
A Weekly Update
For The Employees of
North Central Health Care



Spring Puppy – Submitted by Jenny Piorier

NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Next Phase

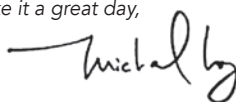
Our Campus Renovations are about to enter Phase 3, which includes renovations to our “D” Wing portion of our building that will encompass our remodeled Adult Inpatient Hospital, Crisis and Emergency Services, Residential Treatment, and ultimately Detox programs. We are finalizing the plans to get ready to be put out for bid and anticipate that the demolition and renovations will begin in the next 30-60 days. This portion of our campus renovations will be the most difficult as we continue to operate in parts of the building while we are renovating other portions. Expect noise, construction debris, and changes in work flows. Excellent communication, coordination, and ultimately patience is needed over the next 12 months.

In the coming weeks we will be sharing plans for temporary program relocations and phasing for this portion of our project. The first sub-phase of these Phase 3 renovations will be renovating spaces for our new Adult Inpatient Hospital and part of our new Residential Treatment programs that should be open by the end of the year. The second sub-phase will be the new Crisis and Emergency Services, Detox, and remaining Residential Treatment programs. By this time next year, we should be wrapping up our campus renovations and settling into our new operations.

Speaking of which, today, April 23, 2021, marks the 90 day mark until the new Nursing Home Tower is completed. On July 23, 2021, we should be getting set to turn the new building over to our operational team. I’m looking forward to a celebration in August where we can have an open house for our new Nursing Home Tower and Aquatic Therapy Center. Our grand opening celebration last summer for the Pool was stymied by Covid. If Covid somehow tries to get in the way again, even if we have to walk through the new building in a single file line with full PPE, we’re going to have a grand opening event. It’s that important. I was in the new building again today, *WHAT A TREASURE* for our residents and community. Truly, an absolutely beautiful care environment. I’m excited to wrap beautiful facilities around great staff, patients, and residents.

More to come soon, the pieces are coming together and we’re looking to get into our home stretch on our Campus Renovations.

Make it a great day,



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ADMINISTRATOR ON-CALL x4488 or 715.848.4488

In the event of Phone System Outage,
reference the O:drive “On-Call Information Folder”
for Schedule and Cell Phone #'s.

**Monday, April 26 –
Sunday, May 2**

Jarret Nickel



Person-Centered
Shout

out

**Nadine
Switlick, APS**

Why: Working a
challenging emergent
case, placing client, and
following up in court pro-
cess. Dealing with many
challenging issues with
great advocacy!

Submitted By:
Brenda Christian





Wear a Mask – Maintain Social Distance – Wash Your Hands – Stay Home If You Are Sick. Report Symptoms and Covid-19 Exposures to Employee Health and Manager

Staff will continue to screen appropriately, report symptoms and not report to work if experiencing any signs of illness. Staff are required to use PLT or take unpaid leave due to symptoms or exposure. **Employee Health: 715.848.4396**

PPE GUIDELINES

Visitors: Cloth face covering or surgical masks required. Visitors will be screened using the COVID Screener (Version 3).

Employees: Face coverings required while entering the building. Self-screening required using temperature kiosks procedures. Surgical masks at a minimum required while within all NCHC buildings. Staff may remove masks while working alone in private offices.

Employees Working in Direct Patient/Resident Care:

Each patient/resident care area will be designated as being in Standard, Enhanced or Covid-19 Confirmed/Suspected Precautions. Units on Enhanced or Covid-19 Confirmed/Suspected Precautions must have it clearly posted on the entrance to the unit.

- o **Standard Precautions** – Surgical Mask, Gloves and Eye Protection (Face shield, goggles or safety glasses) required.
- o **Enhanced Precautions** – Surgical Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.
- o **Covid-19 Confirmed/Suspected Precautions** – N95 Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.

NCHC COVID-19 WEEKLY CASE REPORT

Confidential Employee Report

Employee Cases Reported through April 22, 2021

Cases reported below are current active employee cases. All employee cases previously reported that are no longer shown below have been cleared to return to work from NCHC Employee Health and local health officials based on a review of the individual case details.

Program	Current Active Employee Cases	Date Reported
<u>New Cases</u>		
Outpatient – Wausau	1	4/20
MVCC – Southshore/Northwinds	1	4/17

Previously Reported

All Previously reported cases have been cleared to return to work.

Total Active Employee Cases 2

GENERAL OPERATIONAL GUIDELINES

Program admissions, closures, and operations will be determined by Incident Command daily. Updates provided to staff at least weekly.

Direct Care/Visitors

- Essential visitors and contractors only.
- In-person treatment allowed in all programs. Masks and social distancing required. All areas require departmental cleaning procedures for pre/post in-person visits. Virtual treatment optional.
- In-Person Visitation allowed at Nursing Homes, Inpatient Hospitals, CBRF and Residential Homes (unless noted to right).
 - Program-established visiting hours.
 - Visitation limited to designated visiting areas or resident rooms only. No other travel throughout facilities. 2 visitors maximum per resident/patient at any time. Length of visit is determined by program.
 - Indoor, window, compassionate care and outdoor visits allowed.
 - Outdoor visits are weather-permitting and determined by program.
 - Screening, masks and social distancing required.
- Volunteer programming allowed. Limited to 5 max at a time in building. Covid-19 vaccination required.

Meetings or Groups

- NCHC in-person meetings and treatment groups allowed. Masks required. 6-foot social distancing or physical barriers between individuals required.
- Non-NCHC groups or meetings are not permitted (i.e., AA, NA)
- Group sizes for meetings or treatment limited to 50 people or less. Social distancing required. Meetings or treatment greater than 50 requires Operations Executive/Incident Command approval.

HR / Remote Work

- On-site interviews and Orientation are allowed with an option for virtual participation provided.
- Remote Work limited to those requiring exceptions. Please work with Manager and Human Resources if exceptions are required.

PROGRAM-SPECIFIC OPERATIONAL UPDATES

Programs with Operational Changes

Follow General Operational Guidelines (left) in addition to changes below.

- **Mount View:**
 - Covid-19 Confirmed Precautions:** Northern Reflections.
 - Enhanced Precautions:** Southshore and Northwinds.
- All In-Person Visitation Suspended temporarily through April 30. Compassionate Care visits allowed. Admissions on hold through April 30 for Northern Reflections, SouthShore and Northwinds due to precautions.
- **Pine Crest:** Indoor, In-Room Visitation Allowed. Screening Required for all visitors. 9am-6pm M-F and 9am-3pm Weekends. Outdoor Visitation closed due weather.
- **Residential Services:** Open and operational.
 - o **Covid-19 Confirmed/Suspected Precautions:**
 - Jelinek** through May 1 and **Fulton** through May 4 due to positive members/clients at these locations. Clients at these locations are closed to attending Adult Day and Prevocational Services..
 - o **Contact Precautions** due to presence of bed bugs: **Forest Street.**
 - o **Riverview Towers and Riverview Terrace:** Visitors are currently restricted, per City of Wausau.
- **Lakeside Recovery/MMT:** Closed. No Admissions.

Open & Operational

Follow General Operational Guidelines (left).

- | | |
|--|--|
| <ul style="list-style-type: none"> • Adult Day Services – Antigo • Adult Day Services – Wausau • Adult Day/Prevocational Services – Merrill • Adult Protective Services • Aquatic Therapy Center • BHS Adult Hospital • BHS Youth Hospital • Community Treatment • Clubhouse • Crisis Center | <ul style="list-style-type: none"> • Crisis Stabilization Units (Adult & Youth) • Hope House - Wausau • Hope House - Antigo • McClellan House • Outpatient Clinics • Pharmacy • Prevocational Services – Wausau • Transportation |
|--|--|

Program Hours and Operations Online: www.norcen.org/Covid-19



FLASH FRIDAYS

Continual Readiness

April 23, 2021

Flash Fridays will be distributed every Friday to prepare you for the upcoming surveys, like The Joint Commission or State of WI surveys, however the information provided pertains to all areas within NCHC, from Behavioral Health to Skilled Nursing Care. There will be a different topic each week. Some may only pertain to clinical staff, but always read it thoroughly. If you have questions, ask your Team Leader to explain how the topic relates to your area.

CREDENTIALING AND PRIVILEGING 101 – WHAT & WHY?

As we prepare for Joint Commission, many employees have asked about information regarding credentialing and privileging: what each are, why they are important, who does it and how it's done. Credentialing and privileging are crucial to patient safety. Ensuring that staff are appropriately trained and educated to provide care to patients is one of a health care organization's most important tasks, and it is also one of the most difficult. Joint Commission surveyors report that in the first half of 2014, about 50% of ambulatory health care organizations were noncompliant with Joint Commission Human Resources (HR) Standard HR.02.01.03, which states: "The organization grants initial, renewed, or revised clinical privileges to individuals who are permitted by law and the organization to practice independently."

Credentialing is the process of obtaining, verifying, and assessing the qualifications of a practitioner to provide care or services in or for a health care organization. Credentials are documented evidence of licensure, education, training, experience, or other qualifications. Examples of credentials are a certificate, letter, or experience that qualifies somebody to do something.

Privileging is the process whereby the specific scope and content of patient care services (that is, clinical privileges) are authorized for a health care practitioner by a health care organization, based on an evaluation of the individual's credentials and performance. An organization must verify a person's credentials before granting privileges.

WHO IS CREDENTIALLED AND/OR PRIVILEGED AT NCHC?

As a rule, all licensed practitioners who use their license(s) to diagnose and treat clients and who bill for those services need to go through the credentialing process (as above). Once a practitioner has been fully verified and credentialed, the initial credentialing process is complete. The State of Wisconsin requires providers to go through initial credentialing and then recredentialing every two years.

NCHC credentials all Outpatient Behavioral Health licensed and in-training providers, as well as all Aquatic therapy licensed providers. NCHC credentials and privileges all outpatient and inpatient physicians, nurse practitioners, and physician assistants.

NCHC licensed doctors, nurse practitioners, and physician assistants (those who prescribe medicine) go through BOTH the credentialing and privileging processes. Each practitioner must request and define specific clinical privileges. Once the credentialing process is complete, their file goes to NCHC Medical Staff and NCHC Board for approval of privileges and appointment to our Medical Staff. The initial appointment period is for no longer than two years, and these practitioners must go through recredentialing and reappointment every two years.

WHO MAKES ALL THIS MAGIC HAPPEN HERE AT NCHC?

NCHC Credentialing Specialist Jess Putrus is our employee responsible for all of our credentialing and privileging processes. Jess works with each licensed practitioner to collect all necessary information and documents, runs initial background checks, and then she works closely with Northcentral Credentialing Services (NCS), the Credentials Verification Organization NCHC uses to perform primary source verification. Jess continuously works with these providers and NCS to maintain complete and up-to-date credentialing and privileging files for all North Central Health Care providers that we employ or contract with.



Questions? Contact your team leader, any member of the Leadership Team or Survey Readiness Team.



FACE MASK PROJECT UPDATE

NCHC received another 357 donated face coverings this week from our community.

This brings our mask total to:

5,859

WAUSAU CAMPUS PARKING NOTICE

Save Room for the Pool Users



The NCHC Aquatic Therapy Pool will be opening up to scheduled open swim and maintenance use. This means up to 15 pool users, in addition to scheduled therapy appointments, may be at Campus to use the pool every hour. Since the designated Aquatic Therapy Center parking lot is not fully functioning, and pool users have to cross the gravel driveway, we ask that all staff park in the rear lot, or as far away from the Aquatic Therapy Center as possible and leave the parking spots nearest the Aquatic Therapy Center for pool users. Signage will be placed to assist, but we need your help to prioritize our patient experience. Thank you for your assistance.



MAY COVID-19 VACCINATION CLINICS FOR EMPLOYEES

The next clinic available will be Friday, May 7

North Central Health Care is continuing to offer the Covid-19 vaccine to newly hired employees or current employees who have not previously received the vaccine. Vaccination clinics will be held once monthly on Fridays moving forward in 2021. All vaccination clinics will be held in the 1st floor dining room of Mount View Care Center in Wausau. The vaccination sign-up is online and you will be able to choose your preferred date by using the link below.

The Covid-19 vaccine is a 2-dose vaccine. After you receive your first dose, please make sure to sign up for your second dose for the following month. For example, if you're signing up for your first vaccine in May – make sure to sign up for your second in June. You will also be given your return date for the 2nd vaccine on your COVID Vaccine Card when receiving your first dose.

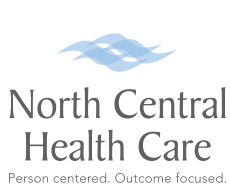
Below is the link to sign up for the new monthly COVID Vaccination Clinics. As always if you have any questions please reach out to your manager, Infection Prevention, or Employee Health.

COVID Vaccine Sign Up Form is online at <http://bit.ly/NCHCCovidVacc>

When you click link above, you will see a listing of all future clinic dates.



KEEPING HEALTH INFORMATION HUMAN



**Keeping Health
Information
HUMAN**
HEALTH INFORMATION PROFESSIONALS WEEK

April 17 - 24, 2021

Health information professionals are trusted by patients and providers alike to protect, interpret, and transmit the most sensitive data that exists about a person, while making sure it is available where and when it is needed.

Happy Health Information Professionals Week!

**United
Way**



COMMITTEE CONNECTION

KNOW SOMEONE IMPACTED BY THE UNITED WAY & WILLING TO SHARE THIER STORY?



Your story is important.

There are hundreds of ways that the United Way impacts individuals and families every week, however not everyone is aware of the effect that the United Way has on our communities. That's why we want to share real stories to spread the word and encourage United Way engagement within our North Central Health Care Team. Your story can help!



Get in contact.

If you or someone you know has a story to share **EMAIL US** at Communications@nrcen.org

DONATE \$25

Wear jeans every
Friday for a year!



Contact Volunteer
Services for details

715.848.4450

Interested in joining the United Way Committee? Email Sheryl @ Shemp@nrcen.org



Join NCHC at this Community Event in Merrill for Mental Health Awareness Month!

1ST ANNUAL

RAISE YOUR VOICE AWARENESS WALK

"END THE STIGMA FOR TYLER"

JOIN US ON
MAY 2

Registration: 12:30 Walk Start: 1:00

SILENT AUCTION & LIVE MUSIC

KITCHENETTE PARK | MARC (BACKUP LOCATION)

211 W 1ST STREET | 1100 MARC DRIVE
MERRILL, WI 54452 | MERRILL, WI 54452

MENTAL HEALTH MATTERS



TO REGISTER:
Scan the QR Code, visit
MHS' Facebook page or
use the link below:
bit.ly/ryvwalk

PLEASE WEAR A MASK AND PRACTICE SOCIAL DISTANCING DURING THE EVENT

FOR ANY QUESTIONS OR SPONSORSHIP INQUIRIES PLEASE CONTACT
ALLIE LIBBY: ALEXANDRA.LIBBY@MAPSEDU.ORG



River Bend Trail



NAMI Northwoods
National Alliance on Mental Illness



WISN 12.3



Tyler's Playground
Mental Health Matters,
End the Stigma
In loving Memory of Tyler Holbach

North Central Health Care
Person centered. Outcome focused.



CONGRATULATIONS SHARON UTTECH Happy Retirement!

Sharon Uttech recently retired from Pine Crest. She worked in our Food Services program for 26 years as a Cook. She will be greatly missed. We wish her all the best in her retirement. Thank you Sharon for all you have given back to Pine Crest, our residents and the team! Happy Retirement!

Cycling Without Age - Marathon County



LOOKING FOR VOLUNTEERS

This spring and summer, interact and connect with the elderly and disabled in our community by becoming a pilot for CWA-Marathon County.

- Training is provided
- It's rewarding and fun
- It's flexible



Upcoming Trainings:
Friday, April 30th
4:30 - 8:30 pm
Saturday, May 1st
8:30 am - 12:30 pm



Get Involved! Make a Difference!
<https://cyclingwithoutage.com/marathon-county/>

CONTACT US: CWA.MARATHONCOUNTY@GMAIL.COM
FOR MORE INFORMATION ABOUT THIS PROGRAM



MORE LINKS, STORIES, PHOTOS, VIDEOS!
NCHC EMPLOYEES COMMUNICATIONS GROUP
www.facebook.com/groups/NCHCTeam/



A fall could change everything

One in four people age 65 or older has a fall each year. You don't have to be one of them.

Take a Stepping On workshop!

Stepping On can help you avoid a dangerous and costly fall so you can keep doing the things you love to do. In just seven weeks, you'll learn:

- ▶ To identify and remove or avoid fall hazards in your home and outside
- ▶ How vision, hearing, medication, and footwear affect your risk of falling
- ▶ Strength and balance exercises you can adapt to your individual level
- ▶ To get back on your feet the right way if you do fall

Stepping On has been researched and proven to reduce falls by 30%!

VIRTUAL Workshop

Date: Thursdays, May 6- June 17

Time: 10:00 AM -12:00 PM

Cost: FREE; Suggested contribution of \$10 for entire 7-week program

Session 0: Thursday, April 29, 10:00-10:45 AM

Pre-registration is required by calling: 888-486-9545

** Need internet, device and camera to attend. Program coordinator will be available for set up questions.



MARATHON COUNTY
EARLY YEARS
COALITION



Helping Transition Children, Youth and Their Families to the Next Normal.

Each Tuesday in May from 7:00pm - 8:00pm



Tuesday, May 4 - Eric P. Hartwig, Ph.D. *Mindfield, LLC and Author of the best Universal Screening Supporting Social, Emotional and Behavioral Health: How you can help.* Social and emotional learning is not a curriculum, it is "lived learning" guided by deliberate practice with effective caregiving. Families and school staff can have a dramatic and powerful influence on a child's behavioral, emotional and social development, particularly when the timing, content and level of support matches a child's needs. Join us for a conversation on how you can help children adapt and build capacity to manage their world.



Tuesday, May 11 - Dr. Lori Shepherd, Pediatrician, Marshfield Clinic and Dr. Carolyn Nash, Pediatrician, Child Advocacy Center *Building Resiliency in Young Children Through the Pandemic & Beyond* - This talk will focus on ideas that will help your child develop resiliency, a strength that can help them thrive during times of stress, such as the current pandemic. A booklet with exercises and information is available as part of this presentation.



Tuesday, May 18 - Nicole Tank, Prevention Supervisor, Children's Wisconsin and Morgan Wolosek, Family & Youth Services Supervisor, Children's Wisconsin *Finding Balance - Helping Your Child Cope with Change* - We all want the best for our children. Helping them learn to cope with change is a strength we can build within our child that will be an asset throughout their lifetime. Join us as we look at some of the signs children are struggling with change, how to find balance for ourselves and our children and ways to develop the skills to overcome challenges.



Tuesday, May 25 - Dr. Dakota Kaiser, Ph.D. Psychologist, Bridge Community Health Clinic; Erica Huffman, MS, LPC, Youth Behavioral Health Director, North Central Health Care *Addressing the Mental Health Needs of Children and Families* - *More information to come.

Free, virtual offering, you can register for 1 or all!
Link to presentation will be sent the day prior to each session.
Register here: <https://www.unitedwaymc.org/EYCSeries>



Marathon County
Employees Credit Union

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UW Center for
Tobacco Research and Intervention
UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH

The Wisconsin Tobacco Quit Line: Updates and Insights into eReferral Implementation

Thursday May 13, 2021 - Noon to 1 p.m.

This webinar features three guest speakers: Our Wisconsin Tobacco Quit Line Coordinator will provide updates on current quitline services and two Wisconsin health systems will share their experiences implementing electronic EHR-based referral (eReferral) to the Quit Line system-wide.

Presented by:

Kate Kobinsky, MPH
Coordinator, Wisconsin Tobacco Quit Line
UW-Center for Tobacco Research and Intervention

Dr. Paul Hartlaub, MD, MSPH
Medical Director, Primary Care Quality
Ascension Wisconsin Medical Group

Susan Lundsten, CTTS
Wellness Education Specialist, Office of Population Health
Gundersen Health System



Join Webex Event: <https://uwmadison.webex.com/uwmadison/onstage/g.php?MTID=ebfd28ed8d8bd92cb1e560cddbd44e95f>
Password: itEFw3hXi34 (48339349 from phones)

To join by phone: +1-415-655-0001 US Toll
Access code (event number): 120 958 9346

Cisco Webex support: <http://help.webex.com>

No registration required. When logging onto the webinar, you may be asked to enter the password above.

For more information, please contact Amy Skora (askora@ctri.wisc.edu)

1930 Monroe Street, Suite 200 • Madison, WI 53711 • 608-262-8673 • Fax 608-265-3102 • www.ctri.wisc.edu

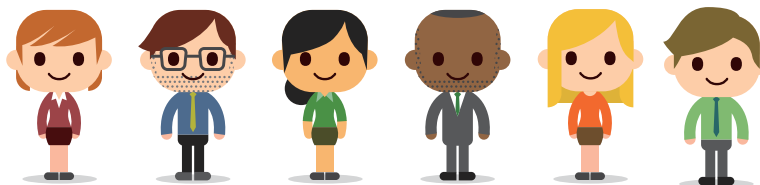


HR MONTHLY Employee Questions and Our Answers



April Topics Include:

- Family Medical Leave
- Doctor's Notes
- Attendance Policy
- Short Term Disability
- Income Continuation Insurance



QUESTION: What do I need to do if I must be off for a long period of time for my own serious health condition or that of my spouse?

- 1) **Immediately call your manager or scheduling team and report your absence.** Let them know if you want to be unpaid or use PLT for your time off.
- 2) **Call Employee Health** (715) 848-4396.
- 3) **Call The Standard.** The Standard handles all Family Medical Leaves and Short-Term Disability for NCHC. Their phone number is 866-756-8116. NCHC is Group #757089. **Note: Your absences will count towards your attendance if you do not complete family medical leave paperwork and send it back timely to The Standard. Short-Term Disability benefit is available after being off for more than 7 days (if you enrolled in this benefit).**
- 4) **If you will be out for longer than 30 days,** contact The Hartford (Through WI Retirement System) if you signed up for the free Income Continuation Insurance at 800-960-0052 and let them know you are wanting to open a claim as you are covered under the State of WI Short-Term Disability Program.
- 5) **Keep Employee Health updated** on your progress and let them know when you can return to work.
- 6) **When coming back to work** bring a doctor's note that you can return to you Human Resources or Employee Health. **Note: If it is signed by a Nurse, you will be required to provide a new note signed by a Physician, Physician Assistant or Nurse Practitioner and will not be allowed to return until a new note is provided.**
- 7) **If at any point you have questions,** contact one of NCHC's Human Resources team and we will be glad to help you!

WEB RESOURCES AVAILABLE TO HELP EMPLOYEES REVIEW THE WISCONSIN RETIREMENT SYSTEM (WRS) STATEMENT OF BENEFITS

NCHC Wisconsin Retirement System (WRS) Employee Statements Mailed Out

ETF's online resources are available to assist members in reviewing their Wisconsin Retirement System annual Statement of Benefits, which are being distributed in April.

The statement is a summary of a member's WRS pension account, including year-end balances, beneficiary designations and other important account information as of December 31, 2020. Statements are being mailed to homes beginning the week of April 12, 2021.

Be sure to carefully review your statement. Do you have any questions? This is also a good time to assess your financial plan. How can you grow your retirement income?

In the Statement of Benefits (www.etf.wi.gov/members/statement) section of the website, you'll find easy-to-use resources:

- Interactive sample statements provide explanations

tions of content and links to other information

- Frequently asked questions on how to update your name or address, change your beneficiary(ies), calculate a benefit, make additional contributions and more
- Quick links to forms, online calculators and related webinars

Need Assistance?

- Active employees (currently working for a WRS employer): If you believe your statement is incorrect, contact your employer's payroll office.
- Inactive employees (no longer working for a WRS employer) and alternate payees: If you believe your statement is incorrect or have questions, contact us.
- Register for the webinar, Understanding Your Annual WRS Statement of Benefits

Account Contact Information

Please keep your contact information (name and mailing address) current to ensure you continue to receive important communications from ETF.





HRinsights

Position Posting

Title: Adult Protective Services Manager

Status: Full Time **Location:** Wausau

To apply or learn more: <https://bit.ly/3eurFFp>

The Adult Protective Services Manager is responsible for the management of the Adult Protective Services program for North Central Health who serves Marathon, Lincoln, and Langlade Counties in delivering on responsibilities outlined in Wisconsin State Statute Chapters 54, 55 and 46.90 – including but not limited to the At Risk Reporting System and the Adult Protective Services Program.

Position Posting

Title: Youth Case Manager

Status: Full Time **Location:** Community Treatment, Merrill

To apply or learn more: <https://bit.ly/3xmbgvl>

The Case Manager provides community-based case management and psychological rehabilitation in collaboration with the consumer and recovery team members.

Position Posting

Title: Youth Behavioral Health Registered Nurse

Status: Full Time, Nights **Location:** Wausau

To apply or learn more: <https://bit.ly/3vgk6ce>

The RN conducts professional nursing work involving the delivery and supervision of patient care under the direction of the Psychiatrist and in collaboration with the multidisciplinary treatment team. The Youth Hospital RN performs the full scope of professional nursing functions within the parameters of professional licensure and standards of practice. As an essential part of the psychiatric care multidisciplinary treatment team, the RN works to create a healing and trauma-informed environment for hospitalized youth.

**Watch and Share Our
Realistic Job Preview Videos**



Learn about jobs available at NCHC and get a real glimpse of a day in the life of a CNA and other amazing opportunities at NCHC!

www.norcen.org/RJP



**Referring Someone
for a Job is As Simple
As Sending a Text!**

**Refer A Friend or Colleague!
Text "Refer" to 715.598.3663
Your text referral makes you
eligible for a \$500 BONUS!**



tidbits on benefits

MELANOMA SKIN CANCER

Summer is coming.. Eventually it will be here... Wisconsin seems to try to delay it but it is coming. That being said, more skin will be exposed, even if it is just our faces, the back of our necks and our arms, we are still at risk for sun burn. Frequent, repetitive sun damage can cause many skin changes and the worst is skin cancer. There are 3 types: Basal Cell skin cancer, Squamous Cell skin cancer and Melanoma -which can be the worst. The incidence of melanoma skin cancer, the most fatal form of skin cancer, is increasing faster than any other potentially preventable cancer in the United States. It is the fifth most common cancer in the US in men and women and the risk increases with age. Skin screening examinations can take place by a clinician as well as the individual to identify abnormal appearing skin lesions. It can also aid in finding other skin cancers that can be biopsied/removed during an office visit. Found early, one can be treated with removal only. As melanoma skin cancer grows deeper into the skin, there is more chance for spread to other areas of the body, making it more difficult to treat.

Risk Factors for Melanoma Skin Cancer

- Fair skin or light-colored eyes
- An abundance of large and irregularly-shaped moles

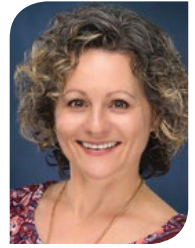
- A family history of skin cancer
- A history of excessive sun exposure or blistering sunburns
- Lived at high altitudes or with year-round sunshine
- Received radiation treatments

Prevent skin cancer using the following guidance: Know your family medical history if you can obtain it.

- Stay out of the sun in the middle of the day (from 10 AM to 4 PM).
- Wear sunscreen and reapply it often.
- Wear a wide-brimmed hat, long-sleeved shirt, or long pants.
- Do not use tanning beds. They increase your risk of getting melanoma.

WELLNESS CORNER

Submitted by Sherry Gatewood, PA



High risk persons should check their skin monthly and have an exam annually by a clinician. You may be referred to a Dermatologist.

Cancer screening tests can be performed at annual physical exams as well as during regular appointments in which concerns are voiced. Feel free to stop by the Employee Health and Wellness Center if you have any questions regarding screening tests. Better yet, schedule an appointment if you are due to for an annual physical exam. You can find more information about cancer screening at the CDC website. <https://www.cancer.gov/about-cancer/screening/patient-screening-overview-pdq>

The ABCDE's of Detecting Melanoma

To catch melanoma at its earliest, most treatable stage, conduct a head-to-toe skin self-examination once a month to check for suspicious moles

A ASYMMETRY		The two halves of the mole do not match.
B BORDERS		The edges are irregular or uneven (scalloped, blurred or notched).
C COLOR		Multiple or changing shades of brown, tan, black, red, blue, or pink are present.
D DIAMETER		Usually, but not always, larger than 6mm.
E EVOLUTION		Changing in appearance, such as size, shape, or color and/or changes in symptoms, such as bleeding, oozing, or itching.

Stay Healthy at Work



Meet Your Health and Wellness Clinic Partners

Sherry Gatewood, PA and the staff at your Employee Health and Wellness Center provide comprehensive medical care for you and your dependents, including:

- Annual physicals and preventative screening
- Health monitoring and education
- Illness and injury
- Wellness services
- Minor procedures
- And more—not sure if we cover what you need? Give us a call!



Sherry Gatewood, PA



Hannah Nigh, OHT



Asia Bay, Wellness Specialist



Sara Cordrey, Administrative Specialist

North Central Health Care
Person centered. Outcome focused.



EMPLOYEE HEALTH & WELLNESS CENTER

1000 Lake View Drive, Door 25, Suite 200
Wausau, WI 54403
North Central Health Care Campus

CLINIC HOURS

Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 10:00 am - 6:30 pm

Call 715.843.1256 to schedule your appointment or ask about our services.

Same day appointments and walk-ins are often available based upon the schedule for that day.





ENDS
APRIL
30

United
Way



COMMUNITY baby shower

April is a great month to donate new or gently used baby items!

Many families, including new and expecting mothers, struggle to get from paycheck to paycheck. Many seek help from local programs including area shelters, food pantries and Rebecca's Closet.

DONATIONS ACCEPTED HERE OR ON AMAZON THRU APRIL 30TH

Most Needed Items Include:

Baby Wipes & Diapers	Infant Bath Towels
Baby Wash Cloths	Strollers
Onesies (3mo-24mo)	High Chairs
Sleepers (newborn-24mo)	Bouncers
Receiving Blankets	Pack n Plays
Toddler Socks	Infant Bath Tubs

Amazon Registry

Simply scan the code below and send a gift directly from Amazon to Rebecca's Closet!



Items collected will be distributed to families right here in Marathon, Lincoln and Langlade Counties.

Donated items will be distributed through Rebecca's Closet, area food pantries including the Neighbors' Place and Babies' Place Diaper Bank as well as other local shelters and organizations serving low income families in our area.

North Central Health Care
Person centered. Outcome focused.

Look for donation boxes on the Wausau Campus, Mount View, Pine Crest, Antigo Center and Merrill Center!

You can interoffice donations to Communications & Marketing also.





PHOTO OF THE WEEK



SHOW OFF YOUR SPRING BLOOMS!

These employees all submitted a photo for "Show Off Your Spring Blooms"!

They were all so wonderful, they all should be winners!

Prizes will be delivered to your program managers this week for ALL of you!



Submitted by Sheila Graap, EVS Pine Crest



Submitted by Jenny Piorier, Food Services Wausau



Submitted by Brenda Christian, Adult Protective Services

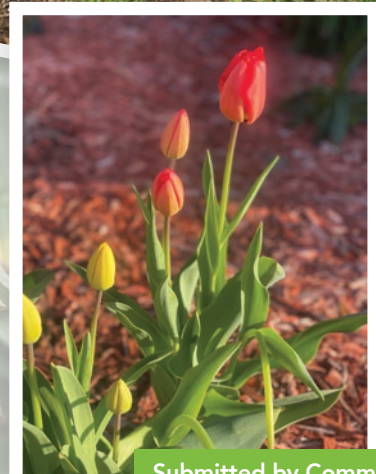


Submitted by Rachel Riehle, Mount View Care Center



Submit A Great Photo From Your Week!

Submit your photo and description to Communications@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting.



Submitted by Communications & Marketing