

A Weekly Update
For The Employees of
North Central Health Care



SHARE YOUR FALL
HARVEST PHOTOS
WITH US!
VISIT THE NCHC
EMPLOYEES
GROUP ON SOCIAL

PHOTO OF
THE WEEK




NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN

I am hoping that everyone has received their annual Employee Performance Evaluations and you are currently working on getting your self-appraisal completed. During the time that you will be meeting with your supervisor to review the Performance Evaluation, your supervisor will help you set at least one SMART goal for 2024. SMART is an acronym that stands for Specific, Measurable, Attainable, Relevant, and Time-Oriented. Your goal will be developed consistent with your position's responsibilities and written utilizing the SMART format. The format will be as follows:



Specific: The goal should define specific results and provide concrete details on what is to be achieved.

Measurable: How will you measure the progress of your goal?

Attainable: Is your goal attainable and do you have the time and resources to achieve it?

Relevant: How and why is this goal important?

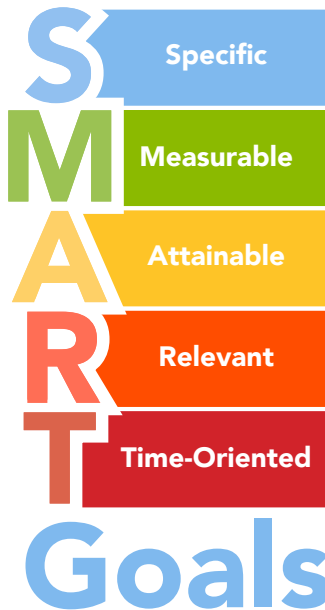
Time-Oriented: When will your goal be complete?

Your SMART goal will assist you in the coming year to help guide your efforts and empower you to take ownership of your professional development. Your goal will help you stay focused, motivated, and accountable. They will have aspects of our Core Values: Dignity, Integrity, Accountability, Partnership, and Continuous Improvement. These SMART goals will be a key aspect of helping with your personal growth within our organization, as we continue our journey towards achieving excellence in our positions and as an organization.

Gary D. Olsen

Gary Olsen
Executive Director

See Page 2
for the Employee
Performance
Review Timeline



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Person-Centered
Shout out

Alliesion Barden, Pine Crest Special Care

Al has such a loving outlook and genuinely cares for residents as family. She makes sure their care is above basic needs. She can turn a stressful situation into a comfort situation.



Shared By: April Sobieszczyk

Occurrence Reporting Hotline  Only significant or sentinel events requiring immediate notification to this hotline.
x4488 or 715.848.4488



Employee Self-Appraisals in UKG are due Sunday, October 15!



Employee Performance Evaluation System Overview



North Central Health Care is dedicated to providing employees with prompt and accurate feedback about their performance. The goal of the Performance Evaluation System is to provide guidance and feedback to employees so they can be as productive and successful on the job as possible.

Annual Performance Evaluation Period: October – December



STEP 1: Employee Self-Appraisal October 1st – 15th

Log into UKG and complete your online self-appraisal.



STEP 2: Manager Assessment Oct. 15th – Dec. 15th

Managers will log into UKG and complete the online appraisal of your performance. You will be evaluated on the 6 competencies shown to the right.



STEP 3: In-Person Review Meeting October 15th – December 15th

Managers will meet with you to review your performance. SMART Goals for 2024 will be developed and reviewed.

What will employees be evaluated on?

6 Competencies

- Communication
- Core Values
- Job Knowledge
- Person-Centered Service
- Quality of Work
- Teamwork & Fostering a Positive Work Environment

Employee's pay for performance amount will be based on their individual Employee Performance Evaluation. All Performance-Based increases are effective annually in March.

IMPORTANT: If you have not completed your required UKG learning modules by Dec. 31, you will not be eligible for a performance-based pay increase.

Employees less than 0.3 FTE or occasional status will not be assigned a Performance Evaluation through UKG.



North Central Health Care 2023 EMPLOYEE VACCINATION PROGRAM

ALL Employees
Must Complete
by Dec. 4



Sign-Up Online
for an Employee
Vaccination
Clinic at work!

- 1** Make an appointment and get your Flu and/or Covid vaccinations*.
- 2** Complete the required forms.
- 3** Return your forms to NCHC Employee Health.

Skip the Clinic! If you work in a Direct Care Program, talk with your manager about how to get your vaccination(s) from a trained nurse vaccinator right in your department!

Make An Appointment to Get Your Vaccination Outside NCHC! You can get vaccinations (at your expense) at the Employee Health & Wellness Center (must be covered by an NCHC Health plan), a Primary Care Clinic of your choice, or at a Community Pharmacy. Remember to get proof of vaccination from the provider!

*Your manager will deliver all required forms and instructions directly to you at work. Employees who work with vulnerable elderly populations will have requirements for Influenza and Covid vaccinations. All other employees will have requirements for Influenza vaccination only. Employees who do not complete these steps by Dec. 4 will be removed from the schedule.



Visit www.norcen.org/ForEmployees

for more details, FAQ's, vaccination locations and options, copies of forms, or to make an appointment at a NCHC Vaccination Clinic!

Questions? Contact your Manager or Employee Health at 715.848.4396



Healthcare Security & Safety Week

October 8-14, 2023



Throughout the past year, our Safety & Security team here at NCHC has seen significant growth and we have welcomed many friendly faces. Our officers truly demonstrate our Core Values through acting with Dignity while providing safe assistance, Integrity, Accountability for being of assistance when needed, Partnership by working with programs to meet security needs, and Continuous Improvement by always trying to review process to improve outcomes.

This year, Governor Tony Evers set an official proclamation for Healthcare Safety & Security Week. We are proud to provide a valued service to those we serve, our employees and our partners.

IAHSS HEALTHCARE SECURITY & SAFETY WEEK HONORED TO SERVE on the PATIENT CARE TEAM

Show your support and appreciation for Security and Safety Officers!



NCHC PHARMACY WANTS YOUR PAPER GROCERY BAGS

Can You Help?

Pharmacy is in need of clean used paper grocery bags. If you have any bags you can donate, please place them in interoffice mail to the Pharmacy or drop them off at the Pharmacy or Guest Services Desk. Thank you!



NEWS, UPDATES, LINKS, STORIES, PHOTOS, VIDEOS!

GET SOCIAL!

#IamNCHC



PHOTO OF THE WEEK



MOUNT VIEW ACTIVITIES
Go BIG or Go Home!

Amy Martin from Mount View Care Center Activities brought in a giant carrot she got at the Giant Pumpkin Fest in Nekoosa to show the residents. She also brought in some corn. Well what do you do with these great vegetables? The residents struck up a game of corn toss with the corn and buckets.



Photos submitted by Dana Kodl

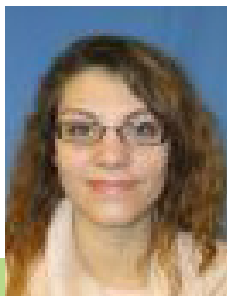


SHARE YOUR FALL HARVEST PHOTOS WITH US!
VISIT THE NCHC EMPLOYEES GROUP ON SOCIAL

employees on the move

Congratulations to these employees for their recent transfer or promotion!

congrats!



Kathleen Williams transferred from CNA to Registered Nurse reporting to DeAnna Nowak at Mount View Care Center effective 9/17/2023.



Tonya Bush transferred from OWI Intake Coordinator in Patient Access reporting to Pam Hoff to Quality Assurance Specialist in Adult Community Treatment reporting to Marne Schroeder effective 10/1/2023.



Brandon Lawrence transferred from Dietary Aide in Food Services reporting to Kristy Lemmer to CNA at Mt View Care Center effective 10/1/2023.



Don't Infect, Please Protect.



Feeling sick?
STAY HOME

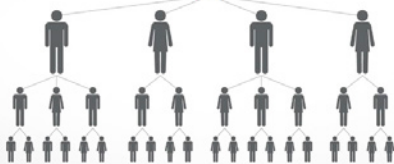


**DO NOT GO TO
WORK
SCHOOL
EVENTS**



stay home and rest

1 person can spread germs



DO YOUR PART

STAY HOME WHEN YOU ARE SICK

Employees: Report symptoms & Covid-19 exposures to your Manager immediately.

Your Manager will complete a SafetyZone report as soon as possible and you will be contacted about your return to work.

Questions? Call Employee Health at 715.848.4396



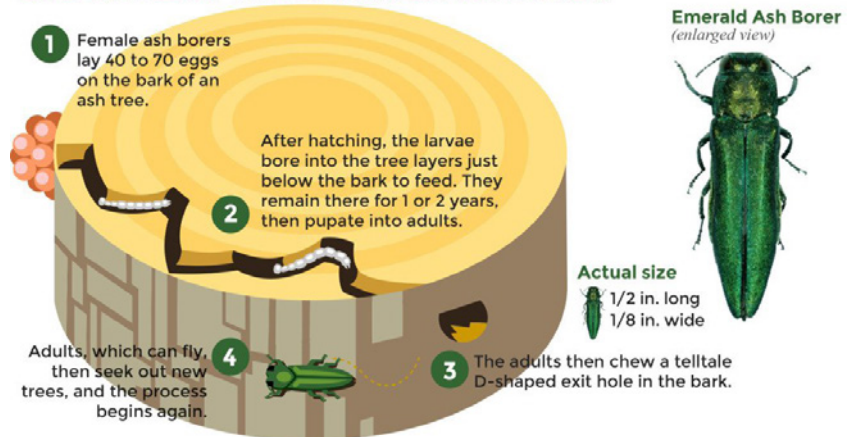
North Central Health Care
Person centered. Outcome focused.

EMERALD ASH BORER IMPACTS TREES ON WAUSAU CAMPUS

Tree Removal Starting Soon

The Wausau Campus has Ash trees spread throughout. It has been verified that many are infected with the Emerald Ash Borer and are in various stages of dying. Marathon County Parks is going to be working throughout this fall to remove the infected trees to prevent further spread of the beetle. The dying trees are a safety concern with high potential for falling limbs.

LIFE CYCLE OF THE EMERALD ASH BORER



Source <https://www.reforestichmond.org/emerald-ash-borer-eab>

We share this information with you so that you can let others know in the event you receive questions from patients, residents, families or member of our community.



Rasmussen University Educational Alliance Webinar

We are excited to share this opportunity to learn more about the education benefits you have. See below for the FREE registration. *If you are not able to make the webinar time, please register and we will send you the recording once the webinar is over.*

Education Benefits Webinar and Corporate Grant Information

Wednesday, October 18th, 2023, | 2:00 PM EST

Registration: <https://bit.ly/48DpzhQ>

This webinar will cover the educational benefits of your employer as well as the programs offered at Rasmussen University. Whether you work directly with patients or behind the scenes, there are over 60+ degree programs available at Rasmussen University. This virtual information session will give you the chance to learn more about your tuition grant opportunities to help you earn your degree.

Learn more at rasmussen.edu/corporate or *Text DEGREE20 to 96194

COURIER SCHEDULE CHANGES

Deliveries To/From Wausau-Merrill-Antigo on Thursdays

In order to achieve efficiencies and provide better service to our partners, the weekly courier from Wausau to Antigo to Merrill has changed from Wednesday to Thursday. Any questions or input, please contact Jenny McKenzie @ jmckenzie@norcen.org or 715-841-5101.



UKG SCHEDULED OUTAGE October 22, 1 – 7 am

UKG will be running an update to the system on Sunday, October 22, 2023, beginning at 1 am. The update is expected to take up to 6 hours. During this time staff will not be able to access the UKG.

- Employees will be impacted in several ways:
- Employees will not be able to log into Time Management.
- Employees will not be able to enter their time via their "Clock Entry" or "Time Management" options in Time Management.
- Employees who enter time at a physical device, such as a time clock, can punch in as they normally do. Punches are stored within the clock and the data is added when the upgrade is complete.
- Supervisors and/or managers cannot approve time during the upgrade.



SAFETYZONE ALERT Outage Scheduled for October 18, 10 – 11 pm

On Wednesday, October 18th, from 10:00 PM CST until 11:00 PM CST, the Healthcare SafetyZone system will be unavailable due to server maintenance. Please complete your SafetyZone submissions after the maintenance is complete.



BOTH NURSING HOMES HOSTING TRICK-OR-TREATING Tuesday, October 31 | 3 – 5 pm

Spread the word! Mount View and Pine Crest are each hosting a spooktacular trick-or-treating event this Halloween. Our residents eagerly await this annual tradition, and the children's visits bring smiles and happiness to all. Join us for this spooky night of community spirit!

HALLOWEEN CANDY DONATIONS FOR RESIDENTS

The activity department is in need of small wrapped candies for Residents to pass out during our Mount View and Pine Crest Trick or treating event, on October 31. Donations can be dropped off in Wausau at Guest Services desk or with the Life Enrichment team. Donations at Pine Crest can be dropped off at the Activities Office or the Front Desk.

community events



D.C. EVEREST IS PROUD TO HOST

TUESDAY, OCTOBER 17, 2023 | 7:30 PM
D.C. EVEREST SENIOR HIGH



CONCERT IS FREE, BUT TICKETS ARE REQUIRED.
TICKETS AVAILABLE BEGINNING
SEPTEMBER 17

- TICKETS ARE REQUIRED FOR THE CONCERT
- DOORS OPEN AT 6:45 FOR TICKET HOLDERS
- TICKETS VALID UNTIL 7:15
- OPEN SEATING AFTER 7:15
- NO LARGE BAGS OR BACKPACKS ALLOWED
- NO VIDEO ALLOWED | PHOTOS ARE ALLOWED

<https://marineband.ticketleap.com/weston2023/>

A Community Celebration!

HEALING MINDS & HEARTS SHOW

October 21st
doors open at 6:30
LT Club - Grand Ballroom
(The Labor Temple)
318 S. 3rd St
Wausau, WI 54401

Join us for:

- Artwork for display or sale;
- a dessert buffet from local bakeries;
- multiple raffle opportunities;
- cash bar!

FREE ADMISSION!
*DONATIONS ACCEPTED

The Desperate Ottos

Live Entertainment from
6:30-9:30

NAMI Northwoods
National Alliance on Mental Illness

This event is sponsored by NAMI Northwoods, whose mission is to provide advocacy, education, support and public awareness throughout Marathon, Lincoln and Langlade Counties in Wisconsin so that all individuals and families affected by mental illness can build better lives.



Here's how it works...

Step 1: Have Your Recruit Tell Us About You

Complete the "Referred by" section in their employment application including your name. No other forms or email are necessary.

Step 2: Meet Required Criteria

You and your recruit must be in good standing throughout this period and have no written warnings for attendance or other performance.

Step 3: Get Paid!

When your recruit joins the NCHC Team, and you both have met the referral requirements YOU will earn the following:

- \$1,000** After 90 days (Employees 0.5 FTE status or above)
- \$500** After 90 days (Employees below 0.5 FTE status)

Refer A Friend For Your Opportunity To Earn Referral Cash!

We value your referrals and know that together we can strengthen our North Central Health Care team. That's why earning some extra cash for your employee referrals has never been simpler. So text that friend, and get the ball rolling.

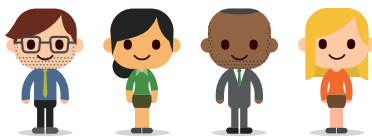
*For additional details and qualification requirements please refer to the Referral Bonus Policy.



North Central Health Care
Person centered. Outcome focused.

Check out all the latest Job Opportunities
www.norcen.org/Careers

Share on Social!



We want MORE Awesome People like YOU on Our NCHC Team!

Be sure to SHARE our Career Posts on Social!

HRinsights

Position Postings

Title: Crisis Professional

Status: Full Time, 6 pm - 6 am

Location: Wausau

A Crisis Professional provide crisis intervention, crisis counseling for individuals and families, referral and short-term follow-up, and collaborative community consultation, and education. Perform crisis line risk assessments to evaluate and triage to the most appropriate treatment setting.



Apply Online: <https://bit.ly/CrisisPro23>

Title: Supervisor of Nursing Services

Status: Full Time - PM Shift

Location: Wausau

The Nursing Supervisor has the authority, responsibility, and accountability for clinical and operational outcomes on all assigned Nursing Home units. Collaborates with designated unit staff to assure consistent, safe, and efficient delivery of quality care and serves as a resource for conflict resolution and decision making within established guidelines and regulatory standards.



Apply Online: <https://bit.ly/3RjB5c1>

Title: Want to Become a CNA?

Status: Full & Part-Time

Location: Wausau or Merrill

Make a difference in residents' lives! Bring our nursing home residents hope and cheer. Become part of a team that provides the highest level of rewarding work. Want to become a Certified Nursing Assistant and get paid? North Central Health Care is offering a CNA class at a reduced cost. Receive the CNA class paid for upfront. You will be offered a CNA position upon successful completion of the CNA class and passing the certification exam. You could be working as a CNA! As a CNA at Mount View Care Center or Pine Crest your number one job is to enhance their experience while they live here with us. There are multiple options for completion of the CNA Class. Expand your career possibilities today!



Apply Online: <https://bit.ly/48o9GMh>

www.norcen.org/Careers



FrontLine

Frontline | October 2023

Employee Assistance Program | ascensionwieap.org | eap@ascension.org | 800.540.3758

Mental Health Risk at Work

Like physical risk, psychological risk can also exist at work. Almost anything that causes stress, anxiety, depression, or other mental health issues qualifies as a “safety hazard.” Safety hazards include unresolved conflicts, isolation, overwork, lack of work-life balance, and even an unclear job role. Not all hazards have easy answers, but many do, and your EAP is ready to help by working with you to find the right intervention strategy. The United Nations has a strong interest in workplace mental health and has offered a research-based list of mental health hazards at work. Find it here at [www.who.int/news-room/fact-sheets/detail/mental-health-at-work]. And turn to your EAP for help for intervening in risks that affect you.



Fight Stress with Healthier Eating

Some foods can play a positive role in managing stress. Berries reduce inflammation and oxidative stress in the body. Nuts—including almonds, walnuts, and pistachios—have healthy fats and fiber that can stabilize blood sugar while giving sustained energy. Dark chocolate with more than 70% cocoa may reduce stress hormones and release endorphins, which are natural mood lifters. Yogurt is a probiotic-rich food that supports gut health, which can positively influence mood and reduce stress. Leafy greens—including spinach, kale, and Swiss chard—can help regulate cortisol, a stress hormone, because of their magnesium content, and their folate content may help with mood regulation.



<https://health.clevelandclinic.org/eat-these-foods-to-reduce-stress-and-anxiety/>

Unplug and Connect with What Matters

Technology devices can get in the way of quality family time. Could a “device-free zone” (or two) be good for your family? The idea is to have loved ones, especially children, learn to value face-to-face interactions, which are crucial for emotional well-being. If you want to try implementing the concept, here are tips: Start the tradition early to maximize the impact on young children and its value for their developmental psychology as it grows over time. Also, get agreement and commitment from household members to adhere to the rules set for your device-free zone(s).



Learn more by going to resources.uknowkids.com/blog/what-are-tech-free-zones-and-are-they-right-for-my-family.

Customer Service and Emotional Resilience

Emotional resilience as it applies to customer service is the ability to cope with, adapt to, or bounce back from the challenges of difficult customer interactions. Build these resilience skills by 1) practicing asking yourself “What am I feeling right now?” This simple exercise creates reflexes for self-awareness and allows you to choose your reaction to inordinate stress. 2) Discover and then implement mini strategies to calm yourself when you are under stress. (Your EAP can help.) 3) Maintain a social support network that you can turn to when things do get tough. 4) Be optimistic and believe you can master the customer service challenge. It’s a special job that imparts tremendous skills you’ll apply throughout your life.



Learn more by reading “Unshakeable at Work: Build Resilience for Customer Service” by Sue Anderson (2020).



WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA
OPEN TO ALL NCHC & WAUSAU CAMPUS



BREAKFAST HOURS

8:30 AM – 11 AM

LUNCH HOURS

MONDAY – FRIDAY
11:30 AM – 1:30 PM
HOT FOOD BAR
\$.45/OUNCE
(Weekdays Only)

GRAB-N-GO HOURS

MONDAY – FRIDAY
8:30 AM – 5:30 PM

WEEKENDS:

GRAB-N-GO ONLY

THE SANDWICH & SALAD BAR IS BACK!

Make your own cold sandwich with lunch meat & fixins' OR self-serve at the salad bar. Salads are charged by weight.

OCTOBER 9 – 13, 2023

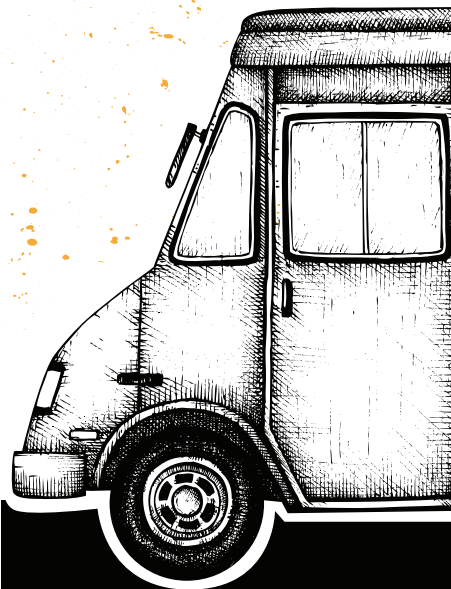
	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Cheesy Meat-loaf Baked Potato Wax Beans	Vegetable Beef Stew Creamy Coleslaw	Turkey Dumplings Buttered Peas Dinner Roll	Roast Beef and Mashed Potatoes Parslied Carrots	Vegetable Lasagna Broccoli Cuts
SOUP	Turkey Dumpling Soup	Cream of Tomato Soup	TBD	Beef Noodle Soup	Ham & Bean Soup
DESSERT	Cherry Delight	Bread Pudding with Caramel Sauce	Cranberry Dessert	Cinnamon Baked Apples	Pumpkin Fluff

OCTOBER 16 – 20, 2023

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Smoked Paprika Chicken Mashed Potatoes Gravy	Lasagna Shredded Lettuce with Dressing Garlic Toast	Apple Butter Pork Loin Stuffing Roasted Butternut Squash	Turkey & Rice Casserole Dinner Roll Corn	Baked Cod Herbed Rice Creamy Coleslaw Rye Bread
SOUP	Cheese Cauliflower Soup	Beef Barley Soup	Garden Vegetable Soup	TBD	TBD
DESSERT	Brownie Bottom Cheesecake	Chocolate Chip Cookie	Snickerdoodle Krispy Bar	Banana Strawberry Cup	Cranberry Crunch



WAUSAU CAMPUS SUMMER FOOD TRUCKS



Mitch's Texas Tacos
CLOSED FOR THE SEASON



10:30 am to 1:30 pm

Mount View Care Center Entrance

HANUMAN EXPRESS

Final Date of the Season:
Friday, Oct. 20



10:30 am to 2:30 pm

Employee Entrance

BB Kitchen
Friday, Oct. 20

Authentic Thai
at Pine Crest

* Dates are subject to change. Watch for notices via email and NYCU

Please note: Food trucks are independently operated and may cancel with little notice. We apologize for any inconvenience.



THE BISTRO

NOW OPEN 7 DAYS A WEEK! | 7:30AM - 3PM
HOT FOOD AVAILABLE UNTIL 2:30PM

PANINI OF THE WEEK



JALAPENO POPPER

JALAPENO | CHEDDAR | BACON
CREAM CHEESE

Ice Cream

ICE CREAM CONE1.00
ROOT BEER FLOAT2.00



LUNCH

LATTE OF THE WEEK

Vanilla Chai



**\$1 OFF LARGE
LATTES EVERY
MONDAY!**

PANINI COMBO (1/2 PANINI, CHIPS, WATER)	5.00
TURKEY BACON GUAC PANINI	6.00
TURKEY BACON GUAC WRAP	5.75
3 CHEESE PANINI (ADD CHICKEN FOR \$1)	3.50
GRILLED HAM & CHEESE PANINI	4.50
GARLIC BACON PANINI	5.00
CHICKEN BACON RANCH WRAP	5.25
CHEESE QUESADILLA (ADD CHICKEN FOR \$1)	4.50
CALZONE	4.50/5.00
CHEF SALAD/CHICKEN SALAD	5.50

**Please note: All sales subject to Sales Tax.*