



The PULSE



NORTHWEST ADULT DAY HEALTH & WELLNESS CENTER

July 2018, Issue 1

Greetings, CHCC team members!

A number of you have inquired about empty beds in our in-patient rehabilitation department, so I'd like to share some info with you here.



In the month of June, CHCC's management team had to make an executive decision to reduce the number of patients we are serving in rehab. As you can imagine, this was a very difficult decision because our purpose here is to serve those in need of healthcare services — long-term care and short-stay rehab.

It doesn't feel right to turn people away when we have empty beds in rehab, but patient care and safety are always top priority. To maintain the high standards and level of care CHCC is known for delivering, our nursing department managers recommended that we temporarily reduce the number of beds available to patients in our rehab unit.

The nursing shortage has been mentioned in The Pulse numerous times in recent months. There is a critical shortage of nurses *across the nation*, not only here at CHCC and not only in Washington state. The LA Times recently reported that "America has 3 million nurses. The U.S. Bureau of Labor Statistics estimates there will be more than 1 million vacancies for registered nurses by 2024." Read more at <https://goo.gl/ugFp1a>. CNN reports that the U.S. will need to hire 2.3 million healthcare workers — nurses, physicians, healthcare aides — by 2025 to care for the aging population. Read more at <https://goo.gl/BRbZn2>.

Through research, we've learned that the nursing shortage has been amplified by a wave of nurses who are retiring and leaving the profession. The shortage of experienced nurses has also impacted community colleges and universities that tried to ramp up their educational programs to meet demand. They found that there are not enough experienced nurses who can serve in the role of professors and teachers. Even schools can't find the nurses they need.



PATRIOTIC PRIDE

All this said, we are working daily to recruit new nurses. We are also doing what we can to not exhaust our existing care providers, hence the reduction of patients currently being admitted to rehab. Additional patients will be served in the department as soon as possible!

Thank you for asking "what's up with rehab?" As always, your questions, solutions and opinions matter.

Patrick O'Neill, CEO

Hope you had a safe and fun 4th of July!



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Help others learn about job openings, volunteer opportunities, donation requests and more. It's easy! Just like CHCC's Facebook page and then like or share our posts with your friends and family: [fb/christianhealthcare](https://fb.com/christianhealthcare).

A story of love and loss

By James A. Nelson for the Lynden Tribune May 2, 2018



Their hopes for life together were shattered by World War II. (Tribune graphic by Shanna Murphy)

Did you read this Lynden Tribune article about Louise Pruitt, who has received care here at CHCC? <https://goo.gl/VBCtFm>

WELCOME



Greetings and welcome to these new team members!

Shubleen is an NAC; Bailey and Korrinna are dining room assistants.

Do you remember your first few days at work when everything felt new and kind of scary? Please be a friendly face in the halls; please help these lovely ladies successfully become part of the team at CHCC.

COMMENT BOX CORNER

Sharing your *FRESH* ideas, questions and comments!

Question: Could you consider having nursing assistants work five days on with every other weekend off?

Reply: Over the years we have tried a variety of different staff schedules, including every-other-weekend-off options. We've also tried hiring nursing assistants to just work weekends to alleviate staff who would like more weekends off.

Each scheduling plan we explored and tested had its own challenges; filling weekend-only roles was hard, to say the least! Working five days on with every other weekend off also leads to staff working six or seven days one week and four the next, which was not popular with staff, either.

The current nursing assistant schedule — four days on, two days off — allows us to best manage a 24/7 schedule while providing all NACs with some weekends off.

Please know that we will continue to explore other options and ideas for scheduling and that we are continuously recruiting more nursing assistants so you can request a few more weekends off.

Kari Heeringa, human resources manager



**BLUEBERRY MUFFINS
AND COFFEE PODS
IN THE STAFF LOUNGE
JULY 11**

Taking YOUR Pulse



ASK US ANYTHING!

Have a question about CHCC? Jot it down and drop this slip in a break room comment box. We'll share answers in the Q&A column in this newsletter.

Policy Refresher: Antipsychotic Medication Use, Part 3

In previous issues of The Pulse we covered items 1 through 10. Below, you'll find the policy statement along with item 11 for your perusal. Please read through this information to keep it top-of-mind. Thank you!

Policy Statement. Antipsychotic medications may be considered for residents with dementia but only after medical, physical, functional, psychological, emotional, psychiatric, social and environmental causes of behavioral symptoms have been identified and addressed. Antipsychotic medications will be prescribed at the lowest possible dosage for the shortest period of time and are subject to gradual dose reduction and re-review.

Policy Interpretation and Implementation

11. Antipsychotic medications will not be used if the only symptoms are one or more of the following:

- a. Wandering
- b. Poor self-care
- c. Restlessness
- d. Impaired memory
- e. Mild anxiety
- f. Insomnia
- g. Inattention or indifference to surroundings
- h. Sadness or crying alone that is not related to depression/psychiatric disorders
- i. Fidgeting
- j. Nervousness
- k. Uncooperativeness.



COMMUNITY RESOURCE: Our friends at Northwest Regional Council and Northwest Washington's Area Agency on Aging help families connect with support services in Washington state such as Senior Information & Assistance, Congregate Meals, Meals on Wheels, Respite Care, Adult Day Services, Case Management and Family Caregiver Support.

If you have a friend, neighbor, grandparent or parent who could use a bit of help to continue living in their own home, please have them call NWRC! They are located in Bellingham; their social workers and case managers can help! 360-676-6749



ONLY IN LYNDEN... Can you celebrate "Cow Appreciation Day" at work. Wear black and white on July 23! We'll be serving chocolate milk in the staff lounge.



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LIFE IS AN ECHO.
WHAT YOU SEND OUT COMES BACK.
WHAT YOU SOW, YOU REAP.
WHAT YOU GIVE, YOU GET.
WHAT YOU SEE IN OTHERS, EXISTS IN YOU.

ZIG ZIGLER



Like us on
Facebook

Curious what's happening at Northwest Adult Day Health & Wellness Center? Like our Facebook page to learn about the program and continuing education opportunities: fb/northwestADH.



Sometimes work is silly and fun. We think that's a good thing. Can you tell that Elijah and David had a bit of fun on Rose Day?



PERSONAL PREPAREDNESS IN 28 DAYS—PART 6

Personal preparedness is important for everyone, especially healthcare workers who will be tasked with providing care to others in crisis situations. In recent issues of *The Pulse*, we shared tips 1 through 9. In this issue we'll cover tips 10 and 11.

10. What do we need for supplies? Now that you know what sorts of disasters you can expect to encounter, let's talk about what you need to have for your family disaster supply kit. Recommendations say that you should have enough supplies for each family member for seven to 10 days. If you can't manage planning for that long, start with planning for three days and work up from there. Many people worry they can't afford all the things on the supply lists. We suggest you assemble the things you want for your family supply kit a little at a time and work at it every week. Maybe you already have some of these items in your house.

Take action! Take a look at sample online disaster supply lists. Here are some great ones to help you get started:

- <https://www.ready.gov/build-a-kit>
- <https://www.cdc.gov/phpr/areyouprepared/>
- <http://www.redcross.org/get-help/how-to-prepare-for-emergencies/survival-kit-supplies>

11. Family members with specialized needs. Do you have family members with particular needs? Maybe you have infants, young children or others who may need diapers and specific food. Your pets are members of the family as well. What supplies do they need?

Take action! Review these online disaster supply lists for those with special needs:

- Special needs: Support for Families, <https://www.supportforfamilies.org/information-packets>
- Infants and children: <https://wehavekids.com/parenting/EmergencyKitsForInfantsAndBabies>
- Seniors: http://www.redcross.org/images/MEDIA_CustomProductCatalog/m4640086_Disaster_Preparedness_for_Srs-English.revised_7-09.pdf

This info is presented by Northwest Healthcare Response Network.

