

West Central Georgia Regional Hospital

Regional Reflections

OCTOBER 2014



Since opening in 1974, West Central Georgia Regional Hospital (WCGRH) has stood as a beacon of hope for consumers in need of behavioral healthcare services in the west central region of the State of Georgia

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Quality Management

The Joint Commission Corner

PERFORMANCE IMPROVEMENT

We use the FOCUS-PDCA method for performance improvement activities.

- Find a process/outcome to improve.
- Organize a team that knows the process/outcome.
- Clarify current knowledge of the process/outcome.
- Understand causes of process/outcome variation.
- Select the strategy for process/outcome improvement.

- Plan the improvement and continued data collection.
- Do the improvement, data collection and analysis.
- Check and **study** the results.
- Act to hold the gain and to continue to improve the process/outcome.

The current PI Project is focused on reducing aggression.

Be prepared to talk with The Joint Commission surveyors about how your team, unit, or area has improved services, quality of care, reduced costs, or improved communication, etc.

Also be able to talk about the Improvements in Efficiency, Safety or Quality of Care issues specific to your area or to the client population you serve...

Have a Safe Halloween

The Joint Commision Corner (contin)



TIP: If you're uncertain, ask your co-workers or supervisor to remind you of some recent improvements in your area.

QUESTIONS SURVEYORS MAY ASK YOU ABOUT PERFORMANCE IMPROVEMENT

Q: How are you involved in Performance Improvement activities?

A: Your answer should be individualized to your area. Possible examples may include:
 I participated in Safety Care[®] training and I participate in providing quality care for my clients.
 I have assisted with collection of data or reporting.
 I have participated in a FMEA or RCA.

Q: What process (or method) do you use for PI?

A: FOCUS-PDCA (Find, Organize, Clarify, Understand, Select – Plan, Do, Check, Act)

Q: Whose job is it to improve organizational performance?

A: It is everyone's job!

Q: What is a PI project being addressed by the hospital?

A: Reducing Aggression

What are some examples of aggregate data reported in your area?

Vaccine Information Statement

Influenza Vaccine

What You Need to Know

(Flu Vaccine,
Inactivated or
Recombinant)
2014-2015

Many Vaccine Information Statements are available in Spanish and other languages. See www.immunize.org/vis
Hojas de informacion sobre vacunas estan disponibles en espanol y en muchos otros idiomas. Viste www.immunize.org/vis

1 Why get vaccinated?

Influenza (“flu”) is a contagious disease that spreads around the United States every winter, usually between October and May.

Flu is caused by influenza viruses, and is spread mainly by coughing, sneezing, and close contact.

Anyone can get flu, but the risk of getting flu is highest among children. Symptoms come on suddenly and may last several days. They can include:

fever/chills

sore throat

muscle aches

fatigue

cough

headache

runny or stuffy nose

Flu can make some people much sicker than others. These people include young children, people 65 and older, pregnant women, and people with certain health conditions — such as heart, lung or kidney disease, nervous system disorders, or a weakened immune system. Flu vaccination is especially important for these people, and anyone in close contact with them.

Flu can also lead to pneumonia, and make existing medical conditions worse. It can cause diarrhea and seizures in children.

Each year **thousands of people in the United States die from flu**, and many more are hospitalized.

Flu vaccine is the best protection against flu and its complications. Flu vaccine also helps prevent spreading flu from person to person.

2 Inactivated and recombinant flu

You are getting an injectable flu vaccine, which is either an “**inactivated**” or “**recombinant**” vaccine. These vaccines do not contain any live influenza virus. They are given by injection with a needle, and often called the “flu shot.”

A different, **live, attenuated** (weakened) influenza vaccine is sprayed into the nostrils. *This vaccine is described in a separate Vaccine Information Statement.*

Flu vaccination is recommended every year. Some children 6 months through 8 years of age might need two doses during one year.

Flu viruses are always changing. Each year’s flu vaccine is made to protect against 3 or 4 viruses that are likely to cause disease that year. Flu vaccine cannot prevent all cases of flu, but it is the best defense against the disease.

It takes about 2 weeks for protection to develop after the vaccination, and protection lasts several months to a year.

Some illnesses that are not caused by influenza virus are often mistaken for flu. Flu vaccine will not prevent these illnesses. It can only prevent influenza.

Some inactivated flu vaccine contains a very small amount of a mercury-based preservative called thimerosal. Studies have shown that thimerosal in vaccines is not harmful, but flu vaccines that do not contain a preservative are available.

3 Some people should not get this vaccine

Tell the person who gives you the vaccine:

If you have any severe, life-threatening allergies. If you ever had a life-threatening allergic reaction after a dose of flu vaccine, or have a severe allergy to any part of this vaccine, including (for example) an allergy to gelatin, antibiotics, or eggs, you may be advised not to get vaccinated. Most, but not all, types of flu vaccine contain a small amount of egg protein.

If you ever had Guillain-Barré Syndrome (a severe paralyzing illness, also called GBS). Some people with a history of GBS should not get this vaccine. This should be discussed with your doctor.

If you are not feeling well. It is usually okay to get flu vaccine when you have a mild illness, but you might be advised to wait until you feel better. You should come back when you are better.



U.S. Department of
Health and Human Services
Centers for Disease
Control and Prevention

State of Georgia and
Developmental Disabilities

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Web Page
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EMPLOYEE NEWS

“Welcome New Employees”

September 2nd.



Left to Right: Row 1: John Robertson, RHA, Ebony Milsaps, Shawanica Brooks, Row 2: Therese Arreola, Phyllis Miles, Denita Sherrill

September 2nd.



Left to Right: Row 1: Pamela Davis, Devontae Simmons, Deborah Jackson, Row 2: John Robertson, RHA, Bradley Buczek, Quadir Collington, Frederick Smith

EMPLOYEE NEWS

Welcome New Employees”

September 16th.



*Left to Right: Row 1: Yvette Tshiupula, Sharen Hicks, Jasmine Pollard, Jamie Wright
Row 2: Dale Cunningham, Denise Horton, Sequoyah Leday, Tanisha Willis*

September 16th.



*Left to Right: Row 1: Dexter Barrow, Jasmine Willis, Eugene Lott, Amber Heiskill
Row 2: Shandra Sanders, Marsha Thompson, Darvis Upshaw, William Brown*

Attention All Employees

Reminder! Annual Tuberculosis Screening

All WCGRH employees must complete the Georgia State Hospital Employee Health Screening Form **during the month of their birthday**

TB screening is required during each employee's Birthday month

Tuberculosis screening is conducted in Nursing Services, Building 1, Room 25

Skin Tests are given on Monday, Tuesday and Wednesday

Please follow these guidelines for completing the
Annual Employee Health Screening:

- If you have the skin test performed off campus, you still must return the results to Nursing Services and complete the Employee Health Screening Form.
- If you have another job also requiring PPD Testing, we will provide you with a copy of your results.
- If you have had a positive skin test in the past, you are still required to complete the Employee Health Screening Form.

Please Note: If Annual Tuberculosis is not completed within your birth month, Employee cannot work until the screening is completed.

Questions? Please contact Nursing Services at (706) 568-5109

News From Human Resources

FAITHFUL SERVICE AWARDS

5 Years

Marcus Gamble
Teresa Reynolds

10 Years

Yvonne Sherrell
Bernadette McGhee

THANK YOU FOR YOUR CONTINUED SERVICE TO OUR HOSPITAL AND THE STATE OF GEORGIA

Human Resources Monthly

Oct. 2nds. Manager Approval by Noon
Please reconcile and move FSLA to OT Premium
Oct. 15th. Pay Day
Oct. 17th. Manager Approval by Noon
Please reconcile and move FSLA to OT Premium
Oct. 31st. Pay Day

Did You Know? E-Performance:

Every employee has access to their e-performance documents thru their self-service which is located at www.team.ga.gov. Your employee I.D. and Social Security or password created will allow you entry. If you have forgotten your password or do not remember your questions—Call 1-888-896-7771. All employees who have an I.D. issued to them when hired have access to all of their personal information and the ability to make any necessary changes without having to come to H.R. However, H.R. is always available if you need assistance or have trouble with the site.

Orientation is on Oct. 1st. and October 16th. In HR from 1:00-5:00 PM

HAVE YOU ACCESSED YOUR SELF-SERVICE INFORMATION LATELY?

Any Questions please do not hesitate to call Human Resources (706) 568-2260

Goodbye and Farewell

Leah Cadoura	Christine Dozier	Jermaine Holloway	Moses Kosgei	Kimberly Renfroe
Vanessa Centeio	Kendra Griffin	Torri James	Sandural Lanier	James Small
Telisha Clemons	LaTrenda Hickman	Konta Johnson	Deborah Quick	Jennifer Smith
	Michael Stiggers		Holly Thorne	

Human Resources Department

HR Representatives:

Peri Johnson, Human Resources Manager
Sandra Brown, Employee Relations Specialist
Vonceil Plump, Personnel Tech II
Paul Fahnstock, Recruiter
Shannon Hearn, Recruiting Tech
Pat Altman, Benefits and Worker’s Comp
Michele Trowers, Leave/Payroll Specialist
Liza Williams, Program Associate

Suggestions or Questions:

Any questions? Please contact HR at (706) 568-2260

If you have any ideas or topics you would like to see featured in the Human Resources section, please submit them to the Human Resources Department



Staff Development & Training

Annual Update class schedule for October

Annual Incident Management

Wednesday, Oct. 1, 8:00—9:00
 Wednesday, Oct. 8, 3:00—4:00
 Wednesday, Oct. 15, 8:00—9:00
 Wednesday, Oct. 22, 3:00—4:00
 Wednesday, Oct. 29, 8:00—9:00

Annual Infection Control

Friday, Oct. 3, 3:00—4:30
 Friday, Oct. 10, 8:00—9:30
 Friday, Oct. 17, 3:00—4:30
 Friday, Oct. 24, 8:00—9:30

Annual Seizure Management

Tuesday, Oct. 7, 7:30— 9:30
 Tuesday, Oct. 14, 1:00— 3:00
 Tuesday, Oct. 21, 9:30—11:30
 Tuesday, Oct. 28, 7:30— 9:30

Positive Behavior Supports (PBS)

Wed. Oct. 22 & Thurs. Oct. 23 8:00—5:00

Safety Care Recertification

Thursday, Oct. 2, 8:00—5:00
 Thursday, Oct. 9, 8:00—5:00
 Thursday, Oct. 16, 8:00—5:00
 Thursday, Oct. 23, 8:00—5:00
 Thursday, Oct. 30, 8:00—5:00

CPR—BLS

Monday, Oct. 6, 8:00—12:00

Annual PNS—Pro

Tuesday, Oct. 7, 9:30—11:30
 Tuesday, Oct. 14, 7:30— 9:30
 Tuesday, Oct. 21, 1:00— 3:00
 Tuesday, Oct. 28, 9:30—11:30

Annual PNS—End User

Tuesday, Oct. 7, 1:00— 3:00
 Tuesday, Oct. 14, 9:30—11:30
 Tuesday, Oct. 21, 7:30— 9:30
 Tuesday, Oct. 28, 1:00— 3:00

CPR & First Aid—Heartsaver

Monday, Oct. 27, 8:00—3:00

Nurses: Don't forget to complete your 1st Quarter Competencies in Medication Competency and Charting with the OAR format are due by October 23rd.

Staff Development & Training



You can register for any of your classroom trainings in 3 easy steps:

1. Login to your LMS (mylearning.dbhdduniversity.com)
2. Click on the class you need to take
3. Choose the date/time by clicking "Enroll" beside it.

****Please make sure it is a "WCGRH" class!**

Automated e-mails will be sent to you and to your supervisor when you register.

Please note: the ONLY class you cannot register yourself for is Safety Care.

E-Mail Crystal Robins or Carrie Ann Pizarro to register.

Staff Development & Training You Asked, We Listened!

You asked for training on understanding mental health disorders to include diagnosing, triggers, treatment, and personality disorders.

We listened: Staff Development and Training currently teaches an "Introduction to Behavioral Health" course and a "Principles of Recovery" course. Anytime you need a refresher, please contact us. Additionally, the Office of Learning and Development in Atlanta is currently in the process of revamping our curriculum to better address these topics.



- 1 Arlena Shaw
- 1 Shielia Felton-Moton
- 2 Towanda Hodge
- 3 Jennifer Harris
- 3 Tanerica Williams
- 3 Nicki Smith
- 3 Jewel Scott
- 4 Debra A. Smith
- 4 Michiel Jackson
- 6 Courtney Bell
- 6 Brittany Roberts
- 6 Deloris Mickles
- 6 Marquez Mims
- 9 LaToya Arrington
- 9 Malcolm Booker
- 9 Zandra Jordan
- 10 Leona Dorsey
- 10 Lindsey Jones
- 10 Charlene Morgan
- 10 Khalfani Walker
- 11 Tobie Hill
- 11 Timothy Vance
- 11 Jacqueline Morgan
- 12 Suprena Wyatt
- 12 Derrick Flowers
- 13 DaWanna Young
- 13 Bernadette McGhee
- 14 Shawanica Brooks
- 14 Johnny Davis
- 14 Cythelyn Sanders
- 15 Hannelore Perkins
- 15 Famata Batista
- 15 Dolores Tarver

- 15 Candace Raynor
- 17 Elizabeth Donegan
- 17 Vivian Williams
- 17 Dexter Thomas
- 17 Hyacinthia Leonce-James
- 18 Albert Brown
- 18 Frank Ford
- 21 Phellizzaya Martin
- 21 Jenae Acosta
- 21 Derek Seifrit
- 21 Anthony Dougherty
- 22 Nettie Young
- 23 Gavin Glasgow
- 23 Jimmy Medley
- 24 Mark Harris-Todd
- 24 Stephen Cooper
- 25 Nickia Stone
- 25 Gerardo Jaque
- 25 Syed Rahman
- 27 Felicia Williams
- 28 Ronald Bird
- 28 Maria Mieles
- 29 Liza Williams
- 30 Sharnnett Davis
- 31 Armestras Sanders

West Central Georgia Regional Hospital & Department of Behavioral Health and Developmental Disabilities



Values: Dedication, Integrity, Excellence, Knowledge Accountability, Collaboration, Safety, Innovation, Respect

Mission Statement: Provide and promote local accessibility and choice of services and programs for individuals, families and communities through partnerships, in order to create a sustainable, self-sufficient and resilient life in the community.

Vision Statement: "Every person who participates in our services leads a satisfying, independent life with dignity and respect."

Regional Reflections is published monthly. The mission of the newsletter is to provide a forum to educate and inform its readership on issues in behavioral health, strengthen teamwork, and archive hospital events and activities.

Regional Reflections staff welcomes items including articles, article ideas, news items, letters and photos submitted for publication. However, all items are subject to editorial discretion and will be printed on a "space available" basis. Please contact the editor if you have any questions or concerns regarding the newsletter. Thank you for your support.

Visit us on the internet: <http://www.wcgrh.org>.



J

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WCGRH is an equal Opportunity employer



WCGRH Foundation, Inc. is a tax-exempt, non-profit organization established in 1993 under Internal Revenue Code 501(c)(3), 509(a), and 170(b)(1)(A)(vi) by individuals interested in enhancing the services and programs provided for the clients and staff of WCGRH.

Your tax deductible gift supports the Hospital's mission as stated above.
Website: <http://www.wcgrh.org/scfoundation.htm>



Accredited by the Joint Commission

Fraud Abuse Hotline: To report concerns regarding fraud and/or abuse, call the WCGRH Compliance Hotline at (706) 569-3082 or the Office of Inspector General Corporate Compliance Hotline at 1-800-447-8477. You may e-mail questions or concerns to WCGRH Compliance Office@dhr.state.ga.us or call The WCGRH Compliance Officer, Felicia Hardaway at (706) 568-2471



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