
A Weekly Update
For The Employees of
North Central Health Care



"Fresh blooms pepper the Wausau Campus" –Submitted by Communications & Marketing

NEWS YOU CAN USE

WEEKLY CONNECTION WITH OUR TEAM



AVOID HEALTHCARE BURNOUT

Working in healthcare is one of the more challenging fields. We need to be at our best during times of people's greatest need. Most people do not seek out healthcare because they want a service, they come to us because they need a service. This need increases the stress and pressure on healthcare staff, regardless of whether you work on the front line or in support services. With this increased stress and pressure, burnout is common with those working in healthcare and at North Central Health Care. We are not immune to it.

The Covid-19 pandemic has increased burnout amongst many of our staff. We have experienced increased hours, demands, and precautions. Understanding that you have a choice to remain in the healthcare field and to work for NCHC, I want to thank each of you for staying committed to your field and to NCHC. Because of your commitment we have been able to provide services to those who have needed us most during this time, and that not only impacts our organization but also continues to positively impact the communities that we live in.

I highly encourage each one of you to review the benefits that NCHC offers to you and to take advantage of them. These benefits exist to provide you with support during these difficult times, when burnout is occurring each day. As an organization, I do believe we are well positioned to exit the pandemic stronger than we entered. I feel this way because of the work I see out of our employees and the feedback I receive from our community – they share how grateful they are that we exist.

Jarret Nickel
Operations Executive



The Wausau Campus Renovations Have People and Departments On the Move!

Learn about the latest moves
and see the plan for navigation.

Turn to pages 13-14!

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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, July 19 –
Sunday, July 25

Jaime Bracken



Person-Centered
Shout out



David Peterson, Northwinds Vent

Why: Thanks for stepping up with reminders of appointments and also supplies that need to be ordered

Submitted By:
Gina Laszewski





Share Your Photo of the Week by emailing
Communications@norcen.org or texting 715.370.1547

PHOTO OF THE WEEK



"Fresh blooms pepper the Wausau Campus" –Submitted by Communications & Marketing



PINE CREST OFFERS NEW CANTEEN OPTIONS FOR EMPLOYEES

Avenue C

For the past few months, the Pine Crest team have had some new Canteen options called Avenue C, available in the lower level staff break areas. Avenue C offers on-the-go snacks, cold foods and fresh ground coffee. Seriously, the beans are ground right in front of you! Staff can pay by creating an account or using cash, credit or debit card.





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 by all. Visitors to Nursing Homes & Adult/Youth Inpatient Hospitals will be screened using the COVID Screener (Version 3). All other visitors will only require temperature check.

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 and Gloves required. Eye Protection (face shield, goggles or safety glasses) required during applicable isolation precautions.
- 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 July 15, 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
New Cases		
No new cases reported.	–	–
Previously Reported		
<i>All other previously reported employee cases have been cleared to return to work.</i>		
Total Active Employee Cases	0	

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) in care areas (nursing homes, outpatient clinics). Wausau Campus Theater is allowed to be scheduled for outside group use. Contact Administration Office 715.848.4405.
- 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:** In-Person Visitation allowed on all units. Visiting Hours: M-F: 9am – 6 pm, Weekends: 11am – 5pm.
- **Pine Crest:** In-Person Visitation allowed on all units.. Visiting Hours: M-F: 9am – 6 pm, Weekends: 9am – 3pm.
- **Residential Services:** Open and operational.
 - o **Contact Precautions** due to presence of bed bugs: **Forest Street.**
 - o **Riverview Towers and Riverview Terrace:** Visitation allowed. Visitors and residents must wear a mask when outside of their apartment, in any indoor shared space..
- **Lakeside Recovery/MMT:** Closed. No Admissions.

Open & Operational

Follow General Operational Guidelines (left).

- 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
- Crisis Stabilization Units (Adult & Youth)
- Hope House - Wausau / Antigo
- McClellan House
- Outpatient Clinics
- Pharmacy
- Prevocational Services – Wausau
- Transportation

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

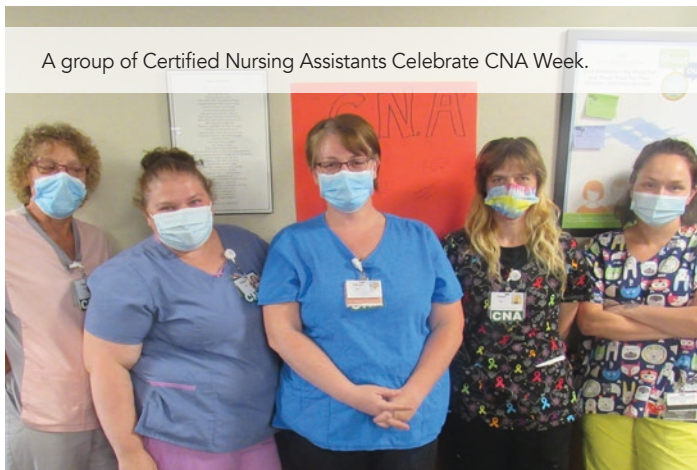


SUMMER FUN AT PINE CREST

Staff participate in a number of fun activities!

Share your experience and photos! Email Communications@norcen.org

A group of Certified Nursing Assistants Celebrate CNA Week.



Sarah Carlson talks about the great work our nurses do.



Niki Scheffler dressed as a Holstein during Pine Crest's summer fun week.



Feng Lo, the new administrative intern, assists Pine Crest on an outing to the humane society.

Tori Ament talks about CNA work.



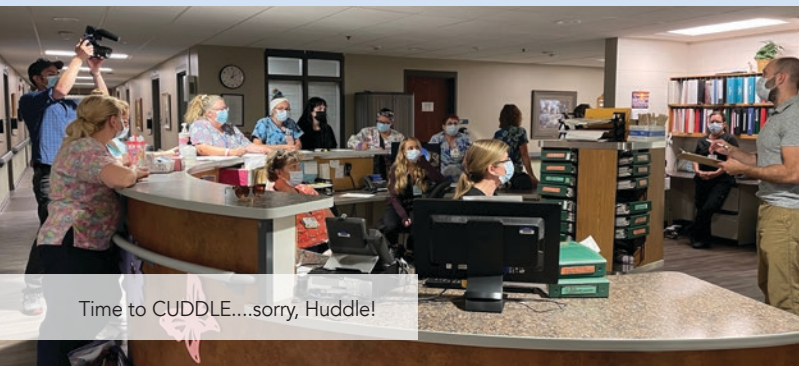
REALISTIC JOB PREVIEW

Working at Pine Crest

This past week, the US Workstories film crew was at Pine Crest for production of the Realistic Job Preview of what it's like to work at Pine Crest. Thank you to all those who participated. Special thanks goes out to our feature interviewees - Sara Carlson, Tori Ament, Zach Ziesemer and Ryan Hanson. You represented our organization well and did a great job in your on-camera interview! Thank you!



Zach Ziesemer (above) and Ryan Hanson (below) discuss our connection with our Merrill community.



Time to CUDDLE....sorry, Huddle!



Pine Crest's realist job preview was not complete without drone footage.



HEALTH & WELLNESS PODCASTS

A quick list of recommended listening materials covering all facets of health & wellbeing

FINANCIAL HEALTH



PETE THE PLANNER - Personal Finance Expert and author Pete the Planner (aka Peter Dunn) welcomes one person per episode on a quest to make them a millionaire. He digs deep into their financial life, fixes problems, and lays-out a detailed plan on how to accomplish their goals. Each guest is given their Million Dollar Day. The former comedian makes a seemingly boring topic, interesting. The podcast is filled with surprises, laughs, and practical money advice for real people.



THE DAVE RAMSEY SHOW - Dave Ramsey covers a range of debt solution topics such as getting out of student loan debt, how to pay off your mortgage quickly through to finding the right family insurance. He's a bit of a kick in the butt to get you moving and motivated to be the best financial version of yourself. Episodes are around 40 minutes and are full of inspirational stories of ordinary people making extraordinary financial achievements.



HOW TO MONEY - Joel and Matt are best friends who include their listeners in some straightforward conversations about all things money. What is especially refreshing about this podcast is the simplicity of their explanations about valuable content. It's actionable in everyday life. They have this casual approach to some serious topics that, if applied, could change their listener's lives.

PHYSICAL HEALTH



THE DOCTOR'S PHARMACY - The modern world is a pretty stressful place to live in, especially this year. So it's understandable if your health has taken a bit of a hit. But The Doctor's Pharmacy might just help get it back up again. If you're sick of hearing health advice that just makes you feel bad for not living up to high expectations, this podcast is the solution. It's more realistic about what's achievable for most people in the modern world and gives practical solutions to improve your wellbeing. Going into topics like stress, mental health, and diet, The Doctor's Pharmacy is not one to miss out on.

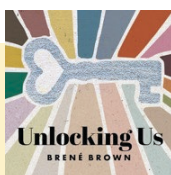


TED HEALTH - What does exercise do to your brain? Can psychedelics treat depression? From smart daily habits to new medical breakthroughs, welcome to TED Health, with host Dr. Shoshana Ungerleider. TED speakers answer questions you never even knew you had, and share ideas you won't hear anywhere else, all around how we can live healthier lives.

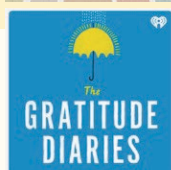


NUTRITIONFACTS - These small-bite podcasts last around 15 minutes each. They feature Dr. Michael Greger discussing nutrition from an evidence-based perspective. Dr. Greger may remind you a little bit of your favorite nerdy-cool teacher from high school, and he really knows his stuff. These highly informative, no-nonsense podcasts debunk nutrition myths, and provide easy-to-understand information on what you should eat, what to avoid, how to cook foods for optimum nutrition, and more.

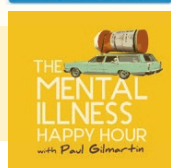
MENTAL HEALTH



UNLOCKING US WITH BRENE BROWN - At its heart, the podcast is about connection and all the messy emotions and experiences that make us human, covering anything from using joy as an act of resistance to dealing with shame while holding yourself accountable. The guest lineup is no joke, either. So far Dr. Brown has spoken to fascinating mental health researchers as well as public figures like Joe Biden, Barack Obama, Dolly Parton, Laverne Cox, Reese Witherspoon, Kerry Washington, and more.



THE GRATITUDE DIARIES - Relying on both amusing personal experiences and extensive research, host Janice Kaplan explores how gratitude can transform every aspect of life including marriage and friendship, money and ambition, and health and well-being. She learns how appreciating your spouse changes the neurons of your brain and why saying thanks can be a secret for success. Join Janice on the Gratitude Diaries every weekday for practical, down-to-earth tips on how to add gratitude to your everyday life.



THE MENTAL ILLNESS HAPPY HOUR - With more than 500 episodes, The Mental Illness Happy Hour delivers weekly conversations with comedians, artists, friends of the host, and doctors about all things mental illness, trauma, addiction, and more.



WAUSAU CAMPUS CAFETERIA OFFERING HOT FOOD OPTION

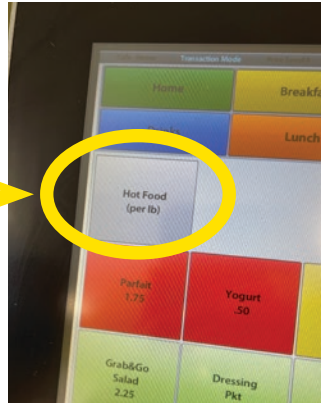
Beginning Monday, July 19

It's Back! That hot food we all love so much. The Wausau Campus Cafeteria will be offering hot food again, in limited quantities, beginning Monday, July 19. The food is self-service and check out and comes with requirements.

GLOVES ARE REQUIRED to handle any serving utensils for Hot Food. No Exceptions. Hot food will vary based on availability. Menu provided on board in café only.

Check Out is Self Service - Staff will continue to self-check out as they have been following the instruction provided:

1. Place your food on the scale.
2. Tap "Hot Food". The scale will automatically add the cost of the hot food to your order.
3. Add other items to purchase and check out with credit, debit or Quick Charge.



THEFT OF DEBIT CARD

Helping Our Communities

Marathon County Crime Stoppers is asking for your help to identify the person who was in possession of a stolen debit card which was used to get cash and make a purchase. In doing such, the suspects committed Identity Theft.

The card was stolen out of a mailbox on Ravine Road in the Town of Wausau. On May 7, 2021, the debit card was used to get cash from an ATM at a Kwik Trip in Wausau and at Wal-Mart in Rib Mountain, the card was then used to purchase items at the Rib Mountain Wal-Mart.

Surveillance video was reviewed from both Kwik Trip and Wal-Mart. At Kwik Trip, a female exited a white four-door car and used the ATM. The female had her hair pulled back into a pony tail. The pony tail was noticeably a lighter color than the rest of her hair. At Wal-Mart, the same female was involved in the transaction along with a female with long curly hair.

If you have any information regarding the identity of the persons who stole and used this debit card, or have information on any other crimes, please contact Marathon County Crime Stoppers.

You may: Submit a tip on-line at marathoncountycrimestoppers.org or Call 1-877-409-8777.



TIME FOR A CHECK UP?

Stay Up To Date with Your
Preventative Care



Preventative Care

Preventative care is the care you receive to prevent illnesses or diseases. With the pandemic, the number of outpatient clinic visits have decreased. This is alarming as preventative care services have never been more important. Find out why preventative care is so crucial below.

Why You Should Put Preventative Care First

If left untreated, small health problems can turn into much larger health issues. When you discover a disease early, you have more treatment options. Preventative care allows you to take extra precautions for your health so you can keep your chronic conditions managed.

Preventative Care Services Include:

- Wellness Visits and Standard Immunizations
- Screenings for blood pressure, cancer, cholesterol, depression, obesity, and diabetes
- Pediatric screenings for hearing, vision, development disorders, depression, and obesity

Benefits of Preventative Care

There are several different reasons why people should practice preventative health care:

- Improves your health in the long-term- Your healthcare professional can identify health concerns before they become a problem. For example, during regular wellness checkups blood pressure is tested. If your health professional notices that it is increasing, they can provide you with tips on how to lower it before it becomes severe.
- Increases lifespan
- Avoid high medical expenses- Preventative care is a lot less expensive than only going to seek help when a problem arises.

Do you have any questions regarding preventative care?

Tria Health provides one-on-one confidential counseling with a pharmacist for any of your medication related questions. If Tria Health is currently a part of your healthcare plan, call the Tria Health Help desk at 1.888.799.8742 today for any of your questions.



RECOGNIZING EMPLOYEES WHO GO ABOVE & BEYOND TO PREVENT FALLS

SIMPLE STEPS TO **STOP FALLS**

REBECCA KILLIAN JELINEK APARTMENTS



Rebecca has been doing extra activities with clients to get them out of their apartments safely and taking precautions to evaluate the clients prior to taking them on a hike or taking them for long walks to ensure that the group isn't too big that she can't provide full supervision as well as looking at the abilities of the individuals. Great job Rebecca!



Marathon County
Employees Credit Union

Summer VISA Balance Transfer Special Going On Now!

CLEAR YOUR FINANCIAL HURDLES

MEET YOUR FINANCIAL CHALLENGES
HEAD ON AND TAKE ADVANTAGE OF
OUR SPECIAL BALANCE TRANSFER RATE.

**0.99% APR
FOR 12
MONTHS**

BOTH NEW AND EXISTING ACCOUNTS
WILL RECEIVE 0.99% APR FOR 12
MONTHS ON BALANCE TRANSFERS
BETWEEN 6/1/2021 AND 8/31/2021.



Balance transfers completed 6/1/2021 through 8/31/2021 will receive 0.99% APR for 12 months from date of transfer. After promotional time frame expires, remaining balances will migrate to the standard APR applicable on your account. Contact credit union for complete details. APR = Annual Percentage Rate. All loans are subject to MCECU'S normal credit requirements.

Apply Online @ www.mcecu.org

Don't already have a MCECU Credit Card? Contact Pete to Apply!

Peter.Wolf@co.marathon.wi.us | 715-261-7685 | 400 East Thomas Street, Wausau, WI 54403

Proudly Serving NCHC Employees and Their Family Members Since 1965.



HR MONTHLY Employee Questions and Our Answers



QUESTION: Am I eligible for tuition reimbursement and if so, how much?

1. You are eligible if you:
 - a. have a minimum of one continuous year of service from most recent date of hire; and
- If pursuing an RN Degree, you are eligible to participate upon hire
 - b. maintain at least a 0.5 FTE status at the start, through the duration of the educational term and during the repayment required service period; and
 - c. maintain acceptable job performance, as determined by management, throughout the course of the study; and
 - d. are seeking a degree that is substantially related to your current position or another position within the organization. **MUST BE A TOWARDS A DEGREE NOT A COURSE**
2. Tuition reimbursement is only for eligible tuition related costs and is not intended to cover books or other costs of seeking a degree. Annual (calendar year) maximum reimbursement amounts are available for the following educational opportunities (only the reimbursement for Certified Nursing Assistant programs will be made in advance):
 - a. 100% for Certified Nursing Assistant course
 - b. \$1,000 for Associate degree or equivalent
 - c. \$2,500 for Bachelor's degree or equivalent
 - d. \$5,250 for Master's, Ph.D., or PA-C degree or equivalent
3. If you receive tuition reimbursement, you must continue employment with NCHC for two years. If you leave prior this, you will be required to repay a pro-rated amount back to NCHC (details can be found in the Tuition Reimbursement Policy located in UltiPro/UKG Learning).

QUESTION: How do I apply for tuition reimbursement?

1. Complete the Tuition Reimbursement form (can be found in UltiPro) have your manager sign and submit the application to Kim Rantanen Day in the Administration office, prior to enrolling in coursework, for review by the Executive of your program and Human Resources.
2. Your eligibility will be determined within thirty (30) days of receipt of the form.

QUESTION: How will I receive reimbursement if approved?

1. Provide the following to Human Resources, no later than 30 days after completing the course:
 - a. Authorized student account history which reflects out-of-pocket tuition expenses.
 - b. Authorized student document which reflects the eligible coursework completed and a grade of "B" or a passing grade in a pass/fail system.
2. Payment will be directly reimbursed on your paycheck.
3. Additional criteria of reimbursement can be found in the Tuition Reimbursement Policy located in UltiPro/UKG learning.

**REFER A
FRIEND
EARN \$500**

Here's how it works...

Step 1: Tell Us About Your Recruit

Text "Refer" to 715.598.3663
Email HResources@norcen.org
Complete Referral Form in Human Resources

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:

\$250 after 90 days
\$250 after one year



North Central Health Care
Person centered. Outcome focused.

Be Sure to Visit Our Website at
norcen.org/Careers
for the latest Job Opportunities!



SHARE NCHC JOB POSTINGS
ON SOCIAL MEDIA!



Fitness For All



REMEMBER
TO LOG YOUR
ACTIVE MINUTES
IN MANAGEWELL
EVERY WEEK!

MOTIVATION IS THE KEY!

Keeping the motivation to stick with your exercise program is KEY in making it a success. Now that you've been with your program for a few weeks, it's time to evaluate your goals. What is your program missing? What do you need to change?

Examine your goals set for week five. How did you do? Any barriers? Achievements? Did you achieve more than expected? It's time to set your goals for week six! Take a look at your long-term goal(s) set at the beginning of the program as well. Are you making progress to achieve those goals? Do you need to reexamine and set new goals? What accomplishments have you made to reach the long-term goal(s).

THREE ACTIONS TO HELP PLAN FOR SUCCESS:

Keep track of your exercise Have the tracking sheet in a common area where you'll see it every day such as on the refrigerator door or posted in your work cube. Track the type of activity, amount of time, if it was a harder or easier workout that day and day of week. This way, each time you see that chart, you'll know when you last did a cardio workout, what it was and how hard you worked.

Anticipate challenging situations

Everyone has a busy schedule; it's setting us up to be successful around busy schedules that will make the workout successful. Try to look at your schedule each week – meetings, appointments, must-do's and figure out when you have time to fit in 15 minutes or more of activity or strength training. Put it on your computer calendar or phone as a reminder or block time during your work day. If you don't have time one day, no worries, try the next day or do something creative later in the day with family and friends such as a nature hike or scavenger hunt.

Get support

It's easy to make excuses when there is no one holding you accountable or cheering you on. Call a supportive friend when you fall off track and need encouragement to stick with your goals.



CODE BLUE RAPID RESPONSE

NCHC Safety Education

On recent LMS learning modules, employees went through the updated emergency management procedures. If you have not done so already, please visit the UKG LMS and be sure to complete the required modules. This past month you learned about the change in language from Medical Emergency "Dr. Blue" to "Code Blue". A Medical Emergency Code Blue is a situation when a life-threatening medical emergency is occurring within any North Central Health Care building or location. It is defined as any person who is not breathing, does not have a pulse, or otherwise appears to have a life-threatening medical condition. Immediate response is essential for their well-being.

You also learned about Medical Emergency "Rapid Response". A Medical Emergency Rapid Response is a situation in which a resident, client or patient is experiencing a physical change in condition or deterioration within North Central Health Care buildings. The purpose of a Rapid Response Team is to prevent further deterioration of individuals whose condition is deteriorating quickly by reacting promptly and appropriately to deteriorating clinical status. The Rapid Response team will assess and stabilize the individual's condition, provide education and support to the healthcare team, the individual and their family, and assist with preparing for transfer if applicable.

So, what's the difference. This chart was developed by Nurse Educator Andrea Hebert to help you distinguish.

MEDICAL EMERGENCIES

CODE BLUE RAPID RESPONSE

For Whom	Any individual on NCHC campus	Primarily used for clients, patients, residents on NCHC Campus. Can be used as adjunct when 911 is being called and <u>wtg</u> from EMS response for visitor, volunteer, staff.
What	Cardiac Arrest and/or Resp Arrest, or Rapid Deterioration that needs immediate response.	Change in Condition: <ul style="list-style-type: none"> -Breathing problems or any signs of respiratory distress or compromised airway -Uncontrolled bleeding -Choking -New acute change in mental status, agitation, or restlessness -Unexplained lethargy/difficulty waking -Chest pain-new onset -Cyanosis (skin that is blue) -Loss of consciousness -Fall with suspected injury -New, repeated, or prolonged Seizure -Significant change in heart rate (HR) HR greater than 130 or less than 40 -Significant change in blood pressure (BP) Systolic BP greater than 200mmHG or less than 85mmHg -Loss of peripheral pulse or change in color of extremity -Poison ingestion -Uncontrollable pain -Signs or symptoms of possible stroke such as slurred speech, droopy face, difficulty walking, weakness in one or both sides of body, sudden loss of inability to speak -Suspected anaphylactic reaction -Any concern for patient condition
Response time	Response is Immediate, within minutes	Response typically 5-10 minutes
Who responds	Anyone that can respond to area, especially those BLS trained	RN's and RT (if RT is on site).
What happens	All <u>hands on</u> deck-BLS algorithms used i.e. Compressions, ventilations, AED.	RN and/or RT assesses client/patient/resident with staff who are overseeing care to decide next steps. Still may need to call <u>EMS</u> , <u>but</u> may provide support while waiting for EMS. Provides BLS and/or first aid.

North Central Health Care

CODE ACTIVATION
Wausau Campus - Dial 4599
or Phone Emergency Button
Pine Crest - Dial 9600
All Other Sites - Dial 911

SECURITY ALERTS

ALERT	ABDUCTION/MISSING PERSON	ARMED VIOLENT INTRUDER/ACTIVE SHOOTER/HOSTAGE SITUATION	BUILDING THREAT	DR. GREEN
ACTION	All available staff report and follow instructions.	RUN, HIDE or FIGHT as appropriate. Escort all others to safe location away from the announced location, if possible.	Collect as much information as possible. Refrain from using cell phones. Evacuate as needed.	All available designated responders report to location of emergency. Follow instructions of incident coordinator.

Security Alert "Soft Lockdown" Access is limited to building, but those inside are free to move about. All those entering will be asked for identification.

Security Alert "Hard Lockdown" Find a safe place to hide, lock doors and do not move until further notice. All exterior and interior doors are locked.

When given **ALL CLEAR**, return to normal operations, attend debrief, and complete occurrence report.

Safety Response Quick Reference

North Central Health Care

CODE ACTIVATION
See reverse side.

MEDICAL ALERTS				WEATHER	
ALERT	MEDICAL EMERGENCY CODE BLUE	MEDICAL EMERGENCY RAPID RESPONSE	MASS CASUALTY	SEVERE WEATHER WATCH	SEVERE WEATHER WARNING
ACTION	All designated staff respond to area of emergency. All others continue normal operations.	All designated staff respond to emergency. All others continue normal operations.	All designated staff respond to emergency. All others stay in area and provide best care possible at their location.	Continue normal routine.	Close doors, windows, shades. Move staff and patients to designated shelter areas.

FACILITY ALERTS

ALERT	EVACUATION	FIRE	FIRE WATCH
ACTION	Remove people from building immediately.	Pull fire alarm if you see or smell smoke.	All staff to watch for signs of fire.

21-0601 Safety

Remove people
A Activate alarm
C Contain fire
E Extinguish/Evacuate
P Pull out pin
A Aim at base of fire
S Squeeze handle
S Sweep side to side

Watch for the NEW Safety Response Badge Buddies Coming Out this July!



FLASH FRIDAYS



With the onset of the pandemic, many supply chains were disrupted causing product shortages in a variety of areas at North Central Health Care. Departments worked to find viable substitutions for many of these products to tide us over during these shortages. Now that our preferred products are becoming more consistently available we are able to begin the transition back from our substitutions.

Collection of all 3M 40 Spray Bottles.

North Central Health Care's preferred "Purple top wipes" were temporarily substituted by 3M 40. This cleaning product is stored in spray bottles and was used to refill empty purple top containers. Now that there is no longer a shortage of wipes, we need to round up 3M 40 in use, and in storage. This product does not have an expiration date or manufacture date on the container which is difficult to track expired product.

Please look through all workspaces and turn any located 3M 40 to Sarah Rothmeyer in office 1416, located in the main hallway between Food Services and Pharmacy. Please replace removed product with the purple top wipes. It is key to remember gloves must be worn when using the wipes.

FOR QUESTIONS OR TO COORDINATE A RETURN

Sarah Rothmeyer

Office 1416 Hallway between Food Services & Pharmacy

Email SRothmeyer@norcen.org

Office 715.848.4579

Cell 715.846.2868



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



WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at Orientation on July 12, 2021

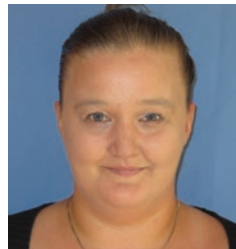
Mount View Care Center



Kelly Roe
– Nurse Manager



Rochelle Benes
– CNA



Amber Dowden
– CNA



Pamela Gowin
– Respiratory Therapist



Janet Hoerman
– CNA

Outpatient Services



Abigail Ostrowski
– Mental Health Therapist



Heidi Kleinschmidt –
AODA Coordinator



Alexandra Schires
– Behavioral Health Tech

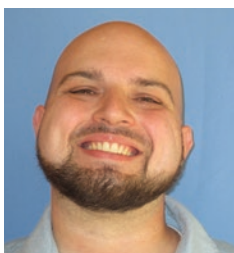


Katherine Lundgren –
Case Manager

Behavioral Health Hospital

Community Treatment Youth

Food Services



Robert Cash
– Dietary Aide



Michael Kuether
– Dietary Aide

Pine Crest



Danyel Barnett
– CNA



REMINDER: CHECK YOUR PERSONAL LEAVE TIME BALANCE AND PLAN AHEAD

The Year is Half Over - Cash Out Not An Option in 2021

As we enter the second half of 2021, it is a good time to make sure we are practicing good self care and using personal leave time (PLT) to refresh and renew. There never seems like a good time to take PLT, especially when our teams are so busy. But we encourage and hope you all take time now to look at your PLT schedules now. This year, the option to cash out PLT will not be available, as like years in the past. Many people tend to save their PLT until November and December. When this happens you run the risk of any requests being denied due to staffing needs and others who also are requesting PLT at the same time. If you are uncertain as to how to check your PLT balance in UltiPro, please talk with your manager. They can help you access this and plan for your well-deserved PLT.





WAUSAU CAMPUS RENOVATIONS: PROGRAMS & PEOPLE ON THE MOVE!

The Wausau Campus renovations will be seeing some big changes coming up in the near future with the opening of the new skilled nursing tower, employee cafeteria, and the demolition and complete renovation of Behavioral Health and the old Mount View Building. That being said, our most recent move has been the Crisis Center Team, Call Center, Courtroom and Interviews Rooms. And if you are wondering "where the heck is their office?" we hope to answer your questions!



CRISIS SERVICES RELOCATES TO GARDENSIDE

Perhaps the largest move this year has been the complete relocation of the Crisis Center and staff to the Gardenside wing. The entire right side of the Behavioral Health Wing, including Crisis, Courtroom, CBRF (previous location) and any offices have all relocated. The new entrance to the Crisis Center is now more accessible and not as far a drive around the back of the building. Visitors to Inpatient Hospital and those who are in need of Crisis Services, will drive around back the same way as they have in past. Signs will direct them to stop sooner, and enter at DOOR #49.



Signs on the outside of the building and within the hallways have been updated. Do you see something that we missed or that we need that will help people navigate? Please contact Jessica Meadows in Communications and we will get it fixed! Email jmeadows@norcen.org or call 715.848.4309.



Six parking stalls have been labeled in the rear parking lot and are dedicated to Crisis Services.

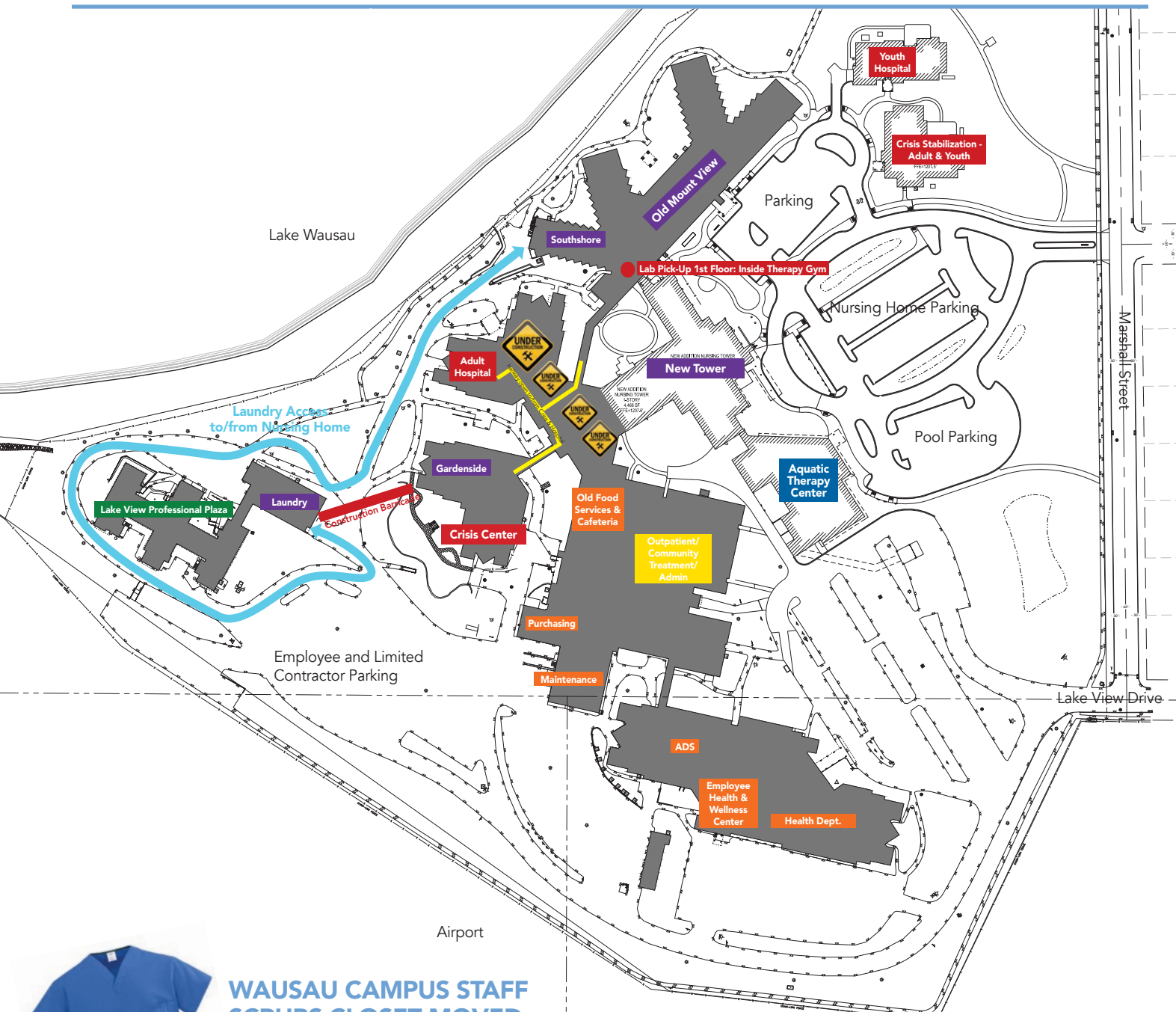
Temporary Drop-off and Pick-Up is available to drive up to Door #49, but all vehicles except emergency vehicles must exit and park in lot.

WHERE DID THEY GO?

Locating staff may be a little trickier than finding the new Crisis location. Staff are a bit more spread out, but we hope this chart helps you find who you are looking for. Staff may enter the Crisis Center from the hallway. The door is not locked and accessible to everyone from the inside.

WHO OR WHAT? NEW LOCATION

Crisis Call Center	Inside Crisis Center in 2 rooms labeled Crisis Call Center.
Leadership Staff: Trisha S., Barb K.	Hub Hallway Offices
Kimberly Moore	Inside Crisis Center. Office on left when enter.
Social Workers, OT, Linkage, etc.	D105-106 Left side of Hallway on way to Inpatient Hospital
Security Officers	Inside Crisis Center at round desk on right when enter
Miron Office for Renovation Planning	D107 - Left side of Hallway on way to Inpatient Hospital
Crisis Interview Rooms	Inside Crisis Center
Courtroom	Inside Crisis Center
Vending Machines from Hub	Moved to Cafeteria
ATM	TBD - Will Soon Be Moved
Fashion Boutique	Storage Area. If staff or clients have a need contact Volunteer Services for appointment.



WAUSAU CAMPUS STAFF SCRUBS CLOSET MOVED

The staff scrubs closet has been moved to Room 1626, which is the Staff Computer Lab in Mount View on the first floor. If you need scrubs, get them here. Scrubs are donated and in the event of need, staff are welcome to take what they need. Donations can be brought to Volunteer Services.

**LAB
AUTHORIZED
PERSONNEL
ONLY**

LAB: OFFICE & PHLEBOTOMIST MOVED

The new location for Lab Pick-up will be inside the Old Mount View Therapy Gym. The entrance is in the rear hallway around the corner from Southshore on the 1st Floor. Looks for signage. The Lab Office is located on the 2nd floor of the old mount View in the dining room conference room.

The Suggestion Box



Do You Have Questions? Don't Hesitate to Ask!

We are growing, learning and creating a future together.

Have a suggestion? Leave it at the **SUGGESTION BOX** Online at www.norcen.org/SuggestionBox