Events/Activities

Christmas Dinner and Dance (203 attended, 18 of which attended the dance only)

| | |
|--------------------------------------|----------------------|
| Germania Hall Rental | \$ 823.08 |
| Décor (Creative Perspectives) | \$1,700.00 |
| VSM Entertainment (DJ) | \$ 750.00 |
| Catering (Ullrich's) | \$6,970.66 |
| Pop/Water | \$ 310.50 |
| Pizza Late Lunch (Dominos) | \$ 333.01 |
| Misc. supplies | \$ 65.94 |
| Prizes | \$ 598.21 |
| Ticket Give-Away Draw | \$ 390.00 |
| Total Expenses | \$11,941.40 |
| Revenue | - \$ 8,065.00 |

Net Cost To Staff Association \$ 3,876.40

Family Christmas Party (80 adults and 98 children registered)

| | |
|------------------------------------|-------------------|
| Junkyard Symphony | \$655.40 |
| Santa | \$125.00 |
| Civic Centre Hall Rental | \$430.57 |
| Skating passes | \$123.54 |
| Pizza | \$572.36 |
| Drinks and, Plates, Napkins | \$ 85.44 |
| Cookies | \$ 56.00 |
| Activity/Santa give-a-way | \$206.79 |
| Total Expenses | \$2,255.10 |
| Revenue | \$ 100.00 |

Net Cost To Staff Association \$2,155.10



Pembroke Regional Hospital Staff Association

Golf Nine 'n Dine (37 participants)

| | |
|------------------------|-------------------|
| Golf fees and Catering | \$1,710.00 |
| Prizes | \$ 272.84 |
| Total Expenses | \$1,982.84 |
| Revenue | \$1,455.00 |

Net Cost to Staff Association \$ 527.84

2023 Treat Days

| | |
|----------------------------|--------------------|
| Urban Gourmet Olive Oil | \$2,347.50 |
| Beavertails | \$2,648.44 |
| Cottage Cup Buttermints | \$1,168.75 |
| Sipstirs Bubble Tea | \$1,200.63 |
| McGregor's Strawberries | \$1,100.00 |
| Hugli's Blueberries | \$1,657.50 |
| McGregor's Corn | \$1,236.00 |
| Pickle Vixen Dips/Pretzels | \$2,200.00 |
| Back 40 Bagels Cinn. Buns | \$1,522.50 |
| Total Expenses | \$15,081.32 |

Net Cost to Staff Association \$15,081.32

Cash Crazy Draws - Net Cost to Staff Association \$1,200.00

Winter Bonus Cash Draws - Net Cost to Staff Association \$1,000.00

Easter Cash Draws - Net Cost to Staff Association \$750.00

Summer Fun Gift Card Draw - Net Cost to Staff Association \$1,000.00

Christmas Party Draw for Working Staff - Net Cost to Staff Association \$100.00

Holiday Bonus Cash Draws - Net Cost to Staff Association = \$2,000

Online Banking Fees - Net Cost to Staff Association = \$324.00

| | |
|--|--------------------|
| Total Staff Association Expenditures For 2023 | \$28,014.66 |
| 2023 Revenue From Membership Dues | \$24,458.00 |

Shortfall covered by 2022 surplus - \$ 3,556.66