



# The PULSE

## TEAM UPDATES

# Pandemic fatigue: How to care for yourself

*CHCC has an Employee Assistance Program that can help team members cope with stress and fatigue*

In recent Psychology Today articles, the term “pandemic fatigue” has been discussed. Basically, pandemic fatigue is an emotional response to continually trying to make sense of events happening inside and outside of our heads.

What can cause pandemic fatigue? Continuously consuming news that may be sensationalized and negatively skewed, worrying about the health and safety of loved ones, ever-changing demands at work, physical isolation, and continual vigilance with infection control, just to name a few.

Healthcare workers can also be affected by a social stigma related to working in a medical setting. Knowing that people you love may fear being around you has a psychological toll that can feed pandemic fatigue.

Our brains have been working overtime trying to make sense of so many things. In prolonged events, such as COVID-19, the emotional toll can be exhausting and long-lasting.

The U.S. Department of Veterans Affairs published an info sheet for healthcare workers who may be struggling with their wellbeing and emotional resilience during COVID-10. This info sheet is for all, not only veterans: [ptsd.va.gov/covid/COVID19ManagingStressHCW032020.pdf](https://ptsd.va.gov/covid/COVID19ManagingStressHCW032020.pdf)

Please remember that if you are

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by Kari Heeringa  
HR manager



**Oh, sunny days! We’ve had plenty of time recently to enjoy fresh air and soak up some sun in the courtyard garden. For more photos, check out the CHCC Facebook page.**



On Facebook, community members are offering prayers and words of encouragement for those receiving care here and for you, dear care team. Hop over and take a look!

[facebook.com/christianhealthcare](https://facebook.com/christianhealthcare)

## TEAM UPDATES

# Help welcome these new hires!

**Plus: Remember that you can earn money for referrals to CHCC**

During the pandemic, the critical work being done by all of you at CHCC continues. Day in and day out, everyone on the CHCC team is doing incredible work to care for some of the most vulnerable people in our community.

That's one reason we are excited to welcome these new faces to the team. Liz, an RN, and Madison, an NAC, are here to provide valuable assistance to all of you



Liz, RN



Madison, NAC

as we continue our important work.

Remember that you can earn a bonus for referring someone to work at CHCC! Current team members who recruit nurses to work at CHCC will receive a \$1,000 referral award for every RN or LPN who comes to work here because of you.

If you know people looking for work, call or text them and let them know that CHCC has open positions, which are listed at [chcclynden.org/careers/](http://chcclynden.org/careers/).

If you have any questions about this referral program, please feel free to chat with Kari or Ronda in HR.

## SAFETY

### *Please be careful in the parking lots*

Several CHCC employees have reported lately that their cars have been "dinged" in the parking lots. This is probably due to other employees opening their car doors too wide, hitting the car next to them.

Please be careful as you enter and exit your vehicle to ensure that your car door does not swing open too wide. Just as we do inside the building,

let's be careful to respect the property and space of others outside.

Also, please do not speed in the CHCC parking lots. People have been observed going too fast in CHCC parking lots and driveways. Remember, the speed limit in the parking lot is 10 miles per hour.

Thank you for your cooperation! #CHCCTeamwork

## COVID-19 NEWS

# Updates: COVID-19 testing at CHCC

On May 28, Governor Inslee held a live press conference to provide an update on the state's long-term care COVID-19 testing strategy. Included in the presentation was the announcement of a proclamation that went into effect that same day: 20-05 COVID-19 Testing of Residents and Staff of Nursing Homes and Assisted Living Facilities with Memory Care Units.

Proclamation 20-05 impacts CHCC's residents and staff, so we wanted to share some of the most important details.

First and foremost, the purpose of testing residents and staff in a long-term care setting is to show the scope and magnitude of COVID-19 infections and to help limit further transmission. This testing is an important first step in determining CHCC's safe re-opening plan.

Washington state will be conducting Point Prevalence Surveys (PPS), which are used in healthcare facilities to identify the number of people with a disease or condition at a specific point in time.

With few exceptions, every nursing home in Washington state must complete PPS testing on or before June 12, CHCC will participate in this testing.

The test itself will involve a swab

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# What will you do with your \$50?

Hand Hygiene



Hand hygiene is the single most important practice to reduce the transmission of infections in health care settings.

Reminder: Complete all of your required Relias training by June 30, and you'll receive a \$50 bonus.

Government regulations require you to receive specific industry training. CHCC pays for the Relias online training program to make training faster and more efficient for you.

Relias allows you to finish modules — here or at home — at times that are more convenient to you.

If you are a bit behind in completing training modules and won't make the bonus reward deadline, know that the official deadline for completing all training modules is November 30 (even though it says June 30 in Relias).

However, if you do not complete mandatory training by November 30, you cannot be scheduled for work at CHCC. This is a compliance rule that CHCC must abide by.

If you have any questions about Relias training, please contact the HR department.



	Excellent	Average	Needs Improvement	N/A
Nursing assistants	✓			
Dining room assistants	✓			
Activity room staff	✓			
Therapy department	✓			
Social services	✓			
Spiritual support	✓			
Housekeeping	✓			
Van drivers	✓			
Facility managers	✓			
Admissions	✓			
Business office	✓			

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

How would you rate the discharge planning process?

	Excellent	Average	Needs Improvement
Discharge services were explained	✓		
An appropriate discharge plan is in place	✓		

Please list staff members who went above and beyond to make your experience at CHCC better.  
 Names: \_\_\_\_\_

Comments: *Everybody was wonderful & fun to work with*  
 Is there any additional feedback you would like to leave? \_\_\_\_\_

**In the midst of a pandemic, our care team is still providing therapeutic rehabilitation services, helping people rest, recover and return home as safely as possible. Thank you for helping another wonderful human being have a positive experience here. #CHCCteamwork**

## TESTING

*Continued from Page 1*

of the anterior nasal passage (the front portion of the inside of both nostrils).

CHCC must require all staff to be tested for COVID-19 and administer tests to all staff, except those who provide medical justification for declining testing. This includes contracted individuals who provide services in the facility.

CHCC must offer COVID-19 tests to all residents and administer tests to all consenting residents.

The State of Washington will provide test kits and personal protective equipment (PPE) for administering tests to CHCC at no cost.

The arrival of those supplies is unknown at this point. CHCC will schedule testing times once it becomes clear when the test kits and

PPE will be delivered.

CHCC is not obligated to pay laboratories for tests performed for residents and staff. Laboratories will obtain payment from the Centers for Medicare & Medicaid Services and HCA Healthcare for tests performed for residents and staff who are covered by Medicare and Medicaid. The State of Washington will pay laboratories for tests performed for staff who are not covered by Medicare or Medicaid.

Positive test results will be immediately reported to DSHS.

It will be challenging to meet the state's June 12 deadline, however, CHCC will continue to do whatever it takes to protect our residents, staff and the community. We really are in this together.

## FATIGUE

*Continued from Page 1*

experiencing extreme stress, pandemic fatigue, or continual thoughts of worry — for yourself, for your family, for society in general — CHCC has an employee assistance program (EAP) that you can access by visiting [workhealthlife.com/us](http://workhealthlife.com/us) or calling 1-800-272-2727.

There is no cost for CHCC team members to use the EAP. The EAP is a confidential service for CHCC team members to help achieve well-being, deal with workplace stress, improve nutrition and physical health, manage relationships and family, tackle addictions and more. To learn more about CHCC's EAP program, visit the website listed above or contact Christian Health Care Center's human resources department.

## Remember your dad photos!



**The Father's Day Photo Contest starts on June 22. Before then, bring in a photo of your dad or father figure and leave it at the reception desk. The winner will be announced on Friday, June 26.**

## THANK YOU


# Celebrate Nursing Assistant Week

*Enjoy special treats throughout the week*

- **June 15:** Iced tea in the staff lounge.
- **June 16:** Iced toddies in the activity room.
- **June 17:** Veggie cups in the staff lounge.
- **June 19:** Muffins and coffee pods in the staff lounge.



**Thank you to all of our CHCC heroes. (That's each and every one of you!)**



# ASK US ANYTHING!

Have a question about CHCC? Jot it down and drop this slip into the comment box in the break room. Answers may appear in The Pulse.

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