




A Weekly Update
For The Employees of
North Central Health Care



WEEKLY CONNECTION WITH OUR TEAM



Telehealth Grant Announcement

Governor Tony Evers visited us at Pine Crest in March to share his vision for expanding mental health coverage to many that are often overlooked, or unable to attend typical mental health care facilities. During his discussion, he announced the creation of a grant which places telehealth services in community locations as a way to remove access, location, and technology barriers to receiving care. By placing telehealth stations in non-traditional locations, such as schools, libraries, long term care facilities and community centers, we can bridge the gap which currently prevents people from connecting with providers that may help them achieve the selves they seek.

North Central Health Care is proud to announce we were selected as one of the 27 grant recipients that will provide these necessary services. Partnering with the Community Partners Campus and the Wausau Free Clinic, NCHC providers and Medical College of Wisconsin Psychiatry residents will connect with patients at the Community Partners Campus to provide mental health services in a safe, welcoming environment without the need for personal technology, or travel to one of our locations. Removing these barriers will make a difference for many and help increase the overall health of our community. Partnerships such as this illustrate how NCHC can expand our core mental health service offerings through community collaborations and together make a better future for our three counties.

Dr. Robert Gouthro
Chief Medical Officer



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**PLEASE DO NOT
PARK IN LOADING
DOCK AREAS**

**For Your Safety
and Efficiency
of Those Using
the Docks**

It has been reported that staff have been parking intermittently in designated loading dock areas. Whether that be a quick run into the building, or a longer stay in an unofficial parking spot, parking in loading docks is PROHIBITED. This can cause delays for vehicles accessing loading areas and is also unsafe. Thanks for your attention!



Raemarie Muro,
Crisis Services

Why: Thank you so much for all your help getting Crisis Services cleaned up so quickly.

From: Natasha Kelly, Patient Financial Services



ADMINISTRATOR ON-CALL
x4488 or 715.848.4488

Monday, Aug. 1 –
Sunday, Aug. 7

Jarret Nickel





PHOTO OF THE WEEK



Fruits (Or Veggies) of Our Labor

The Mount View Care Center Raised Gardens

This year residents were able to continue their work in the raised gardens on the new patio of Mount View. Thanks to the Activities staff who worked to get the gardens prepared and ready. Residents and staff alike love the extra touch of nature.

Let's Go to the Fair!

Food, Fun, Friends...What More Can You Ask For?

Volunteers Wanted!

Mount View Care Center and Pine Crest will be taking residents to the Fair in August and Volunteer Services is looking for volunteers to assist residents at the outings.

Mount View Care Center Fair Outing

Wed., Aug. 3 (All slots filled)
Thurs., Aug 4, 9:30 am – 2:30 pm
Friday, Aug 5, 1:00 – 5:00 pm.

Pine Crest Fair Outing

Thurs., August 18, 10 am – 3 pm
Friday, Aug. 19, 10 am – 3 pm

If you know of anyone that is looking for volunteer hours or a teen or adult group that likes to participate in community service projects, please share this need with them.

This is an event our residents look forward to and we cannot do it without the assistance of volunteers.

- All volunteers must be COVID-19 vaccinated, 13 years of age or older and be able to push a wheelchair.
- You do not have to be a current volunteer. You will just have to sign a confidentiality agreement.
- Each volunteer will receive a ticket into the fair that can be used again later that day.
- A \$5 meal stipend will be provided. You can bring additional funds for extras, if you wish.

Interested In Helping With This Fun Activity?

Please contact the Volunteer Office at 715.848.4450 or volunteer@norcen.org. Thank you!





CURRENT EMPLOYEES! LOOKING TO PICK UP EXTRA SHIFTS? CONTACT HUMAN RESOURCES ABOUT OPPORTUNITIES IN RESIDENTIAL SERVICES!

For questions, contact Petti Mannel, Christina Harris
or Jami Collins in Residential



**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 | Employees below .5FTE status

\$500 After 90 days | Employees .5FTE status or above

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.

*REFER A FRIEND FOR YOUR
OPPORTUNITY TO EARN SOME
REFERRAL CASH WHEN THEY
JOIN OUR TEAM!*

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

SHARE NCHC JOB POSTINGS
ON SOCIAL MEDIA!



Marathon County
Employees Credit Union

Summer VISA Balance Transfer Special Going On Now!



GO TO BAT
FOR YOUR
DREAMS

Life throws curves,
find one that works
for you with our low
balance transfer rate.

2.99%^{APR}
FOR 12
MONTHS

When you transfer an existing
balance to our credit union credit
card between June 1, 2022
and August 31, 2022.

Ask us about this special rate offer today!

Balance transfers completed 6/1/2022 through 8/31/2022 will receive 2.99% APR for 12 months from date of transfer. After the promotional time frame expires, remaining balances will migrate to the standard APR applicable on your account. Contact the credit union for complete details. *APR=Annual Percentage Rate

Balance transfers completed 6/1/2022 through 8/31/2022 will receive 2.99% 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.



WALK TO
END
ALZHEIMER'S
alzheimer's association

**TOGETHER, WE CAN END
ALZHEIMER'S DISEASE.**



**WAUSAU
WALK TO END ALZHEIMER'S**
MARATHON PARK

SEPTEMBER 24, 2022

Join the NCHC Purple Passion
Walk Team Online!

<http://act.alz.org/goto/NCHCPurplePassion>



TALK WITH AN ADVISOR ABOUT THE WDC PROGRAM!

Let's talk retirement



Helping You Turn Over a New Retirement Leaf

JOIN THE CONVERSATION!

Meeting with your Wisconsin Deferred Compensation Retirement Plan Advisor is an easy way to help make sure your savings and spending strategy fits you and your future. Schedule a one-on-one appointment. Additional virtual meeting dates and times can be found online.

BRING TO YOUR ONE-ON-ONE MEETING:

- ✓ WRS statement
- ✓ Social Security statement
- ✓ Other retirement account info
- ✓ Current paycheck stub (if applicable)
- ✓ WDC login information (if known)

REGISTER AT:

https://nc_wisconsin.timetap.com/#/

INDIVIDUAL RETIREMENT SESSIONS

with Shawn Bresnahan

- *Thursday, Aug. 4th | Pine Crest, Admin Conf. Rm | 9-11am
- *Thursday, Aug. 4th | Wausau, Conference Room | 1-4pm
- Thursday, Sept. 1st | Wausau, Badger Room | 10am-2pm
- *Thursday, Oct. 6th Antigo | Conference Room | 9am-11am
- *Thursday, Oct. 6th Wausau | Badger Room | 1-4pm
- *Thursday, Nov. 3rd Wausau | Badger Room | 9am-11am
- *Thursday, Nov. 3rd Pine Crest | Admin Conf. Rm | 1-2:30pm
- *Thursday, Dec. 1st Wausau | Badger Room | 10am-2pm
- *registration available 90 days before session date

HRinsights

Position Posting

Title: Dietary Manager

Status: Full Time **Shift:**

Location: Merrill, Pine Crest

The Dietary Manager is responsible for supervising the work directly related to the preparation of food for the residents, staff, and contract agencies including providing support in the completion of Quality Assurance projects, scheduling, and disciplinary action.

Apply online at <https://bit.ly/3Jk1hx5>

Position Posting

Title: Safety & Security Officer

Status: Full Time **Shift:** PM

Location: Wausau

The Safety & Security Officer (SSO) is responsible for the day-to-day operation of North Central Health Care's Security Program under the guidance of the Safety and Security Supervisor and Safety and Security Manager. The SSO is expected to work free from direct supervision and to be able to handle and respond to normal problems and questions that arise during daily operation. 1.0 FTE (80 hours per pay period) PM Shift 2pm- 10pm Monday-Friday. Third weekend/holiday in rotation. \$15-\$17 per hour based on experience plus extra \$1 per hour shift diff for PM and NOC shifts.

Apply online at <https://bit.ly/3bgW50s>



NEWS, UPDATES, LINKS, STORIES,
PHOTOS, VIDEOS AND JOBS!
GET SOCIAL!

CELEBRATING EMPLOYEE ACCOMPLISHMENTS

Way to Go Carly Mass!

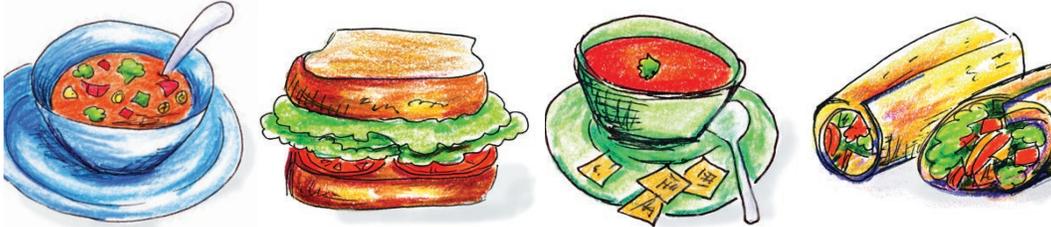
Congratulations to Carly Maas for her hard work to pass her exam to move from an LPC In-Training to LPC. Great job!





WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA



JULY 25 – JULY 29, 2022

BREAKFAST HOURS
9 AM – 11 AM

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

GRAB-N-GO HOURS
MONDAY – FRIDAY
9 AM – 5:30 PM

WEEKENDS:
GRAB-N-GO ONLY

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Chow Mein Noodles with Chinese Pork Chop Oriental Mixed Vegetables Steamed Rice	Boneless Ribette Broccoli Augratin Potatoes	Country Fried Steak Mixed Veggies Baked Potato	Sloppy Joe Baked Beans Creamy Cucumber Salad	Beef Tips & Peppers/ Onions Seasoned Carrots Parslied Egg Noodles
SOUP	Cream of Broccoli	Butternut Squash Soup	Texas Tomato Soup	Minestrone Soup	Savory Chicken Noodle
DESSERT	Pineapple	Cherry Delight	Apple Crisp	Watermelon Salad	Chilled Pears

WAUSAU CAMPUS FOOD TRUCK IS BACK!

Food Truck Fridays in August!

Mitch's Texas Tacos will be parked at the Mount View Main entrance on the following dates:

Friday, August 12, 19 & 26





THE BISTRO

MONDAY - FRIDAY | 7:30AM - 3PM
HOT FOOD AVAILABLE UNTIL 2:30PM

PANINI OF THE WEEK



8/1 CUBAN PANINI PORK | HAM | SWISS | PICKLE | MUSTARD/MAYO SAUCE

PANINI FORECAST

8/8 | TUNA MELT

TUNA SALAD | CHEDDAR | SLICED TOMATOES

8/15 | PEPPERONI MELT

MOZZ | PEPPERONI | GRILLED ONIONS | PIZZA SAUCE

8/22 | BUILD YOUR OWN NACHOS!

BEEF | CHEESE | TOMATO | ONION | SOUR CREAM | SALSA

LATTE OF THE WEEK



ALMOND BARK LATTE
WHITE CHOCOLATE & ALMOND

**KICK START YOUR WEEK WITH
\$1 OFF ANY LARGE LATTE EVERY MONDAY!**

NOW SERVING SOFT SERVE ICE CREAM & SUNDAES!

SMALL CONE/LARGE CONE 1.70/2.50

SMALL SUNDAE/LARGE SUNDAE 2.70/3.70

ONE TOPPING INCLUDED: * NEW - MINI BROWNIE BITES *

SPRINKLES, OREO CRUMBLES, CHOCOLATE SYRUP,
WHIP, STRAWBERRY SYRUP, CARAMEL

ADDITIONAL TOPPINGS 1.00





NCHC Covid-19 Weekly Status Report | July 28, 2022



Wear a Mask – Maintain Social Distance – Wash Your Hands – Stay Home If You Are Sick.
Report Symptoms and Covid-19 Exposures to Your Manager Immediately. Managers report in SafetyZone ASAP.
Staff will continue to screen, 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. **Questions: Employee Health 715.848.4396**

GENERAL PPE GUIDELINES

The General PPE Guidelines below are in place at all times, regardless of the Alert Level to right. You must follow BOTH General and Alert Level Guidelines to right for the County you work in.

Employees: Self-screening required using temperature kiosks procedures. If Alert Level requires masks, staff may remove masks while working alone in private offices.

Visitors: Cloth face covering or surgical masks required by all in Nursing Homes and Adult/Youth Inpatient Hospitals. Visitors to Nursing Homes & Adult/Youth Inpatient Hospitals will be screened using the COVID Screener. All other visitors will require temperature check only.

Employees Working in Direct Patient/Resident Care: Each patient/resident care area will be designated as being in Standard or Covid-19 Confirmed/Suspected Precautions. Units/Patients on Covid-19 Confirmed/Suspected Precautions must have it clearly posted on the entrance to the unit or patient room.

o **Standard Precautions** – Surgical Mask and Gloves required. Eye Protection (face shield, goggles or safety glasses) required during applicable isolation precautions.

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

CURRENT NCHC ALERT LEVEL RESPONSE BY COUNTY

MARATHON: HIGH	LINCOLN: HIGH	LANGLADE: HIGH
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REQUIRED PPE GUIDELINES:

- **All Nursing Home and Hospital (Adult & Youth) locations** are required to wear masks at all times in all areas including hallways, waiting rooms and meetings. This includes staff, patients & visitors. Nursing Home and Hospital staff may remove masks while working alone in private offices; shared offices require masks. Eye Protection (face shields or goggles) to be worn with patient care encounters. Visitors to Nursing Homes and Adult/Youth Inpatient Hospitals will be screened using the COVID Screener. All other visitors will only require temperature check.
- **Non-Nursing Home and Non-Hospital locations,** face masks are recommended, but not required by staff, patients and visitors, except for when social distancing cannot be maintained in private offices, therapy rooms, exam rooms and while transporting any patient, client or resident in a personal or NCHC vehicle.
- **ALL Employees, ALL locations:** Self-screening required using temperature kiosks procedures.

GENERAL:

- Clinical Areas restricted to only necessary personnel.
- Limit movement to and between clinical areas within facilities.
- No Staff flexing to alternate units if possible.

STAFF MEETINGS/BREAKS:

- No in-person staff meetings unless approved by Incident Command. Use virtual meeting options only.
- Employee potlucks restricted.
- Social distancing required in Employee Cafeteria/break areas (2 per table only). Masks must remain in place when not eating or drinking.

PROGRAM-SPECIFIC OPERATIONAL CHANGES

Information below denotes only Covid-19 Confirmed cases. Some units/patient rooms may be on Covid-19 Suspected and use same precautions until negative test results are returned.

- **Mount View:** In-Person Visiting Hours M-F: 7am – 7pm, Weekends/Holiday: 10 am – 6 pm
 - o No positive Residents in building. 2 New Positive Employee case reported since last report in Wausau Food Services. Additional PPE and Testing required by staff.
 - o Visitors allowed in all NH units, must follow ALL precautions in place.
- **Pine Crest:** In-Person Visiting Hours: M-F: 9am – 6 pm, Weekends: 9am – 3pm.
 - o **Covid-19 Confirmed/Suspected Precautions – 7 positive Residents: Special Care (6) and 200 (1).**
 - o 3 New Positive Employee case reported since last report. Additional PPE and Testing required by staff.
 - o Visitors allowed in all NH units, must follow ALL precautions in place.
- **Residential - Jelinek 1&2**
 - o **Covid-19 Confirmed/Suspected Precautions – 5 positive Resident identified at Jeliiek location.**
 - o Visitors restricted at both Jelinek 1 and 2 due to positive cases in building.
 - o Multiple positive Employee cases reported in this outbreak. Additional PPE and Testing required by staff.
- **Youth Behavioral Health Hospital**
 - o **Covid-19 Confirmed/Suspected Precautions – 1 positive Patients on unit.**
 - o Additional PPE and Testing required by staff.
- Additional positive Covid-19 employee cases reported at Clubhouse, Community Treatment and Residnetial since last report. Note: Lakeside Recovery/MMT: Temporarily closed. No Admissions.

Please contact your Manager for specific operational questions for your areas. Managers will use the full Alert Level Policy for all guidance.

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

WORKPLACE SAFETY CHALLENGE

WIN A \$50 GIFT CARD!

DETAILS

We have a safety challenge for you
Do it yourself, or use your whole crew.

Write a poem, limerick or rhyme
Make sure you keep safety in mind

Nothing long that will make us snore
We're trying hard to not make this a bore

Include in this poem: slips, trips and falls,
Employee health doesn't need anymore calls.

Lifting, pushing, pulling and bending,
The list of staff injuries seems never-ending.

Using all of our equipment the right way
Also needs to be something you say.

Grab a pen and paper and go get started,
We're looking for you to keep it lighthearted.

Workplace and personal safety are the key,
A gift card will be given to the winner for free.

September fifth is the due date,
Get going, act now and make it great!

North Central Health Care is kicking off it's 2022 Workplace Safety Campaign with an all staff challenge! This year, simply write a poem with a workplace safety theme and submit to communications@norcen.org by September 5th. The challenge winner will receive a 50 dollar gift card and be featured in this year's Workplace Safety Campaign! All staff are encouraged to participate and we look forward to reading your creations. Have fun and good luck!

ALL SUBMISSIONS MUST BE RECEIVED BY SEPTEMBER 5TH!

SUBMIT YOUR ENTRY TO COMMUNICATIONS@NORCEN.ORG

ARE YOU UP FOR A SAFETY CHALLENGE?



Use the great safety tips and pointers on your Communication Boards and on next pages to write your Workplace Safety Challenge Poem!



https://www.youtube.com/watch?v=slwDHy0Q_Lc





Use these great safety tips and pointers to write your Workplace Safety Challenge Poem!

WORKPLACE SAFETY

ERGONOMICS

CORRECT SITTING POSTURE

- ✓ Shoulders Relaxed
- ✓ Back Support
- ✓ Arm Support
- ✓ Thighs Horizontal
- ✓ Feet Flat on the Floor



LIFTING POSTURE & PATIENT CARE

- ✓ Never transfer patients/residents when off balance.
- ✓ Lift loads close to the body.
- ✓ Avoid bending, reaching and twisting when lifting.
- ✓ Stretch and/or warm up before heavy lifting or strenuous activity.
- ✓ Never lift alone, particularly fallen patients/residents, use team lifts or use mechanical assistance.
- ✓ Avoid heavy lifting especially with spine rotated.
- ✓ Know when and how to use mechanical assistance.



SLIPS, TRIPS & FALLS

It's probably happened to most of us. That momentary lapse of attention, thinking about a problem or distracted by an activity that ends in a slip, trip or fall. A stumble down a stairway. A trip over an uneven surface. Slipping on the ice. It can lead to a variety of regrettable events ranging from a simple bruised shin to an extremely serious injury. It's just one of a number of conditions and situations that set the stage for slips, trips and falls in the workplace that are completely preventable.

DO YOUR PART TO PREVENT SLIPS, TRIPS AND FALLS BY:

KEEP FLOORS CLEAN & DRY
Report and clean spills immediately.

KEEP HALLWAYS CLEAR AND ELIMINATE CLUTTERED OR OBSTRUCTED WORK AREAS.

WEAR PROPER SHOES

- ✓ Laces Tied
- ✓ Non Slip Soles
- ✓ Closed Toed

DON'T USE STOOLS, CHAIRS, OR BOXES AS SUBSTITUTES FOR LADDERS.

USE HANDRAILS ON STAIRS

DONT RUSH



PROVIDE ADEQUATE LIGHTING ESPECIALLY DURING NIGHT HOURS.

WATCH WHERE YOU'RE GOING



BIOMEDICAL EQUIPMENT

Biomedical equipment is used for the specific purposes of diagnosis and treatment of disease or rehabilitation following disease or injury; it can be used either alone or in combination with any accessory, consumable or other piece of medical equipment. **It is important that we keep all equipment up to industry standards to ensure staff can perform their jobs as safely as possible while also ensuring the safety of all of our patients and residents.** Luckily, there are simple equipment checks and reviews we can all do to help avoid potential workplace safety issues before they become a threat.

BIOMEDICAL EQUIPMENT EXAMPLES

- ✓ IV Pumps/Poles
- ✓ Thermometers
- ✓ BP Monitors
- ✓ Pulse Oximeters
- ✓ AED's
- ✓ ECG/EKG Units
- ✓ Centrifuges
- ✓ Ventilators
- ✓ Wheelchairs
- ✓ Beds

-  Ensure the device is clean & decontaminated.
-  Check there is no physical damage to any components of the equipment.
-  Make sure switches and controls are operable & correctly aligned.
-  Ensure labels & warnings are present & legible.
-  Check the biomedical safety inspection sticker is present & not expired.
-  Make sure any inlets or hoses are free from cracks, rips and tears.
-  Ensure power cords, accessory cables or chargers are not damaged, rusty or wet.
-  Double check that all filters and vents are clean and unobstructed.