

Carewritte

— Carewest's Newsletter for Staff, Residents, Volunteers and Friends —

MACLEANS MAGAZINE

Carewest may be one of Canada's top 100 employers

We've known it all along, but now the experts are taking note: Carewest is one of the best places in Canada to work! Last month, Carewest was selected for the short list for this year's edition of *Canada's Top 100 Employers*, a guide to the best employers in Canada.

The book aims to profile good employers in a range of industries from various locations across Canada. Organizers said while Carewest was a strong contender for the Top 100, "often it is not possible to include more than one employer from a particular field, even where there are several excellent candidates."



*Tari Campbell-Hope (left) and
Linda Larg of Human Resources.*

The list of finalists will appear in Maclean's magazine this week. **Linda Larg** from Carewest's Human Resources department put much effort into this year's application and the results show – it was Carewest's second year entering and our second year making the short list! Congratulations Linda on all your excellent work profiling Carewest as one of Canada's top employers!

IN THIS ISSUE

- New Carewest board member
- Flu clinic schedule
- Carewest calendar coming
- Make 'ghouls on a stick'
- Artists create escape
- Carewest crossword
- Who wants to be an IP&C specialist?
- Win trip with WestJet
- Changes to Employee Recognition Program
- Risk factors for depression
- IP&C poster contest winners
- Belcher garden boasts seven pound zucchini

*Lynne Koziey
Communication Coordinator*

October 14, 2004

Carewest Alumnus Joan McGregor Joins Carewest Board



Hello and welcome to a beautiful autumn! As you are aware, many exciting events are taking shape at Carewest. Among them is the addition of a new Carewest board member. I am very pleased to welcome **Joan McGregor**, a Carewest alumnus, to our board.

Joan will replace **Howard Waldner**, the Calgary Health Region's Executive Vice President and Chief Operating Officer, who has accepted a position as President and Chief Executive Officer of the Vancouver Island Health Authority. I wish Howard a fond farewell and thank him for his contribution, leadership and support in his capacity as Carewest board member over the past two years.

In addition to being our newest board member, Joan is the Calgary Health Region's Executive Director of Regional Service Planning. She has a bachelor of science in Occupational Therapy from the University of Alberta and a master's degree in Medical Sciences with a specialization in epidemiology and health promotion, from the University of Calgary.

From her beginnings as an occupational therapist at the University of Alberta Hospital in 1980, Joan then moved to a position with the Edmonton Board of Health Home Care Division in 1986 and to Carewest Dr. Vernon Fanning Centre in 1988. She held a series of positions with Alberta Health in Calgary from 1991 to 1995, later moving full-time to Carewest, first as Coordinator of Service Development and then as Acting Senior Operating Officer. In 1996, Joan joined the Calgary Health Region.

Joan's wealth of experience and her first-hand knowledge of Carewest will be excellent assets to an already fantastic board. As a board member, Joan will join **Shelley Mabbott**, our board chair and a lawyer in Cochrane, **Sandy Dougall**, who is retired from the world of banking, **Diane Page**, Carewest's Service Leader Finance, and me. Both Shelley and Sandy also hold positions on the Calgary Health Region's board.

Please help me in welcoming Joan to our board team. I look forward to her enthusiasm and expertise as we move forward with what is shaping up to be another busy year!

*Brenda Huband
Executive Director*

KEEP 'EM COMING

Carewrite welcomes your stories & photos

Thank you staff, residents, volunteers and community partners! We sincerely appreciate your submissions to *Carewrite*; they make this publication special. We are generally able to print each story, letter and photo you send us. Original photos and letters are returned within two weeks.

If you have a story idea but are not sure if your writing is up-to-speed, send the details in point form to our editor and she'll

help capture your story in print. You can e-mail **Divona Herzog** directly at Divona@herzog-associates.com or call her at 254-1672.

When you make a submission to *Carewrite* this November, December or January, your name will be automatically entered into a monthly draw for a new 2005 Carewrite Quality of Life Calendar.

GIANT VEGGIE Green Thumb Surprise

Doug Combe, a resident of Carewest Colonel Belcher, and his family found a seven pound zucchini while they were tending the gardens in the Churchill/Atlantic house courtyard. Not bad for our first garden in the new Colonel Belcher.

Sherry Youngash, Recreation Therapy Aide, enlisted the help of **John Bragg**, Team Leader of Food Services, to prepare and cook the zucchini to serve to residents.

It was stuffed with fried onions and green peppers and topped off with grated cheese, which the residents enjoyed with their supper that evening.

Thank you to **Judy Combe** and to all the other residents and family who helped make our gardens and planters a huge success this summer.

*Judy Dravucz
Recreation Therapist, Supportive Pathways
Carewest Colonel Belcher*



Doug Combe (left) shows off prize zucchini with Judy Dravucz.

**Check out page 6:
Maximize your
immunity.**

INFLUENZA VACCINATION CLINICS Send The Flu Bug Packing!



Monday October 18	Tuesday October 19	Wednesday October 20	Thursday October 21	Friday October 22
Dr. Vernon Fanning 8:00 a.m. to 4:00 p.m.	Dr. Vernon Fanning 8:00 a.m. to 4:00 p.m.	Dr. Vernon Fanning 11:00 a.m. to 4:30 p.m.	Dr. Vernon Fanning 11:00 a.m. to 4:30 p.m.	Dr. Vernon Fanning 8:00 a.m. to 4:00 p.m.
Nickle House TBA	Glenmore Park 8:00 a.m. to 4:00 p.m.	Colonel Belcher 8:00 a.m. to 4:00 p.m.	George Boyack 7:00 a.m. to 4:00 p.m.	Signal Pointe 8:00 a.m. to 4:00 p.m.
George Boyack 8:00 a.m. to 4:00 p.m.			Administration 1:00 p.m. to 4:00 p.m.	


OCTOBER 18TH TO 22ND

National Infection Prevention & Control Week

“Protect Yourself, Protect Others”

Who wants to be an Infection Prevention & Control Specialist?

Have fun while you celebrate National Infection Prevention & Control Week. Special education sessions hosted by the Infection Prevention & Control (IP&C) team feature a new game based on the popular television game show ‘Who Wants to be a Millionaire’. Carewest leaders have been invited to sit in the ‘hot seat’ and test their knowledge by answering IP&C questions in front of an audience. Dates and times are featured below. You might not win a million dollars but you could win a door prize!

Monday October 18	Tuesday October 19	Wednesday October 20	Thursday October 21	Friday October 22
Bev Rosia Sarcee 1:30 p.m. to 2:00 p.m.	Dr. Aldridge Fanning 10:30 a.m. to 11:00 a.m.	Lil O’Neill Royal Park 11:00 a.m. to 11:30 a.m.	Margaret Bates Glenmore Park 2:00 p.m. to 2:30 p.m.	Frank Allsopp Fanning 10:00 a.m. to 10:30 a.m.
	Stephanie Keys Colonel Belcher 1:30 p.m. to 2:00 p.m.	Coleen Manning Signal Pointe 2:00 p.m. to 2:30 p.m.		Joan Gilmour George Boyack 2:30 p.m. to 3:00 p.m.
	Nilima Parikh Nickle House 3:00 p.m. to 3:30 p.m.			

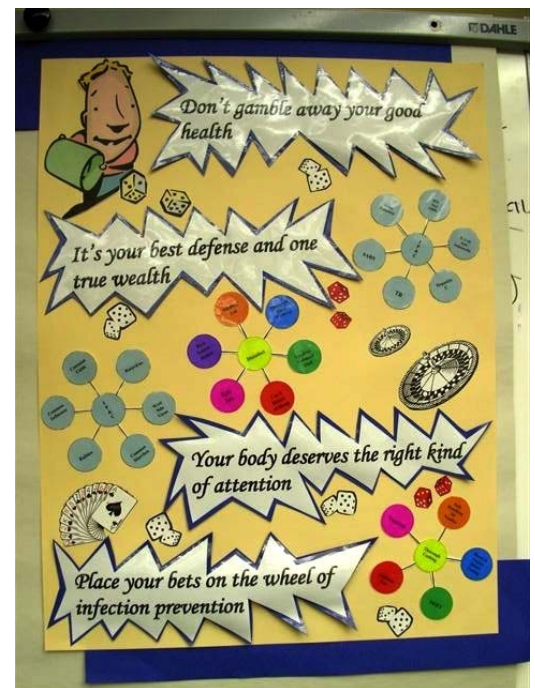
Poster contest winners revealed

IP&C also featured a poster contest to celebrate National Infection Prevention & Control Week. Thirteen entries were received depicting this year’s theme ‘Protect Yourself, Protect Others’. All were very original and worthy of being a winner. Congratulations to those who placed at the top: **Helen Stuart**, Administration at Carewest Sarcee, **Diana Wiebe** of 2nd Floor Carewest Sarcee, and **Jerome Quevedo** of Hospice Sarcee.

Honorable mention goes to the following individuals or groups who participated - **Shari Moynihan** of the Wellness Department, **Helen Stuart** of Carewest Sarcee, **Carla Laframboise** and **Christian Laframboise** (Carla’s 11 year old son) of Carewest George Boyack, **Dennis Feria**, **Kelly McDonald**, **Shannon Oberle** and **Jerry Pasisoc** of Carewest Glenmore Park, **Mona Chiu** of Carewest Colonel Belcher, **Todd Strong** of Carewest Dr. Vernon Fanning, and **Chuck Haughton** of Carewest Nickle House.

Thanks to all of you for participating. The posters will be displayed throughout Carewest.

Mary LeBlanc
Carewest Infection Prevention & Control Coordinator



Helen Stuart's winning poster

OVERVIEW

Carewest Skin & Wound Committee

Carewest Skin and Wound Committee meets 10 times each year. Objectives of the committee include standardizing skin and wound products used within Carewest and monitoring the outcome of skin and wound practices within Carewest facilities. Membership includes occupational therapists, representatives from each program and facility, as well as representatives from education, Infection Prevention and Control, management and palliative care.

Each meeting begins with an educational component, often provided by a product representative. Members then review policies and procedures related to skin and wounds, complete special surface utilization statistics for the Calgary Health Region, perform skin audits and act as an official link to the regional Care Centre SWAT committee.

Current Skin & Wound Committee Members

Dennis Feria	Glenmore, RN – Chair
Lisa Slauenwhite	George Boyack, RD – Recorder
Ruth Workentine	Signal Pointe, RN
Janice Sharpe	Sarcee, OT
Jennie Deneka	George Boyack, Program Leader
Michelle Livingston	Sarcee, LPN
Monica Chau	RCTP Glenmore, RN
Sandra Hunter	Fanning, OT
Theresa Valadka	Sarcee, IP&C Nurse
Carol Ryz	Fanning, RN
Danuta Krajca	Colonel Belcher, RN
Bev Rosia	Sarcee Site Leader
Deborah Davidson-Mok	Royal Park, RN
Deborah Hart	Sarcee, LPN
Dianne Nichol	George Boyack, RN
Jean Weatherly	Palliative Care Sarcee, RN
Barb Heynen	Colonel Belcher, OT
Karen Smith Kittner	RCTP Glenmore, LPN
Gladys Severson	MSK Glenmore, RN
Elaine Brown	Day Hospital Fanning, RN
Jan Dillon	Fanning, OT
Sheri Rusznak	Glenmore, OT

SUPPORTIVE PATHWAYS

Sarcee Unit 2 hosts special events

Alzheimer's coffee break raises \$265 September 22nd

As a yearly fundraiser for the Alzheimer's Society, Sarcee hosted a Coffee Break time for all residents, staff, family, and guests. Volunteers **Rose** and **Edith** ensured that those who attended were treated to refreshments, which included baking contributed by Unit 2 residents. Many door prizes were available for residents, family, staff and guests. Sarcee raised \$265 for the society. Many thanks to all those who supported this event.

Caregiver appreciation tea says 'thanks' August 27th

Unit 2, Carewest Sarcee hosted a Caregiver Appreciation Tea for all family, paid companions, volunteers, and others who provide support and care to Unit 2 residents. We wanted to recognize and honor all those who give the extra care and touches to enhance the quality of life for the dementia residents. Our guests were treated to a wonderful buffet of refreshments and Unit 2 residents made the baking for the event. The special event included presentations and gift goodie bags for all of our guests.

There was also a presentation made to our summer STEP (the provincially funded Student Temporary Employment Program) student, **Sade**, who provided a great service to our residents by running programs, creating program resources and providing support to the staff. We wish her well with her extended studies in London, Ontario.

*Diana Wiebe, Recreation Therapist
Unit 2, Carewest Sarcee*

Big Money Rumble



The Big Money Rumble continues to make winners out of Carewest and Calgary Health Region staff. The Rumble raises funds in support of health promotion initiatives in the region.

The fifth draw this season was held on October 6th and the winner of the cash prize of \$2500 is **Leesa Christensen**, Unit 62, Rockyview General Hospital. Congratulations Leesa!

It's not too late to enter. Tickets for the 2004 – 2005 Big Money Rumble are still available by:

- calling 943-0600;
- e-mailing bigmoney@thetrust.ca; or
- visiting www.thetrust.ca

*Lynne Koziey
Carewest Communications*

COLONEL BELCHER Thank you

I would like to take this opportunity to say a big thank you to the following wonderful people with whom I have been working at Carewest Colonel Belcher. They are **Marg Marlin, Kelly Clavette, Ruth Cox, Marlene Collins, Donna Russell, Ruth Longhurst, and Lynn McCabe** (who is not with Carewest now). They have been supportive, loving and understanding. It is my pleasure to be part of the team.

*Mona Chiu
Day Receptionist
Carewest Colonel Belcher*

WWW.REALAGE.COM Maximize you immunity

When you schedule an immunization, make plans to get plenty of rest afterward. A recent study revealed that sleep may help a vaccine to work even better. In the study, people who got a good night's sleep after getting a vaccination had a better response to the vaccine compared to people who didn't get enough sleep.

WESTJET DONATES PRIZE Carewest United Way campaign aims for new heights

Carewest is about to embark on another year of fundraising for the United Way. But this year, the campaign committee has set its sites on new heights, gathering sponsorship from many generous businesses that have provided prizes for this year's campaign.

The grand prize, donated by WestJet, is a trip for two anywhere the airline flies in Western Canada, so make sure not to miss out! The Carewest United Way campaign will kick-off on October 21st and run until October 29th.

Each site will celebrate the kick-off in its own special way and will also offer different fundraising activities, such as wear-your-jeans-to-work day, throughout the campaign. The early bird prizes will be drawn October 26th and the final prizes drawn on November 1st.

Designated canvassers will be at every site encouraging people to donate and answering any questions you may have. Pledge forms will also be available from canvassers and at your site administration office.

So get involved Carewest! We hope to surpass last year's total of \$29,317!

*Terry Kucharski and Jen Schultz
Co-chairs, United Way campaign*



United Way
of Calgary and Area

SURVEY RESULTS

Employees recommend changes to recognition program

Every year, throughout the year, Carewest employees are recognized by their peers for their hard work and dedication through our Employee Recognition Program. But just how important the program is to the people it serves was recently revealed.

The results of the 2004 Employee Recognition Program Survey show that, depending on the program component (e.g., long service, attendance, thank-you, etc.), between 74 and 91 per cent of people surveyed say the program is meaningful to them. In addition, respondents offered some very useful feedback regarding what more could be done to make the recognition programs even better.

The feedback, currently being reviewed in full by the Employee Recognition Committee, includes comments on the annual Carewest Gala. While many people believe the gala is a valuable event that

celebrates the excellent work and commitment of all Carewest staff, several factors, including its downtown location, have led to declining numbers over the past couple of years.

We are pleased to announce the venue for this year's gala – to be held Friday, November 26th – has been changed back to its former venue at the Stampede Grounds in the Big Four Building. In order to ensure we have booked enough space for the party, event organizers are asking you to notify your site's Administration Secretary to let them know if you plan to attend and if you will be bringing a guest. Tickets for the event will be going out to the sites around the end of October.

Another annual event put on by the Carewest Employee Recognition Committee is the Carewest Family BBQ, about which there was mixed feedback. Those who responded to the survey said they would prefer a different type of

event instead – another good suggestion the committee is exploring. They will come up with some other options.

While most people were aware the recognition program offered gold, excellence and service awards, it appears some aspects of the gold and excellence awards need to be better advertised and communicated within the organization to increase the level of awareness.

Thank you all for taking the time to respond. Your feedback goes a long way to making the program better for all Carewest employees!

*Lynne Koziey
Communications Coordinator*

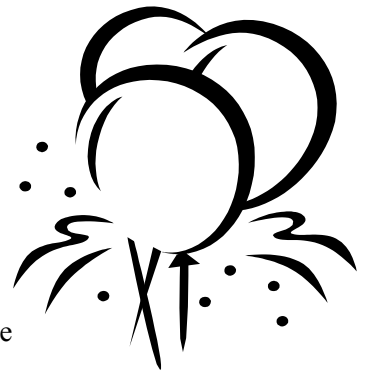
IT'S TIME TO CELEBRATE ALL YOUR GOOD WORK!

Annual Carewest Gala

**Friday, November 26th
Big Four Building, Stampede Grounds**

Back by popular demand, this year's Carewest Gala will return to its former venue – the Stampede Ground's Big Four Building! The gala will be held Friday, November 26th.

Please notify your site's Administration Secretary if you plan to attend and whether you are bringing a guest. The sooner we know how many people are coming, the more space we can reserve for the celebrations!



GREAT GIFT IDEA

New Carewest calendar

If you're always forgetting what day of the week it is or if you've ever wondered what to get your favourite uncle for the holidays, look no further – the 2005 Carewest Quality of Life Calendar will soon be here!

The special fundraising calendar is the product of a partnership between Carewest and Calgary Health Trust and includes 12 beautiful photos of residents at various Carewest sites. Whether it's crafting something in the woodworking shop, painting, playing music or simply taking a stroll in the gardens, the residents have been professionally photographed enjoying activities that enhance their lives.

The money raised through the sale of calendars will go directly to quality of life programs throughout Carewest to ensure more can be offered to residents.

Calendars will go on sale later this month for \$10 and be available at each site's reception and in all Carewest gift shops. So buy as many as you need! Keep them, send them to family or give them as gifts – you'll be doing one more thing to help our residents live happier, healthier lives!

You can also win a calendar. When you make a submission to *Carewrite* this November, December or January, your name will automatically be entered into a monthly draw for a 2005 Carewrite Quality of Life Calendar.

*Lynne Koziey
Communications Coordinator*

FALL 2004

Employee Recognition Committee Luncheons

Sites	Date	Location
Staff at Sarcee, Royal Park and Signal Pointe	Friday, November 19 th 1:00 p.m. to 3:30 pm	Sarcee Chapel
Staff at Colonel Belcher and Glenmore Park	Monday, November 22 nd 11:30 a.m. to 2:00 pm	Colonel Belcher Day Support Area
Staff at Fanning, Administration and George Boyack	Tuesday, November 30 th 11:30 a.m. to 2:00 pm	Fanning Coliseum



(Left to right) Cheryl Ruddock, Jean Reeson and June St. Lewis.

ACTS OF KINDNESS

Help for hurricane victims

Jean Reeson, one of our Comprehensive Community Care (C3) clients, organized a fundraising event for two C3 team members whose families were affected by Hurricane Jeanne in Jamaica. Clients and staff joined hands and hearts to help the families of **June St. Lewis** and **Cheryl Ruddock**. This act of kindness brings blessings, hope and joy to the collective families of C3.

*Vicki Davis, Recreation Therapist
Comprehensive Community Care*

WORKSHOP OPPORTUNITY

Shedding Light on Depression Workshop



**Understanding depression for those
who live and work in continuing care**

**Friday, November 19th
8 a.m. to 4 p.m.**

Carewest Dr. Vernon Fanning Coliseum

This workshop will benefit staff at all levels of the organization. Through information sharing and discussion, they will look at depression in the broad context of continuing care, identify strategies to recognize and treat depression in residents, and identify strategies they can use to improve their own mental health.

Registration deadline for Carewest staff is **October 15th** and the cost is \$15. If space is available after that date, non-Carewest staff can attend at a cost of \$50. The final deadline for non-Carewest registrants is **October 29th**.
Space is limited to 100 participants.

Lunch and coffee breaks are included.

To register, contact Jennifer Schultz at Carewest Administration.

Presented by the Research and Development Committee and the Lifestyle Choices Program Planning Committee. For further information call Terri Gilson at 230-6933.

SHEDDING LIGHT ON DEPRESSION WORKSHOP

Risk factors associated with depression

Although the physical manifestations of depression are similar in the elderly as they are in youth, the reasons for depression are distinctly different.

Many elderly are widowed each year. Grief following the death of a loved one is a significant risk factor for depression.

Loneliness is another risk factor for depression. Seniors spend far more time alone than younger people. In 1998, those 75 and older spent an average of eight hours a day alone, as compared to 4.7 hours for people between the ages of 15 and 24. While 39 per cent of widowed people lived alone in 1971, that figure rose to 72 per cent in 2001.

Newly admitted long-term care residents are particularly vulnerable to depression for a number of reasons including functional dependency, separation from family and familiar environments, loss of control over established routines and use of time, limitation of personal space and reduced autonomy.

*Compiled by Terri Gilson on behalf of
the Lifestyle Choices Program Planning Committee*

Lifestyle Choices and EQual Education

Open to Lifestyle Choices and EQual staff
To register call Education Services at 267-2910

October

Day 1 LC& EQual Combined Education

October 19th 8:00 a.m. to 4:00 p.m.
Carewest George Boyack 1st Floor Conference Room

Day 1 LC Disease Education

October 26th 8:00 a.m. to 4:00 p.m.
Carewest George Boyack 1st Floor Conference Room

Artists create escape

Thank you to artists **Patti-Jo Lennox** and **Anke Burma** for donating their creative talents and painting the murals on the Hospice Unit at Sarcee, which are enjoyed by patients, family and staff.

When you enter the family room you experience the country life at Farmer Joe's Barn Yard, which includes cows, pigs, chickens, sheep, the barn and much more. In the bathhouse, both the patient and staff can relax in the peace and tranquil room looking out to the ocean and all of its beauty (see photo below).

The Comprehensive Community Care program clients, families and staff collected money for the Hospice program to purchase paints for the murals.

Patti-Jo and Anke specialize in decorative painting. They do everything from window painting, murals and stenciling, to trompe l'oeil and painting furniture. Their business is called Just My Imagination and you can contact them at 217-2952.

*Vicki Davis
Recreation Therapist
Comprehensive Community Care*



Just My Imagination artists



ARAMARK Housekeeping Corner

Ghosts on a Stick HALLOWEEN TREATS

Halloween is fast approaching and this month's tip will help you provide some ghoulish treats for the trick or treaters in your family. Try making some 'ghosts on a stick'!

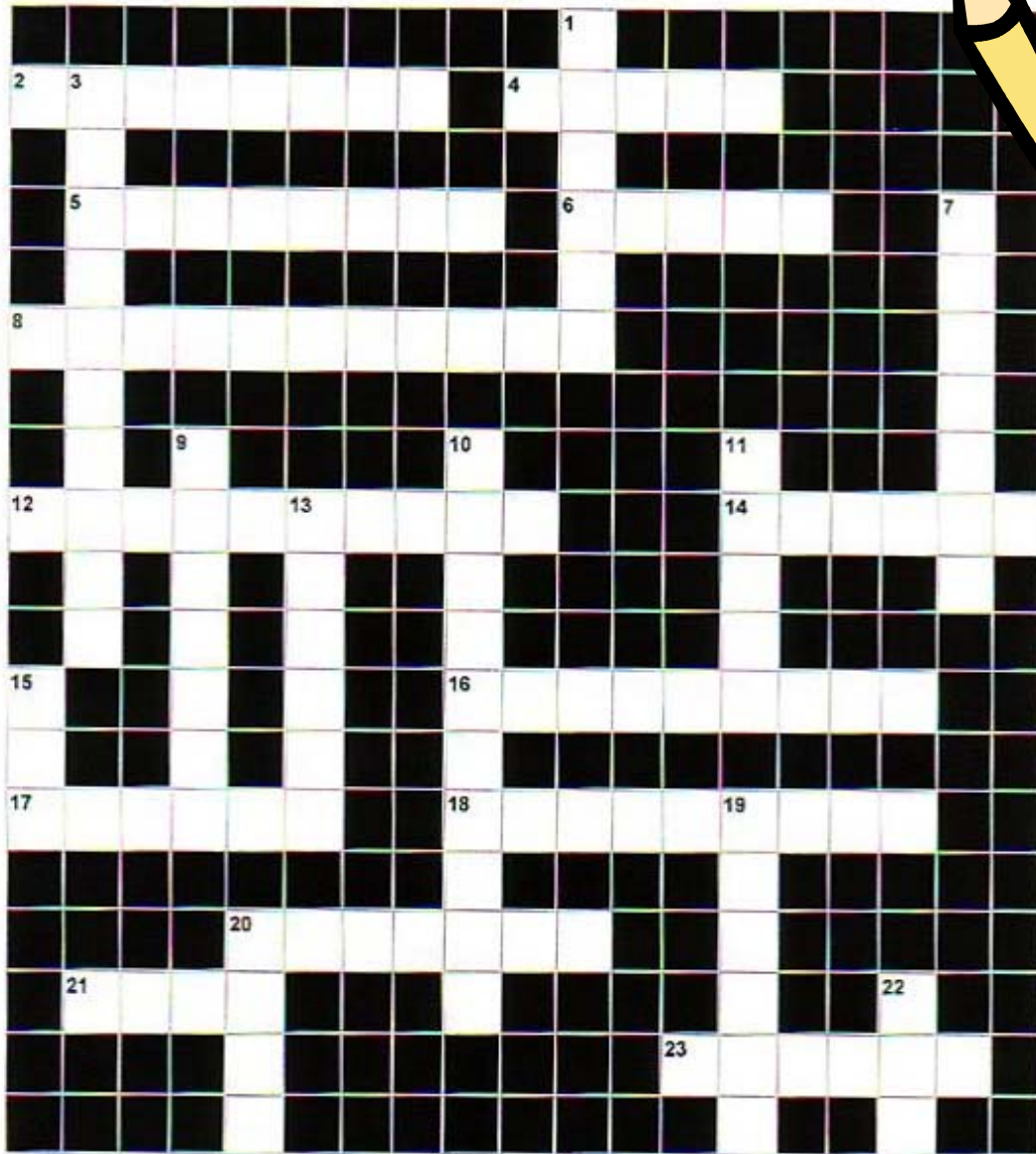
Take some bananas and cut them in half width-wise. Insert a Popsicle stick into the bottom of each and place them in the freezer for several hours until they are good and hard. Then melt some white chocolate and dip the bananas in the chocolate. Push in two chocolate chips for eyes and refreeze them.

Hocus-pocus, you have created a scary treat that's fun to eat.

*By Peter Pawluk, Operations Manager for
ARAMARK, Carewest Housekeeping*



Carewest Crossword



Across:

- 2 Fanning site leader (two words).
- 4 Also called a heartbeat.
- 5 Vegetable on front cover of *Carewrite*.
- 6 Control centre of body.
- 8 Day to honour veterans.
- 12 Topic of workshop on November 19 (see page 9).
- 14 Carewest Executive Director Brenda ____.
- 16 Long word for flu.
- 17 Site named after ____ family, Carewest benefactors.
- 18 Annual city-wide fundraising campaign (two words).
- 20 Tool to give vaccination.
- 21 Party for Carewest employees this November.
- 23 Communications Coordinator Lynne ____.

Down:

- 1 Calgary Health Trust Lottery: Big Money ____.
- 3 Form of dementia.
- 7 Site of Younger Adult Day Support program.
- 9 Housekeeping company for Carewest (see page 10).
- 10 Carewest is a leader in ____ care.
- 11 Colour of blood cells that kill germs.
- 13 Location of new hospice at Carewest.
- 15 Abbreviation for Licensed Practical Nurse.
- 19 Common name for a physician.
- 20 Respiratory virus that originated in China.
- 22 Opposite of old.

*Divona Herzog
Carewrite Editor*



Employee Recognition Program

By Linda Larg, Human Resources

Congratulations to the Carewest employees and teams nominated through the Employee Recognition Program. The winners in the August monthly draw are:

Tari Campbell-Hope	Administration
Russ Brown	Colonel Belcher
Shelley Rutledge	Dr. Vernon Fanning
Suzette Pounall	George Boyack
Moana Rasmussen	Glenmore Park
Debbie Young	Royal Park
Allan Lau	Sarcee
Jewel La Borde	Signal Pointe

Carewrite Schedule

November

Submission deadline: November 9
Publishing date: November 18

December

Submission deadline: December 7
Publishing date: December 16



WWW.REALAGE.COM

Power couple

For a powerful, arterial health-boosting combo, pair up orange juice and oatmeal at breakfast. Phenolic compounds in oats work synergistically with vitamin C to inhibit a key step in the formation of arterial plaques, research has revealed. Stir in vitamin C-rich foods such as strawberries, cantaloupe, or papaya into your homemade oatmeal, or serve it with a side of orange juice, to help keep your arteries clear.

Keeping in Touch Fall 2004 Sessions

You're invited.... Keeping in Touch sessions are open to all Carewest staff. Executive Director **Brenda Huband** fields questions, discusses issues and keeps employees informed about current Carewest business plans.

You can also e-mail Brenda with your questions/concerns anytime and she will be happy to respond. Please send e-mails to:

keepingintouch@calgaryhealthregion.ca

Wednesday, October 20th Carewest
2:30 p.m. to 3:30 p.m. George Boyack

Friday, October 22nd Carewest
2:30 p.m. to 3:30 p.m. Glenmore Park

Tuesday, October 26th Carewest
1:30 p.m. to 2:30 p.m. Colonel Belcher

Wednesday, October 27th Carewest
2:30 p.m. to 3:30 p.m. Nickle House

Thursday, October 28th Carewest
9:00 a.m. to 10:00 a.m. Admin Centre

Friday, October 29th Carewest
Multipurpose Room Royal Park
1:30 p.m. to 2:30 p.m.

Monday, November 1st Carewest
Chapel Sarcee
2:00 p.m. to 3:00 p.m.

Thursday, November 4th Carewest
2:00 p.m. to 3:00 p.m. Signal Pointe