

A Weekly Update
For The Employees of
North Central Health Care



Happy Safety & Security week to our Safety and Security Team! We appreciate your efforts and dedication to the safety of all of us here at NCHC!

NEWS YOU CAN USE

WEEKLY CONNECTION WITH OUR TEAM



Dr. Robert Gouthro
Chief Medical
Officer

MOVING HAS BEGUN!

This week, Mount View Care Center began transitioning into Suite B, our new nursing home tower. Lakeview Heights & Southern Reflections residents moved into the third floor this week, Northwinds vent will move next week, and Southshore will follow the week after.

Although many years in the making, preparation for the physical move started over two months ago. Open houses were held, residents were given a tour and were able to pick rooms, weekly transition meetings were run, and communication with family occurred regularly to keep everyone up to date.

Overall, this accomplishment was made possible through our staff's embodiment of the NCHC core value of partnership. Connie Gliniecki relays that a "marvelous team effort" is being put forth from the many areas needed for such an undertaking, including efforts from Marathon County Maintenance, CCIT, housekeeping, kitchen, laundry, pharmacy, scheduling, clinical staff, and more.

The need for such partnership does not end with the move. A new location and building means new processes, and work flows tested only in theory will be put to the test. This transition may at times be stressful, but also gives us an opportunity to embrace change and focus on improving our processes overall to utilize our talent and new space to their fullest. As suggested above, these new processes will impact most parts of our organization on some level, and adjustments to prior workflows will be needed for many. We appreciate the flexibility,

resilience, and resolve which has been shown over the last many months, and there is little doubt these growing pains will lead to gains in patient and staff satisfaction as we settle into the new facility for the future.

The work you do to keep us moving forward is greatly appreciated by our clients and community. Thank you for making this an organization to be proud of!

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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, October 15 –
Sunday, October 24**

Jarret Nickel



Person-Centered

Shout out

Sharise Adsit, Food Services

Why: Sharise is always willing to help our unit with any food service needs that arise!

Submitted By: Julie White



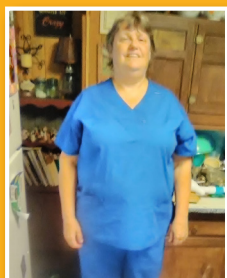
EMPLOYEE CELEBRATION WEEK

DRESS UP DAY

Winners!

CONGRATULATIONS

The following employees were our randomly selected dress up day winners!
Check in with your managers to pick up your VISA Gift Card prize!



NCHC SPIRIT
Laurie Bauer
Mount View Care Center



CARNIVAL CHARACTER
Jennie Comfort
Community Treatment



CIRCUS DAY
Amanda Rochon
Community Treatment



MISMATCH
Joanne Krasselt
Pharmacy



RODEO DAY
Rebecca Hehling
APS

NCHC SPIRIT AWARD WINNER

Emily Fox, Community Treatment

Check in with your manager to pick up your VISA Gift Card prize!



THANK YOU
TO EVERYONE
WHO DRESSED
UP AND/OR
PARTICIPATED
THROUGHOUT
THE WEEK!



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**

COUNTY POSITIVITY RATE

MARATHON: 10.25%

LINCOLN: 19.46%

LANGLADE: 21.91%

Please follow **Alert Level Response** based on the County Positivity Rate of your location.

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 October 14, 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		
Food Services - Wausau	1	10/14
Pine Crest – Administration	1	10/14
Mount View Care Center – Gardenside	1	10/13
Community Treatment Youth Wausau	1	10/13
Pine Crest – Administration	1	10/13
Pine Crest – Food Services	1	10/12
Pine Crest – Rehab	1	10/11
Previously Reported		
Housekeeping – Wausau	1	10/7
Food Services – Wausau	1	10/7
Pine Crest – South	1	10/7
Total Active Employee Cases	10	

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 - Please refer to Alert Level Response

- NCHC in-person meetings allowed. Masks, 6-foot social distancing or physical barriers between individuals required.
- Treatment groups **SUSPENDED** at this time due to current community positivity rates. Only DBT & AODA Groups allowed.
- 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 limited based on each County's Positivity Rate. Masks & social distancing required. Meetings require Incident Command approval if in RED or higher # of people than design. limit.

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.

- **Crisis Stabilization (Adult & Youth):** **Enhanced Precautions** due to positive admission on Youth Unit (client was discharged). Admissions suspended to both units until testing is complete.
- **Mount View:** In-Person Visitation **OPEN** for all units **EXCEPT** Visiting Hours M-F: 9am – 6pm, Weekends: 11am – 5pm. **Enhanced Precautions: Only Unvaccinated Residents on Southern Reflections & Northwinds Vent.**
- **Pine Crest:** In-Person Visitation **CLOSED** for all units **EXCEPT** Special Care. Visiting Hours: M-F: 9am – 6pm, Weekends: 9am – 3pm. **Enhanced Precautions: North & Rehab.** **Covid-19 Confirmed/Suspected Precautions: South** due to positive resident on unit.

Residential Services: Open and operational.

- o **Contact Precautions:** Forest Street and Jelinek due to presence of bed bugs.
- 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 – Wausau
- Adult Day Services – Antigo
- Adult Day/Prevocational Services – Merrill
- Adult Protective Services
- Aquatic Therapy Center
- BHS Adult Hospital
- BHS Youth Hospital
- Community Treatment
- Clubhouse
- Crisis Center
- Hope House - Wausau / Antigo
- McClellan House
- Outpatient Clinics
- Pharmacy
- Prevocational Services – Wausau
- Transportation

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



PHOTO OF THE WEEK

SHARE YOUR PHOTO OF THE WEEK

Email: Communications@nrcen.org or Text: 715.370.1547

Happy Healthcare Safety and Security week to our Safety and Security Team!

Thank you for your efforts and dedication to the safety of all of us here at NCHC. We appreciate you!



STATE of WISCONSIN



OFFICE of the GOVERNOR

Proclamation

WHEREAS, the safety of our state's patients and their families is critical to the well-being of individuals, families, and communities throughout Wisconsin; and

WHEREAS, healthcare security and safety officers are dedicated and caring professionals who serve Wisconsinites and healthcare facilities every day, and are tasked with protecting all those who work, visit, or receive treatment in healthcare facilities as first responders to security and safety concerns and incidents; and

WHEREAS, healthcare security and safety officers work tirelessly to provide a safe and secure healthcare environment, and their efforts support a community of care that is conducive to quality treatment for patients and their families; and

WHEREAS, healthcare security and safety officers work closely with local, state, and federal law enforcement to help enhance emergency response capabilities and ensure safety, strength, and preparedness in our communities; and

WHEREAS, healthcare security and safety officers selflessly put themselves on the frontlines, consistently demonstrating their dedication and commitment to serving others; and

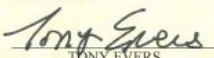
WHEREAS, this month, state of Wisconsin joins the International Association for Healthcare Security and Safety, along with healthcare facilities across our state, in recognizing the dedication of healthcare security and safety officers and the protection that they provide for our healthcare communities;

NOW, THEREFORE, I, Tony Evers, Governor of the State of Wisconsin, do hereby proclaim October 10 – 16, 2021, as

HEALTHCARE SECURITY AND SAFETY WEEK

throughout the State of Wisconsin and I commend this observance to all our state's residents.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this 5th day of October 2021.


TONY EVERS
GOVERNOR



By the Governor:


DOUGLAS LA FOLLETTE
Secretary of State

HEALTHCARE SECURITY AND SAFETY WEEK

October 6 – 10, 2021

This week is Healthcare Security and Safety Week. Remember to take some time to honor the dedicated professionals who secure the North Central Health Care facilities we rely upon for our healthcare needs. Healthcare security and safety take a variety of forms. This can mean the physical safety of patients and personnel in hospitals and clinics to the security of the records and medication. Facilities face threats of various levels on a daily basis. Their security and safety network follow set guidelines and protocols to resolve matters at every level. Whether the concerns involve violence, patient safety or emergency management, our Safety and Security Team have been trained at every level to keep all of us safe.

The week focuses on the efforts and dedication of the security and safety personnel to maintain policies and training for every facility. Whether the staff operates in a small facility or clinic or a large metropolitan facility, each requires the commitment to stay ahead of changing times.



NATIONAL PHARMACY WEEK

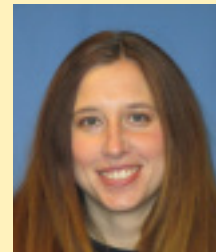
October 17-23, 2021

Happy National Pharmacy Week! Held during the third full week in October, National Pharmacy Week acknowledges the invaluable contributions pharmacists and technicians make to patient care.

Did you know that one out of every two Americans take a least one prescription drug? With so many Americans taking prescription drugs, pharmacists play a more vital role than ever in our health care system. Not only do pharmacists provide medicine, but they also provide important information to patients. They need to know everything there is about the prescriptions they fill. This includes knowing how medications interact with one another.

Along with dispensing medication, pharmacists work as researchers, educators, advocates, and counselors. Some pharmacists also give immunizations. They even help patients with weight management and smoking cessation. Additionally, pharmacists often work with insurance companies to ensure their patient's medications are covered by their health insurance plan. National Pharmacy Week recognizes all these contributions and more!

It's clear that pharmacists have a direct impact on the health of our clients, patients, residents and employees at NCHC. Pharmacists don't just work behind the counter. You will see our NCHC Pharmacy Team out and about in program areas and even at vaccination clinics and more!



Jacie Cihlar



Desire Collins



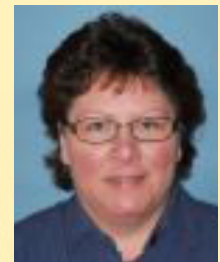
Kendra Eisner



Joanne Krasselt



Mary Derby



Cindy Schreier



Amanda Nichols



Mary Osheim



Cheyann Schairer



Jodi Swid



Tara Renteria



Scott Van Erman



THANK YOU TO OUR NCHC PHARMACY TEAM FOR ALL THAT YOU DO!



HARD HAT UPDATE

Keeping you up to speed on construction around NCHC locations, so that we can communicate together with staff, visitors and those we serve.



WAUSAU CAMPUS CONCRETE POUR

Tuesday, October 19

There is a scheduled concrete pour the morning of Tuesday, October 19th. Concrete trucks will be arriving on site between approximately 6:00 AM and 8:00 AM.

Concrete trucks will take the Orange route (outlined in the map below) to the back side of D wing (Lake View Heights). Trucks should be arriving approximately every 15 minutes and be staging in the parking lot near C Wing and Laundry.

The trucks will be backing in to the concrete pour so there will be the backup alarms on the trucks as well as the additional traffic from the trucks in that parking lot / driveway during that time.

Managers may contact Facilities if there are any questions.



TURKEY TROT 2021

5K RUN & WALK



Marathon County
Hunger Coalition
an initiative of United Way



Join the NCHC Team

benefiting the Marathon County Hunger Coalition

Thursday, November 25, 2021

<https://www.unitedwaymc.org/turkey-trot/>

www.norcen.org • Lives Enriched & Fulfilled.



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

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.

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

SHARE NCHC JOB POSTINGS
ON SOCIAL MEDIA!





BREAST CANCER AWARENESS

October is Breast Cancer Awareness Month.

October is Breast Cancer Awareness Month. Breast Cancer Awareness Month is an annual campaign to increase awareness of the disease. Breast Cancer is the most common cancer among American women. Mammograms are the best way to find breast cancer early when it is easier to treat and before it is big enough to feel or cause symptoms.



Sherry Hughes, PA

Aspirus has expanded direct-scheduling capabilities in MyAspirus to include mammograms. Women aged 40 + who are due for a mammogram will see the mammogram option under "Schedule an Appointment". All current mammogram locations are included, with the exception of Aspirus Divine Savior Hospital.

Aspirus is proud to offer increased scheduling options to make it easier than ever for patients to keep up on important appointments such as mammograms. Haven't yet signed up for MyAspirus? Don't miss out on direct-scheduling appointments, conducting video visits, receiving test results, communicating with your caregiver, and so much more.

Download the MyAspirus app in your favorite app store, or create an account on your desktop at myaspirus.org.

EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI
North Central Health Care Campus
Door 25

Schedule an Appointment:
715.843.1256 or [MyAspirus.org](https://myaspirus.org)

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



FINDING BREAST CANCER EARLY and getting state-of-the-art cancer treatment are the most important strategies to prevent deaths from breast cancer. Breast cancer that's found early, when it's small and has not spread, is easier to treat successfully. Getting regular screening tests is the most reliable way to find breast cancer early.

WHAT ARE SCREENING TESTS?

The goal of screening tests for breast cancer is to find it before it causes symptoms (like a lump that can be felt). Screening refers to tests and exams used to find a disease in people who don't have any symptoms. Early detection means finding and diagnosing a disease earlier than if you'd waited for symptoms to start. Breast cancers found during screening exams are more likely to be smaller and still confined to the breast. The size of a breast cancer and how far it has spread are some of the most important factors in predicting the prognosis (outlook) of a woman with this disease". (ACS, 2020)

Women can perform monthly self-breast exams to find suspicious lumps and report to their health care provider. This is controversial for average risk women without a family history of breast cancer. Women do get a breast exam by a health care provider every year. This should not be used as a screening method without the addition of mammogram. Annual to Biannual mammogram screening begins at age 40 and can detect breast cancers one to four years before a breast cancer is evident. They are performed annually at age 50. Studies show that mammograms have proven to decrease breast cancer related deaths.

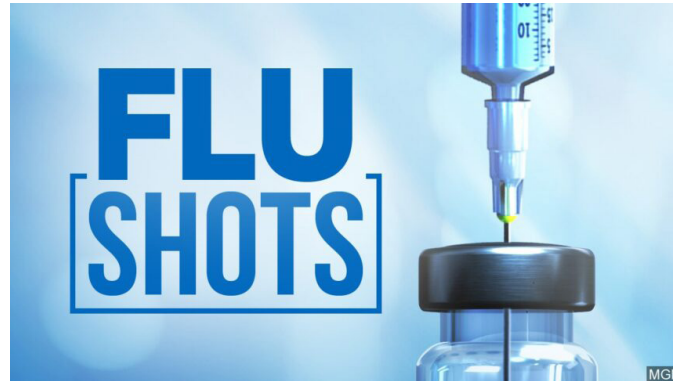
MAMMOGRAMS

"Mammograms are low-dose x-rays of the breast. Regular mammograms can help find breast cancer at an early stage, when treatment is most successful. A mammogram can often find breast changes that could be cancer years before physical symptoms develop. Results from many decades of research clearly show that women who have regular mammograms are more likely to have breast cancer found early, are less likely to need aggressive treatment like surgery to remove the breast (mastectomy) and chemotherapy, and are more likely to be cured.

Mammograms are not perfect. They miss some cancers. And sometimes a woman will need more tests to find out if something found on a mammogram is or is not cancer. There's also a small possibility of being diagnosed with a cancer that never would have caused any problems had it not been found during screening. (This is called overdiagnosis.) It's important that women getting mammograms know what to expect and understand the benefits and limitations of screening". (ACS, 2020)

If you are due for your annual mammogram or have any concerns about your breast health or family history, see your primary care provider or schedule an appointment at the Employee Health and Wellness Center.





ANNUAL EMPLOYEE INFLUENZA VACCINE CLINICS

All NCHC staff will have until November 12, 2021 to get their flu vaccine.

NCHC Campus

LOCATION: New MVCC Assembly Room
(Enter at New Main Entrance of new building)
No appointment needed.

10/22 6:00 am – 12:00 pm

Note: The COVID Vaccine Clinic will be held on
October 8th
at the same time as the Influenza clinic.

Pine Crest

LOCATION: Classroom
No appointment needed.

10/22 6:00 am – 12:00 pm

Merrill Center

LOCATION: Nurse's Office (See Mandy or
Sierra)

No appointment needed.

10/20 10:30 am – 2:30 pm

Antigo Center

LOCATION: Nurse's Office (See Kristen King)
No appointment needed.

10/19 12:00 pm

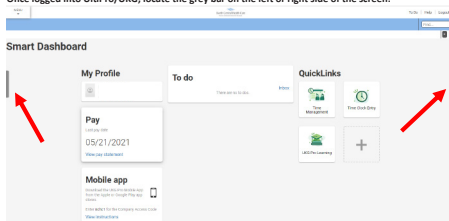
All other employee flu vaccinations will be provided through Aspirus Employee Health & Wellness Center at the Wausau Campus. Please call to make your appointment: 715.843.1256.

If you are declining the flu vaccine, your declination form MUST be on file by the deadline or you will be removed from the schedule. Please contact Employee Health for a declination form at 715.848.4396 or email Renee Erickson RErickson@nrcen.org or login into UKG Learning.

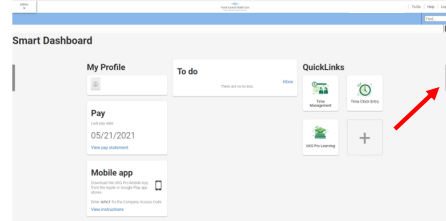
To access the Annual Flu Vaccine Declination and Employee Health Forms, you may log into UltiPro/UKG:



Once logged into UltiPro/UKG, locate the grey bar on the left or right side of the screen:



Place your cursor over the grey bar and it will reveal an arrow. Click the arrow to advance the Main page to a secondary screen:



Under Employee Health Information, is the link to the Annual Flu Shot Information.

