



## Today's Take-Aways

### **Equity, Diversity and Inclusion (EDI) Committee**

- Thank you to everyone who has already completed the Employee Diversity and Experience Survey! If you haven't yet, there's still time to share your experiences and help shape a more inclusive workplace. The survey is voluntary, confidential, and takes about 10 minutes to complete.

Access it here: <https://forms.office.com/r/d0bU1RXKdJ> - Survey open until September 21st.

Thank you! Brent McIntyre & Ralph Hatem, EDI Committee Co-Chairs

### **Trillium Gift of Life Network (TGLN)**

- In July, we received ten notifications, with one moving forward to donate ocular tissues for transplantation. Thank you to Travis Andrews from the Rehab floor for notifying Ontario Health (TGLN) as part of high-quality end-of-life care and allowing this family to honour their loved one's decision to donate.

While the other nine notifications were not suitable donors, we know that every notification matters, and we would like to thank the following staff for allowing the opportunity for organ and/or tissue donation to be assessed:

Julie Howarth (ED), Ria Campbell (ED), Danielle Doucette (Medical), Kailyn Barr (Medical), Katrina Thompson (Rehabilitation), Anita Boudens (ICU), Sharleen Doucette (ICU), Chelsea Murphy (ICU), Kaylena Richard (ICU)

### **Wellness Committee**

- The Wellness Committee has launched Snapshot of Wellness - a celebration of the many ways we care for our well-being. Wellness looks different for everyone and we want to see what it looks like for you!

Send us a photo that captures your version of wellness. It could be your happy place, a food that fuels you, how you recharge, a pet that brings you joy, or a calming moment in nature. Your photo will be featured on our Wellness Bulletin Board to inspire others and showcase the diverse ways we support health and happiness.

Please email your photo to [humanresources@prh.email](mailto:humanresources@prh.email) by August 31, 2025. Feel free to include a short caption or description to share the story behind your photo. Let's celebrate wellness together - one snapshot at a time!

- We are nearing the end of week four of the Stepping Into Fall step challenge and the competition is growing as we announce our leaderboard! ADD PHOTO

In the first two weeks alone, we accumulated a total of 9,912,369 steps! That's approximately 7466 KMs, or the equivalent of walking to Halifax, having a lobster dinner, strolling the waterfront and then walking back home..twice!

## Today's Take-Aways Continued

There is still lots of time to make your way up the leaderboard, so keep getting your steps in! A reminder that there is a prize for our top stepper and also a draw for a participation prize for joining us in taking steps to increase Wellness at PRH.

The next submission deadline is Monday, August 25th for steps accumulated between August 10th and August 23rd.

### Departmental Updates

#### Acute Mental Health

- On August 15th, a group from Pembroke Regional Hospital hit the road for a full-day visit to Cornwall Community Hospital and Brockville General Hospital to gather ideas and inspiration as we work toward becoming a Schedule One facility—something that would allow us to offer more specialized mental health services right here in our community.

We focused on a few key areas during the tours: how their units are laid out, what kinds of programs they offer, how their workflows operate, and what their staffing models look like. Seeing these things in action helped us imagine what's possible for Pembroke.

One of the highlights of the day was having Kelly Imafidon, one of our frontline nurses on AMH, join us. Kelly's input was incredibly valuable - he brought a practical, hands-on perspective and helped us think more deeply about staffing needs, patient flow, and safety from the lens of someone who lives it every day.

We also spent time learning about psychiatric coverage models and how each hospital handles security and safety. From design features to staff training, it was clear that creating a patient-centred, safe and supportive environment takes thoughtful planning and collaboration.

It was a long day (covering more than 550 km), but we came back energized and full of ideas. This visit was a key step in helping us gather the insights we need to draft a strong proposal for becoming a Schedule One facility, and we're feeling energized by the possibilities ahead.



### Clinical Education

- Recently, Sara McKean-Schulthies, RRT, Respiratory Therapist Lead and Erin Van Allen, RN, Clinical Educator, Critical Care at PRH travelled to Deep River & District Health to host a refresher session on ventilator training that was tailored to the needs and requests of the DRDH team and rural setting.

The session focused on need-to-know information and key concepts to promote clinical decision-making and troubleshooting when working with patients requiring non-invasive or invasive mechanical ventilation.

The session included theory, handouts, and case scenarios. Here's what DRDH had to say about the training:



## Today's Take-Aways Continued

"We really appreciated the hands-on ventilator training. The facilitators were knowledgeable and supportive, and the session was practical, engaging, and relevant to our rural setting. It boosted our team's confidence and competence - thank you for bringing this education to us!"

Efforts like this strengthen our partnerships and also have a meaningful impact on our teams. Shout out to Sara and Erin for supporting this!

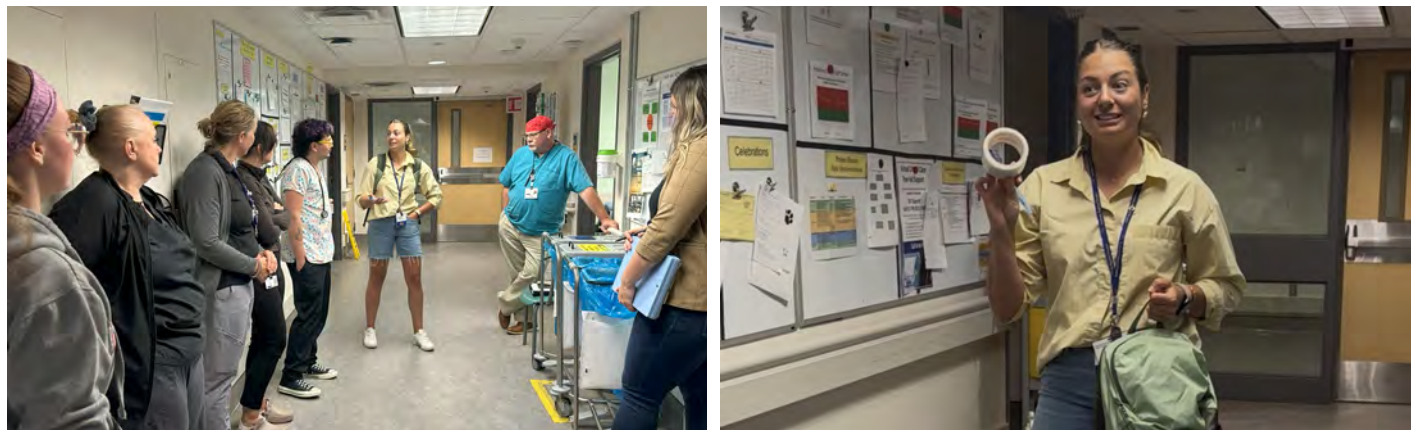


### Emergency Department

- Strengthening Safety Practices in the ED: Staff Training on Search of Patient Property Policy- On August 7th and 8th, Clinical Managers Bailey Lance-Provençal (Acute Mental Health and Environmental Services) and Kaley Lamarche (Emergency and Intensive Care), alongside AMH group leaders Jeffrey Dermann, RN, and Wendy Briscoe, RN, facilitated training sessions for Emergency Department staff.

The sessions focused on enhancing safety and consistency in patient property searches. Staff were guided through our policy, introduced to new standard work procedures, and reviewed conducting risk assessments during patient interactions. The training also emphasized effective communication strategies and the use of safety techniques, including designated search kits as well as having two staff present for searches.

Thirteen frontline ED team members participated in this important initiative, demonstrating a strong commitment to fostering a safer and more informed care environment.



### Education

- We would like to thank Caroline and Erin for supporting the on-boarding of three new security staff.

As of August 18th, we now have security coverage Monday to Friday 16:00-08:00. Please join us in welcoming them to our PRH team.

## Today's Take-Aways Continued



### Materials Management

- To better support the office supply needs of the organization as well as improve on the efficiency of purchasing the much-needed items, we are adding a broader selection of highly used office related supplies. For a complete listing of what's available, please check out our "Inventory Office Supplies Stores Catalogue" on the Intranet under Materials Management forms section.

### Medical Affairs

- On August 14th), the Pembroke Regional Hospital, in collaboration with the Town of Petawawa, the City of Pembroke and the County of Renfrew, hosted a Community Mix 'n' Mingle event with five of the new first-year Family Medicine Residents from the Pembroke Family Medicine Teaching Unit. These Residents will now call Pembroke their home for the next two years as they complete their Residency training and embark on their future practices (hopefully in rural communities like ours).

This event took place on the beautiful patio at the Courtyard Bistro and was an evening filled with welcomes, insightful information, meaningful connections and tons of laughter throughout the evening! In attendance were:

Chief of Staff (Dr. Declan Rowan), PFMTU Program Director (Dr. Richard Johnson), Medical Affairs Coordinator (Katie Hollahan), Administrative Assistant - Medical Affairs/Medical Learners/Emergency (Terra Bouliane), Co-Chief Resident (Dr. Brent Deveau), Mayor Ron Gervais (Pembroke), Mayor Gary Serviss (Petawawa), Warden Peter Emon (County Council), Mayor Michael Donohue (Admaston Bromley), Dave Unrau (CAO - Pembroke), David Wybou (Business Development Officer - County of Renfrew), Kathleen Barr (Investment Attraction Officer - Pembroke)





# Today's Take-Aways Continued

## Mental Health Services

- As part of our involvement with the HART Hub, job postings have been circulated for 1.5 caseworkers and a .5 outreach worker who will support Bridge Housing located at Carefor Mackay. It is hoped that these new positions will be filled by September 1st as the goal is to gradually move in residents after that date.

- We also wanted to share that the community's warming/intake centre has now officially been named Haven of Hope Hub. This name was co-created by the centre's clients and staff.

- We are excited to share some updates about our Gender-Based Violence (GBV) Program, now renamed: Empower Forward: Pathways to Employment and Financial Independence – A Gender-Based Violence Prevention Program.

Funded by the Ministry of Children, Community, and Social Services (MCSS), this program provides trauma-informed supports to individuals aged 16 and older who have experienced GBV and are interested in exploring employment options. We offer a safe, inclusive, and empowering space for healing and growth, with support from a Recreational Therapist, Vocational Specialist, Peer Specialist, and Social Worker.

### What We Offer

- Individualized support and group sessions
- Work placement opportunities with local employers
- Assistance with transportation, work clothing, childcare, and financial planning to help reduce barriers to employment

### Who Can Join

The program is open to individuals of all genders who have experienced harm in the context of intimate or close relationships and are seeking to rebuild their vocational lives. Participants do not need to be clients of Mental Health Services.

Self-referrals and professional referrals can be made by calling 613-732-8770 extension 8006.

### Program Highlights

Since launching referrals on August 1st, we have:

- 23 participants enrolled
- Four clients have been placed with local employers, including Mallard's Milk Bar, Mission Thrift Store, Bumpy Roads Studio, and the Pembroke Farmer's Market. Two additional placements are underway and more to come!

### Seeking Employer Partners

We are expanding and are looking for employers to partner with us! We provide:

- Financial support to cover wages and administration costs
- Onsite support for employers and participants
- Training opportunities to promote safe, inclusive workplaces

## Pharmacy

- As part of our commitment to safety and compliance, we conduct annual inspections of the fridges storing Publicly Funded Vaccines located in Pharmacy, Obstetrics, the Emergency Department, and Occupational Health. We're proud to share that each department has consistently recorded the minimum and maximum temperatures of their fridges twice daily - a key requirement for maintaining vaccine integrity. Congratulations to all teams for your diligence and dedication to this important task!



# NINE & DINE 2025

**ISLAND BRAE GOLF CLUB**

**7388 RTE 148, CHAPEAU, QUEBEC JOX 1M0**

**SUNDAY, 7 SEPTEMBER, 230PM**

**Deadline to  
purchase:  
August 29**

**\$50**

**LIMITED QUANTITY**

**STAFF ASSOCIATION  
MEMBERS RECEIVE A  
\$10 SUBSIDY AT  
EVENT**

**No Refunds  
No Exceptions  
(Unless event  
cancelled)**

**REGISTER AS A TEAM OF 2 OR 4 (OR A SINGLE - WE'LL PAIR YOU)  
COST INCLUDES 9 HOLES, POWER CART, AND CATERED DINNER  
SHOTGUN START: 300PM**

**Register here: <https://forms.office.com/r/5JGvTXuQDG>  
Questions? Contact [prh.staffassociation@prh.ca](mailto:prh.staffassociation@prh.ca)**







# SNAPSHOT OF WELLNESS

**AUGUST 2025**



## WHAT DOES WELLNESS MEAN TO YOU?

SEND US A PHOTO THAT CAPTURES YOUR  
VERSION OF WELLNESS. IT COULD BE  
YOUR HAPPY PLACE,  
A FOOD THAT FUELS YOU,  
HOW YOU RECHARGE,  
A PET THAT BRINGS YOU JOY OR A  
A CALMING NATURE MOMENT

WE'LL FEATURE YOUR PHOTO ON THE  
WELLNESS BULLETIN BOARD TO INSPIRE  
OTHERS

SUBMIT TO: [HUMANRESOURCES@PRH.EMAIL](mailto:HUMANRESOURCES@PRH.EMAIL)  
WELLNESS LOOKS DIFFERENT FOR EVERYONE,  
LET'S CELEBRATE TOGETHER

# In Case You Missed It - Highlights From Sabine's Messages

## **Staff Are Enjoying Breaks In Wellness Unit**

*I'm happy to report that staff are making good use of the Recharge Cabin located on the first floor of Tower A adjacent to the Foundation office.*

*In fact, the Cabin has quickly become a valued space in our hospital, providing those who use it with quiet, private space to pause, recharge, and care for their own well-being during busy shifts.*

*So far, it's been used 567 times, showing just how much it's been supporting our team.*

*For those of you who haven't tried it yet, know that it's easy to access and always ready for you when you need a moment of calm. Booking instructions can be found on the unit itself, or where you find staff information. It's simply a case of downloading an app to your phone, scanning the QR code and booking a time slot. I encourage you to take a few minutes for yourself - you deserve it!*



## **Budget Update**

*At our August 14th Management Team meeting, it was shared that Ontario's hospitals received details of their base funding allocations for the year at the start of this month. This included a three percent base funding increase for PRH which is slightly better than we anticipated. Conservatively, we had modelled our annual budget based on an anticipated two percent increase, so this additional amount should help us come closer to achieving a balanced budget in Fiscal 2025-26.*

## **New Funding for Nurse-Led Critical Care Response Team**

*Speaking of funding, I am also happy to share that Pembroke Regional Hospital has received over half a million in new dollars from the Ministry of Health for the launch of a Nurse-Led Critical Care Response Team (CCRT). This team will bring added critical care expertise to our general units, offering faster support when a patient's condition begins to decline. The nurse-led CCRT will complement our existing services by providing timely re-assessment and follow-up for patients who have recently transferred out of the ICU. Led by experienced critical care nurses and supported by our Intensivists and interdisciplinary teams, the model has proven successful in other Ontario hospitals and will be a valuable addition to our care at PRH.*

*Planning is now underway, with a goal to have the team operating 24/7 within the next nine months. This is an exciting step forward for patient care, and we look forward to working with our clinical teams to shape how the service will work best for our hospital.*

## **Overnight Security Coverage Will Start Ahead of Schedule**

*We are also pleased to announce that overnight onsite security coverage will begin earlier than expected. While we had originally anticipated a fall start, the security company has already hired and trained staff, allowing us to move forward sooner.*

*As a result, starting August 18th, we will have overnight coverage Monday through Friday, enhancing the safety of our patients, staff, and visitors during off-hours. Additional team members will be onboarded in the coming weeks to support expanded coverage across all nights of the week and 24/7 coverage on statutory holidays and weekends.*

*Thank you to everyone who helped accelerate this important initiative.*

## **Your Feedback Is Appreciated – Code Grey Lessons Learned**

*Next week, several versions of surveys will be launched that are intended to help gather feedback on the experiences of our health care team during our Code Grey cybersecurity incident that took place earlier this summer.*



These surveys are part of our incident debrief process and the results will help guide us in making process improvements should we ever be faced with a similar incident in the future.

The surveys will address the topics of Communications, Operations and Response Team, and not everyone will be asked to complete all three. In your responses to whichever survey invitation you receive, please be open and honest as we truly want the results to be reflective of all involved while knowing what worked well and where some of our processes and procedures require improvement.

Thank you in advance for your participation.

## CELEBRATIONS

To include a special message in this section, email [celebrationandrecognition@prh.ca](mailto:celebrationandrecognition@prh.ca).

- Thank you **Mary Mullin** for stepping in to help teach GPA the week of Aug 14th in a pinch! Much appreciated! *Caroline Froment*

- AMH would like to celebrate **Livia** our student, for all her hard work on our unit, her positive attitude, kindness, always going over and beyond to help where ever she was needed. We will miss you and want to wish all the best in your RN studies.

- Shoutout to Dr. Dan Beamish (ED) for his legendary handovers, top-tier workups, and for always taking feedback like a champ. Dr. Anne-Marie Savoie

- Huge thanks to Anna Rochon (3rd Medical) for going full superhero nursing mode with some top-tier overnight problem-solving - this tired doc is seriously grateful! Thank you, Dr Anne-Marie Savoie



PLEASE JOIN US AS WE  
CELEBRATE THE RETIREMENT OF  
SPIRITUAL CARE COORDINATOR  
GARRY ENGLER

Wednesday, August 27<sup>th</sup>

Drop by any time between 2 and 3 p.m.

The Lunch Box, Tower A, 2<sup>nd</sup> Floor



*Retirement Reception*

Light Refreshments Will Be Served

## Giving Back To Our Community

Our health care team is very appreciative of the community's ongoing support of our hospital.

Throughout the year, members of our health care team do what they can to give back to the community through various local fundraisers and fundraising initiatives.

Last week, we donated a car load of non-perishable food items and personal hygiene products to local food banks as part of myFM's "All Hands on Deck" food drive.

Thanks to all who contributed!



**PRH SUNSHINE GIFT SHOP'S**

***"SUPER***

***SUMMER SALE"***

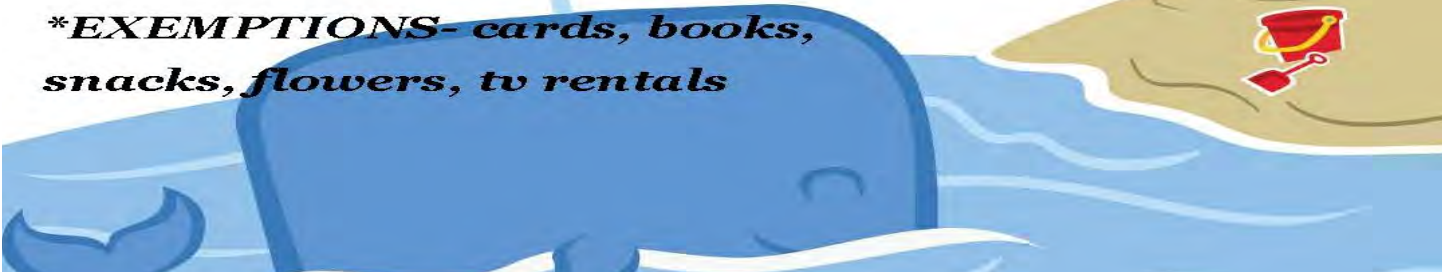
***JULY 50% OFF***

***begins JUNE 26TH***

***AUGUST 60% OFF***

***the REGULAR price of  
all merchandise (no  
additional discounts)***

***\*EXEMPTIONS- cards, books,  
snacks, flowers, tv rentals***







**Q. What do I do if my leave request, shift swap or shift giveaway is not processed by the start of my shift?**

A. If your request has not been processed or approved by the start of your shift, you are responsible for reporting to work as scheduled.

The shift remains your responsibility until it is inherited by someone else.

**Q. How do I know if my leave request has been reviewed and processed?**

A. You will receive a notification through the mobile app or directly in S&A on your dashboard once your leave request has been processed.

**Q. How do I check the status of my leave request?**

A. The status of your leave request appears on your S&A employee calendar.

Approved	Vacation Full Time Prior
Approved Pending	Replacement Statutory Holiday
Pending	Vacation Part Time
Declined	Statutory Holiday

**GovDeals**  
A Liquidity Services Marketplace



**Our hospital sells surplus items on  
GovDeals.ca.  
Check it out to find great deals.**

## Upcoming Recognition and Celebration Dates

### September

Labour Day - September 1

Grandparents Day - September 7

World Suicide Prevention Day - September 10

Air Ambulance Week - September 9-15

Environmental Services and Housekeeper  
Appreciation Week - September 14-20

National IT Professionals' Day - September 16

National Rehabilitation Day - September 20

Rosh Hashanah - September 22 to 24

Franco-Ontarian Day - September 25

National Day for Truth and Reconciliation / Or-  
ange Shirt Day - September 30

### October

Occupational Therapy Month

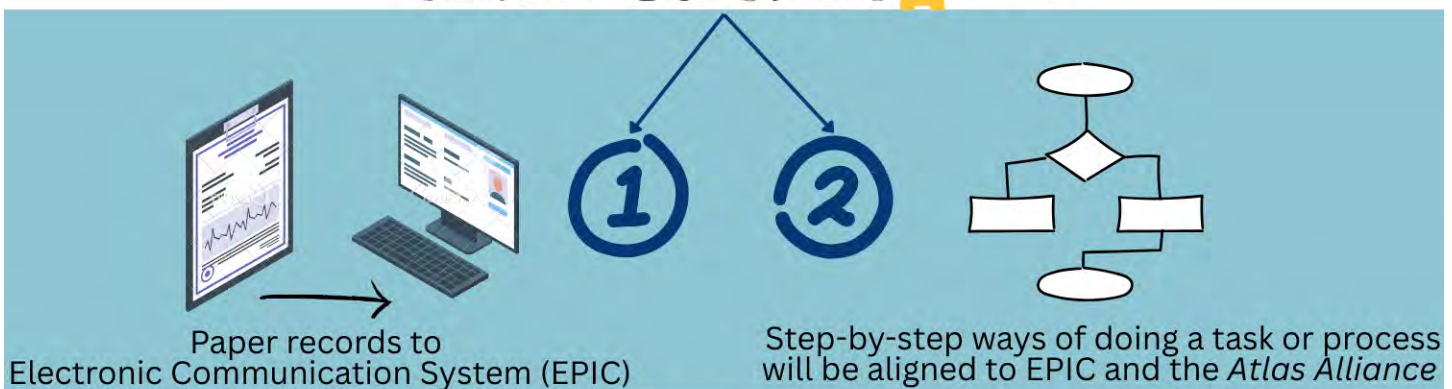
Breast Cancer Awareness Month

# EPIC: WHERE ARE WE AT?

Summer 2025



What are we changing?



## Working Groups

22 different groups comprised of frontline staff, team leads, physicians and managers are reviewing workflows in EPIC.

EPIC Walkthrough sessions serve 3 main purposes:

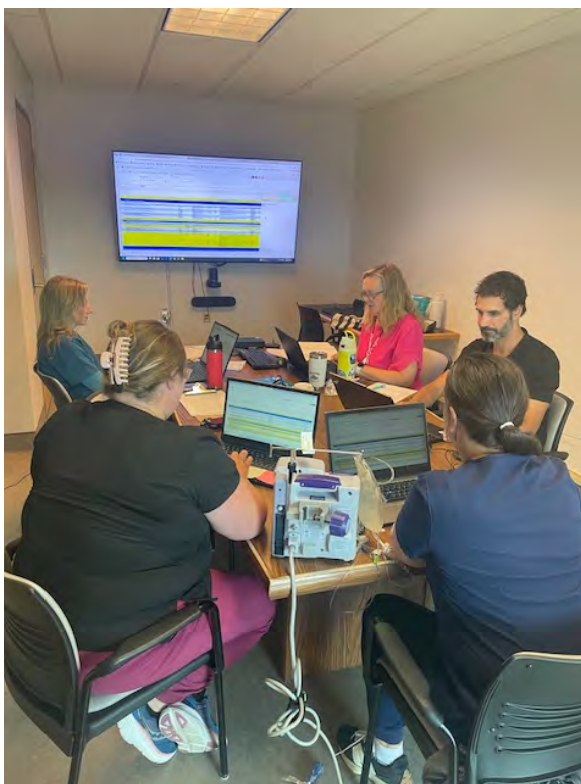
1. **Presenting workflows in EPIC** – showing how tasks will be performed in the new system.
2. **Gathering insights from teams** – understanding current work practices and identifying what matters most.
3. **Communicating change** – clarifying what's happening now, what's coming, and how work will look in the future.



## Configuration & Connectivity

Our teams are working with EPIC and TOH partners to ensure connectivity; this means making sure **different systems can talk and flow data to each other**. Also working to ensure the system is configured to suit our needs aligned with the *Atlas Alliance*; this means **setting things up the right way so EPIC works for our teams**.





As part of the Willow Project, we are conducting a comprehensive review of all injectable medications and their orderable–dispensable mapping.

This mapping determines how IV drugs are universally prepared at PRH when ordered.

We're grateful to have Caroline and Allyssa join us in this important initiative.

Through collaboration, we aim to make informed decisions that best support our nursing teams and, ultimately, improve care for our patients.

# STEPPING INTO FALL

July 28 to September 22



**Bi-Weekly Leaderboards, Friendly Competition, and New Running Shoes For Our Top Stepper**

How to Join:

- Sign up by emailing [humanresources@prh.ca](mailto:humanresources@prh.ca)
- Tracking starts July 28, 2025
- Use your preferred step tracker
- More information will be provided after you sign up

**Let's Step Up Our Wellness Together!**

Don't forget to submit your next step tally on August 25th for the period of August 10th to 23rd.

It's still not too late to register!

The challenge runs until September 22.

Full details will be provided once you sign up.

**To sign up**, please email [humanresources@prh.ca](mailto:humanresources@prh.ca) with your:

- First and last name
- Department
- Method of tracking your steps (e.g., phone app, smartwatch, pedometer)

**All participants will be entered into a draw to win a secondary prize!**

**The highest stepper will receive a new pair of running shoes (up to a max. value of \$150).**

If you require an accommodation to participate or you would like help locating a method of tracking steps, please reach out to [coursmith@prh.ca](mailto:coursmith@prh.ca).

**Let's step into fall together!**



# Foundation News

Pembroke Regional  
Hospital Foundation



Fondation de l'Hôpital  
Régional de Pembroke

Presented By

**OK TIRE**



**Week 10**

**\$60,000.00**

Estimated Jackpot if the Ace of Spades is caught

## Third Floor Medical Team, Dr. Kathy Reducka and Dr. Chika Offiah

"To all the nurses and doctors in the Emergency Department and to all the nurses and staff on 3rd floor Medical, Dr. Offiah and Dr. Reducka, thank you for the special care you all gave my husband, and your thoughtfulness to me."



## Melissa Gowan, Chantal Vaillancourt and Dr. Chris de Jesus

"I wanted to thank Melissa from the Orthopedic Clinic for all her help. Navigating a fracture for the first time definitely came with a lot of questions and they answered all of them without hesitation and I never felt like I was a bother. I appreciate everything you have helped me with."



## Matt Pollice, Healthcare Aid

"We'd like to celebrate Matt. Thank you for putting yourself in harm's way to protect and support your coworkers in a dangerous situation within the Emergency Department. We don't know what we would have done without you."

**CARING**  
*from the*  
**CORE**

PAYROLL DEDUCTION PROGRAM



Thank you to our generous team members who support the **Pembroke Regional Hospital's** highest priority equipment needs through payroll deductions!

**Join Today!**

[PRHfoundation.com](http://PRHfoundation.com)



SHOP.TICKETS.TRAVEL.



# Show me the **perks**



**Register** to get access to **5,000+ exclusive perks**

## How to Register

- 1 Scan to go to perkopolis.com
- 2 Enter your corporate email address
- 3 Look for an email from us with a link to complete your registration.



## Save on everyday purchases and so much more

Your employer has partnered with Perkopolis, so you can save more on everything from clothes and groceries, to events and travel. This perks program is free for you, so start enjoying members-only offers today.

WESTJET

CINEPLEX

SAMSUNG



HELLO FRESH

AVIS

Lenovo



IHG HOTELS & RESORTS

Vitamix

# TAKE AN ENERGIZING BREAK

Enjoy a moment of relaxation in the **Recharjme** cabin, compliments of **Pembroke Regional Hospital**.

An immersive and revitalizing experience awaits you. Reenergize in a soundproof cabin equipped with a heated, vibrating, zero-gravity chair, light therapy, and relaxation programs designed for ultimate comfort.



Enjoy a break...

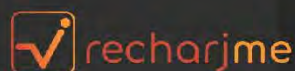
Massage Chair

Light Therapy

Nap

Meditation

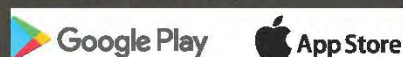
CABINE DE REPOS - REST CABIN



Free to use  
for all  
staff.

Service available  
in the corridor  
beside the  
Foundation office -  
1st floor in tower A

1. Download the free  
mobile app on



2. Scan QR code on outside of  
the cabin to start registration.



3. Book a session on the  
mobile app

