



**Special points of interest:**

- *Honoring Vietnam Vets*
- *Safety Care Tidbit*
- *Forms Updates*
- *Suggestion Box Responses*
- *Forensics Walking Club*
- *What's in a Month*
- *Taking Flight*
- *Atlanta Braves Tickets*

*"Great works are performed, not by strength, but by perseverance."*

**Samuel Johnson**

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**From the Desk of the RHA - Paul Brock**



**Environment of Care**

*When considering an inpatient mental health unit, it is important to realize how unique this environment is compared to traditional hospital units. The most obvious difference is it is locked. The criteria for admission to a locked inpatient mental health unit will limit unit access necessary for the protection of individuals who are determined to be a risk to themselves or others. Another significant difference between a mental health unit and a traditional medical unit is that patients are almost never confined to a bed, nor are they confined by other medical equipment such as IV poles or cardiac/vital monitoring equipment. While an individual in a traditional hospital setting may be too physically ill to feel like walking around and exploring the environment, individuals with a mental health diagnosis are frequently ambulatory and generally receive benefit from engaging with their environment as well as interacting with others. Because of this, safety standards are in place such as the absence of all anchor points, no available sharp objects, and the use of furniture that cannot be readily thrown or used as a barricade.*

*During our recent Joint Commission visit in mid-March, surveyors identified Life Safety/ Environment of Care concerns and requested we establish a corrective action plan to remediate these essential safety deficiencies. During the next few months we plan to ensure that:*

- *wardrobes are available in each of the patient bedrooms*
- *all potential anchor points, hinges on doors, and door handles that can be used as an attachment point, are eliminated*
- *in the bathrooms, will install modified faucets that minimize hanging risks*
- *build and replace the safety covers around plumbing fixtures*
- *add plates to grab bars that still permit functionality*

*These are a few of the items that we plan to change on each of the units on the Augusta campus.*

*On Tuesday, April 26, we experienced an unannounced Joint Commission follow up visit and tour of the Augusta campus, to review immediate changes made since our survey along with our modification plans for the environment of care for each of the treatment units. I am happy to announce that the Joint Commission was satisfied with our immediate changes and favorably supportive of our plans for improvement which should remove our conditional status for Deem Status Accreditation. Thank you, everyone, for your outstanding cooperation, performance, and patience during our cycle of survey events during the past few months. Thank you!*

*Sincerely,  
 Paul Brock*

## New Employees



**Front Row(L-R):** Claudia Cuyler, HST; Arvis Coney, RN; Antameka Brooks, HST; Porsha Blount, HST

**Back Row(L-R):** Lorie Day, RN; Barry Chamberlain, HST; Antonio Brooks, HST; Amanda Boos, LPN

**Front Row(L-R):** Thelma Deas, RN; Sonjia Bush, HST; B'Nekia Bryant, Housekeeping; Joyce DiPasquale, RN

**Back Row(L-R):** Daisy Drayton, RN; Deric Ford, HST; Pamela Brown, CNA; Monika Gibson, CNA



**Front Row(L-R):** Crystal Greene, LPN; Natasha Grimsley, LPN; Charlene Farmer, Housekeeping; Christopher Sims, HST

**Back Row(L-R):** Teresa House, RN; Kenya Flournoy, CNA; Stefanie Holmes, HST; Antwon Hall, Food Service Operations Worker



**Front Row(L-R):** Porcia Laster, LPN; Carol Moody, LPN; Kim Nolen-Render, HST; Carolyn Lambert, HST

**Back Row(L-R):** Shalanda Jenkins, CNA; Tiffany Kittles, LPN; Princess Ross, HST; Cynthia Queen, RN



**(L-R):** Latonya Stevens, CNA; Lucy Thompson, LPN



**Not Pictured:** Eva Edwards, Aging Specialist (Region 2); Raven Thomas, HST

# WELCOME!

## HR Partners

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### Policy Reminders:

#### Direct Bank Deposits

The DBHDD State Office Payroll Department would like for all employees to keep in mind that DBHDD does not recommend split accounts for payroll deposits (i.e. *using two accounts for your payroll direct deposit*). All deposits should be 100% into **one** account. Adding more than one account can cause a delay in receiving your pay check, and other issues. If you have questions, or a need to change your direct deposit, visit Human Resources.

#### Leave of Absences Update (LOA)

##### Attention Managers:

Please contact your Benefits/Leave Coordinator, in HR when an employee has been or plans to be out for **three or more work days**. We will need to evaluate the situation to see if a Leave of Absence (LOA) is needed. Once an employee is placed on an approved LOA, **ALL medical documentation should be routed to and received in HR** and communication should be coordinated via your Benefits / Leave Coordinator.

If you have an employee that is out of work/missing work due to a Workers Compensation incident please make contact with Elaine Biley in HR **immediately**. Any employee that is out of work for medical reason(s) requires a **Return to Work Release** and this information must be received and reviewed by HR prior to the employee returning to work/duty. If there are any questions about an employee's return, and to coordinate their return, please contact your Benefits and Leave Coordinator.

#### Employee Benefits Changes Outside of Open Enrollment

All employees who experience a **Qualifying Event (example, death, divorce, marriage, birth of a child, adoption of a child, spouse loss of job, etc.)** and need to make changes regarding health or flexible benefits coverage outside of Open Enrollment, should notify Bonita Wilson in HR.

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# Heads Up!



**East Central Regional Hospital  
Staff Appreciation Week**

is

**May 15 – 21, 2016**

## Suggestion Box Responses

**Suggestion:** "Reorganization of our Human Resources department. There are too many people applying for jobs in the hospital and not getting interviews. All we get is excuses. There are a lot of qualified people right here in the hospital, but they are looked over for outside people."

**Response:** Human Resources (HRM) ultimately does not select candidates for hire or promotion. That is the responsibility of the hiring manager responsible for the open position. Once a position is open and posted HRM Recruiting provides the hiring manager the resumes and application of the most qualified applicants, be they internal or external candidates.

Quite often, applicants do not include pertinent and relevant information about their experience and background. As a result, their resume may not be forwarded to the department.

From what the hiring manager has been provided, he/she will determine who they would like to interview. Not every *minimally qualified* candidate will be invited for an interview. Usually those that do get interviewed have the education and experience as well as the knowledge, skills, and abilities that meet our *preferred qualifications*. There are times when the hiring manager will request that only internal candidates be considered, but that is usually rare. East Central Regional Hospital does its best to hire, promote and retain individuals that are the most qualified and the best fit for our open positions.

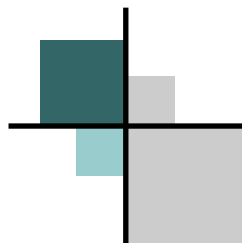
If any employee has an individual concern about our hiring and promotion practices, please feel free to contact either Ron Watson (Recruiter), Rhonda Vivor (Employee Relations) or Doug Fine (HR Manager). We can be reached at extension 7177.

Thank you. Doug Fine, HRM

**Suggestion:** "Please keep vehicles off the grass! To make repairs, park in a lot or at worst, down a sidewalk. No need to drive all over our yards! They're really getting ruined. Our green areas used to be beautiful and it's tough with staff shortages & occasional "remodeling" for other purposes. But back in the day, you weren't even supposed to walk on it! It's not that different to walk to a repair site, leave your truck or car, than in the past. Let's get walking, not driving!"

**Response:** In an effort to beautify our campuses, we are asking all staff to please not park, drive, or travel on the grass around buildings. Please park all vehicles in a marked space to include deliveries, pickups and repairs. This will ensure proper growth of the grass and make mowing easy as the grass will grow evenly.

Thank you. Mickie Collins, COO



## Forms Update

Form Number	Title of Form	Comment
ADM053	Death Reporting (Rev. 3/16)	
ADM687	Inspection Report of Medication Stations (Rev. 4/16)	
CLN019	Controlled Substance Administration Record (Rev. 2/16)	
CLN686	Controlled Drug Loss Waste Report (2/16)	
CLN331	Tuberculin PPD Testing Information Consent Form (Rev. 2/16)	
DD670	Interdisciplinary Team Conference Summary (Rev. 3/16)	
No Form #	Critical Hire 2016	Located: J Drive \ Everyone\ Forms ECRH\ HR Forms
No Form #	Envelope Augusta Campus (Rev. 3/16)	Located: J Drive \ Everyone\ Forms ECRH\ Admin Forms
<b>Obsolete</b>		
ADM687	Inspection Report of Medication Stations (Rev. 04-08)	
CLN407a	Instructions for - Therapy services AOF	Replaced by Policy 03-590 Attachment I
CLN407b	Therapy Services AOF	Replaced by Policy 03-590 Attachment H
CLN408a	Instructions for – Occupational Therapy Evaluation	Replaced by Policy 03-590 Attachment I
CLN408b	Occupational Therapy Evaluation	Replaced by Policy 03-590 Attachment C
CLN409a	Instructions for – Physical Therapy Evaluation	Replaced by Policy 03-590 Attachment I
CLN409b	Physical Therapy Evaluation	Replaced by Policy 03-590 Attachment D
CLN410a	Instructions for – Speech Therapy Evaluation	Replaced by Policy 03-590 Attachment I
CLN410b	Speech Therapy Evaluation	Replaced by Policy 03-590 Attachment F
CLN411a	Instructions for - Swallowing and Mealtime Evaluation	Replaced by Policy 03-590 Attachment I
CLN411b	Swallowing and Mealtime Evaluation	Replaced by Policy 03-590 Attachment G
CLN412a	Instructions for - Assistive Technology Evaluation	Replaced by Policy 03-590 Attachment I
CLN412b	Assistive Technology Evaluation	Replaced by Policy 03-590 Attachment A
CLN414a	Instructions for - Nutrition Assessment	Replaced by Policy 03-642 Attachment B
CLN414b	Nutrition Assessment	Replaced by Policy 03-642 Attachment A
CLN416	RT Functional Ability Worksheet	Replaced by Policy 03-590 and Attachment E
DD030	Dental Consent for Moderate Sedation	Replaced by Policy 03-662 and Attachment B2
DD465	Dental Consent	Replaced by Policy 03-662 and Attachment B1
MH005	Nutrition Screening	
No Form #	Admission Progress Notes	
No Form #	Change in Mental Behavioral Status	
No Form #	Change in Physical Status	
No Form #	Return from Medical Facility Nursing Progress Note	
No Form #	Staffing Form	
No Form #	Weekly Monthly Nursing Progress Note	
<b>Please destroy all blank forms on hand when form is revised or becomes obsolete.</b>		
<b>PLEASE destroy all blank forms with GSSH or old GRHA MH numbers on them!!!</b>		



## Infection Control - Eye Protection

The Centers for Disease Control and Prevention (CDC) recommends eye protection for a variety of potential exposure settings where workers may be at risk of acquiring infectious diseases via ocular exposure. Infectious diseases can be transmitted through various mechanisms, among which are infections that can be introduced through the mucous membranes of the eye (conjunctiva). These include viruses and bacteria than can cause conjunctivitis (e.g., adenovirus, herpes simplex, Staphylococcus aureus) and viruses that can cause systemic infections, including bloodborne viruses (e.g. hepatitis B and C viruses, human immunodeficiency virus), herpes viruses, and rhinoviruses. Infectious agents are introduced to the eye either directly (e.g., blood splashes, respiratory droplets generated during coughing or suctioning) or from touching the eyes with contaminated fingers or other objects. Eye protection provides a barrier to infectious materials entering the eye and is often used in conjunction with other personal protective equipment (PPE) such as gloves, gowns, and masks or respirators. The eye protection chosen for specific work situations depends upon the circumstances of exposure, other PPE used, and personal vision needs. There is wide variety in the types of protective eyewear, and appropriate selection should be based on a number of factors, the most important of which is the nature and extent of the hazard. Eye protection must be comfortable and allow for sufficient peripheral vision and must be adjustable to ensure a secure fit. It may be necessary to provide several different types, styles, and sizes. Selection of protective eyewear appropriate for a given task should be made from an evaluation of each activity, including regulatory requirements when applicable.



How should potentially contaminated eye protection be removed?

Eye protection should be removed by handling only the portion of this equipment that secures the device to the head (i.e., plastic temples, elasticized band, ties), as this is considered relatively "clean." The front and sides of the device (i.e., goggles, face shield) should not be touched, as these are the surfaces most likely to become contaminated by sprays, splashes, or droplets during patient care. Non-disposable eye protection should be placed in a designated receptacle for subsequent cleaning and disinfection.

For more on Eye Protection and the different types available please visit:

[National Institute for Occupational Safety and Health  
http://www.cdc.gov/niosh/topics/eye/eye-infectious.html](http://www.cdc.gov/niosh/topics/eye/eye-infectious.html)

## Forensics 1 Walking Club

# MAKING STRIDES



## Forensics Walking Club

On April 19, 2016, "Making Strides", a walking club that allows anyone with an appropriate level to walk around campus, in an attempt to increase socialization skills, cardiovascular activity, and autonomy became official...and took their first walk around campus!!! The group members really enjoyed their walk and are looking forward to doing it again. Our hope is that "Making Strides" will not only be a leisure group, but also allow the Individuals to actually fulfill the group name and **MAKE STRIDES** in their lives.

Thanks go to Ranita Keener, the Forensic Treatment Mall Coordinator, the Individual's who joined the club, and all of the staff members who have agreed to assist. There will be more to come from "Making Strides"!!!

**The Sovereign Invigorator Of The Body Is Exercise,  
And Of All The Exercises Walking Is The Best**

**Author: Thomas Jefferson**

**Pharmacy Notes**



**Insulin substitution recommendations**

<u>Outpatient Insulin Type</u>	<u>Automatic Formulary Substitution</u>	<u>Timing</u>
Rapid/Short Acting: <ul style="list-style-type: none"> <li>Humalog</li> <li>Novolog</li> </ul>	<b>Humalog</b>	Must be given within <b>15 minutes of a meal</b>
<ul style="list-style-type: none"> <li>Novolin R (regular human insulin)</li> <li>Humulin R</li> </ul>	<b>Humulin R</b> (1:1 unit substitution)	Must be given within <b>30 minutes of a meal</b>
Intermediate Acting: <ul style="list-style-type: none"> <li>NPH insulin</li> <li>Novolin N</li> <li>Humulin N</li> </ul>	<b>Humulin N (NPH)</b> (1:1 unit substitution)	Must be given within <b>15 minutes of a meal</b> , usually dosed at breakfast and supper
Mixtures: <ul style="list-style-type: none"> <li>Novolog 70/30</li> </ul>	<b>Humalog 75/25</b>	Must be given within <b>15 minutes of a meal</b> , usually dosed at breakfast and supper
<ul style="list-style-type: none"> <li>Novolin 70/30</li> <li>Humulin 70/30</li> </ul>	<b>Humulin 70/30</b> (1:1 unit substitution)	Must be given within <b>30 minutes of a meal</b> , usually dosed at breakfast and supper
Long Acting: <ul style="list-style-type: none"> <li>Lantus</li> <li>Levemir</li> </ul>	<b>Lantus</b> (1:1 unit substitution)	May be given without regards to meal time  May be given twice daily if needed

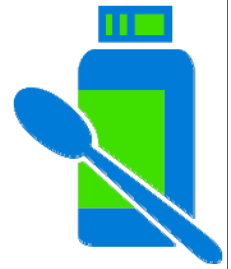
**Benefits:**

- Reduced chance of hypoglycemia from rapid, short, and intermediate acting insulin being prescribed or administered too far in advance or after meal times.
- Reduced number of dispensing errors due to multiple products.
- Reduction in inventory cost.

**Always remember to:**

- Write doses in Units, never U or IU
- Use 2 identifiers to make sure it is the correct patient receiving the insulin
- Double check the dose before administering insulin.

Pharmacy Notes



**"Pharmacy for Nurses" Class:**

**ALL nurses are encouraged to attend the "Pharmacy for Nurses" class:**

**Gracewood Campus - Building 103B:**

**during New Employee Nursing Orientation**

- May 3, 2016**
- May 17, 2016**
- June 2, 2016**
- June 16, 2016**

**1:30pm – 2:30pm**

**Please contact Casandra Roberts or Adeola Oke in the Pharmacy for more information (ext. 2496)**

**ECRH Incident Management Hotline Procedure**

The purpose of this Hotline is to establish an alternate means of reporting incidents in a timely manner. The Hotline is to be utilized by any employee, contractor, family member, visitor and volunteer that may feel uncomfortable reporting an incident or allegation of abuse, exploitation or neglect in person. This is an **alternate** reporting system and by no means replaces the current protocol outlined in the Incident Management Policy.

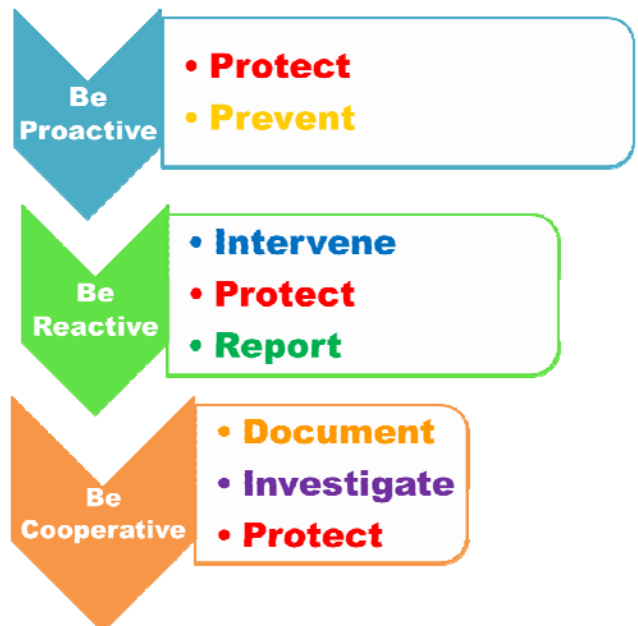
**Hotline Number:**

**(706) 945-7150**



**PRIDE IN PLACE - It Starts with Me**

*"If you change the way you look at things, the things you look at change." - Wayne Dyer*





## Safety Care Tidbit - Safety Habits

The habits we follow while working are important. Here are some basic staff behaviors that everyone should use, all the time, when at work near potentially dangerous individuals.



### **Tips: Awareness**

- Stay continuously aware of what's going on around you.
- Always assume that aggression could happen to you, even when it doesn't seem likely.
- Know who is behind you.
- Know where the exits are.
- Stop and scan when entering an area also periodically for safety.

## Language Line Services

ECRH's Language Access Coordinator is Cindy White. The LAC ensures that both language and sensory impairment needs of the consumers and families of East Central Regional Hospital are addressed. Did you know that Spanish is the second most spoken language in the United States? East Central Regional Hospital has two certified staff that speak Spanish. The hospital contracts with Latin American Translators Network, Inc. (LATN) for interpreting services for both language and sensory impairment needs.

If you have a consumer or family that needs interpreting services please notify the Language Access Coordinator, Cindy White, at 706-792-7006 for assistance. After hours, contact the Admitting/Receiving staff at 706-792-7006 so that arrangements can be made for interpreting. You can also e-mail Cindy White at [Cynthia.White@dbhdd.ga.gov](mailto:Cynthia.White@dbhdd.ga.gov).

The Notice of Free Interpretation Services should be posted in all public and consumer areas. Language Line services may be used in emergency cases or when you have an immediate need for interpreting. To access the language line, follow the instructions below:

### **When receiving a call:**

1. Tell the Limited English speaker to please hold.
2. Press the "Tap" button on the phone.
3. Dial 9-1- (866) 874-3972.
4. Enter on the telephone keypad or provide to the representative the 6 digit Client ID below:
  - \* 6-digit Client ID: **5 1 3 3 0 8**
  - \* Press 1 for Spanish
  - \* Press 2 for all other Languages (Speak the name of the language at the prompt) an interpreter will be connected to the call.

***You may press 0 or stay on the line for assistance.***

5. Brief the Interpreter. Summarize what you wish to accomplish and give any special instructions.
6. Press "Tap" button to connect the Limited English speaker.

**When placing a call to a Limited English speaker, begin at Step 2 above.**

### **When a Limited English speaking person is present in the workplace:**

1. Use the Gold Language Identification Card showing the geographical region where you believe the limited speaker may come from. The message underneath each language says: "Point to your language. An Interpreter will be called. The interpreter is provided at no cost to you."
2. Refer to the Quick Reference Guide to access an interpreter through Language Line Services.
3. If unable to identify the language, the representative will help you.

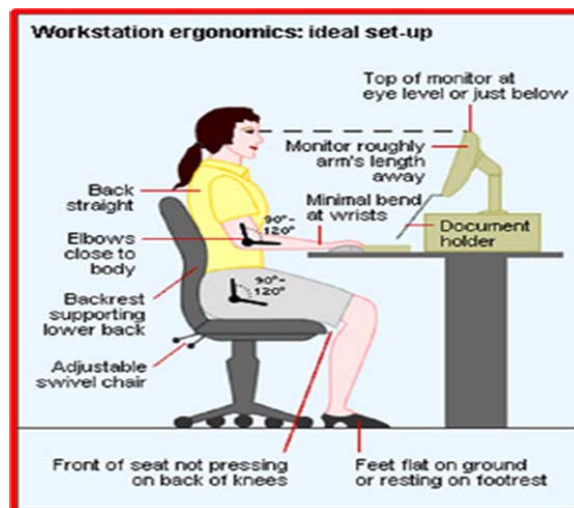
**For more information you may visit the Language Line Services website at [www.language.com](http://www.language.com).**

**Safety Shop**

Safety hazards are not always in equipment rooms or around equipment. Offices can have safety hazards too.



Be sure to have all your cords up off the floor to prevent tripping hazards. Make sure you close you file cabinet drawers to prevent tripping hazards or injuries. Most importantly use proper ergonomics such as setting up straight, having minimal bend at wrists, monitor at eye level and etc.



**HELP ME HELP YOU** make ECRH a safe place for our individuals, visitors, and staff. For safety related issues, contact Kenneth Hillman at 790-2400.

## Occupational Health - Insect Bites/Stings



Signs and symptoms of an insect bite result from the injection of venom or other substances into your skin. The venom sometimes triggers an allergic reaction. The severity of your reaction depends on your sensitivity to the insect venom or substance and whether you've been stung or bitten more than once.

Most reactions to insect bites are mild, causing little more than an annoying itching or stinging sensation and mild swelling that disappear within a day or so. A delayed reaction may cause fever, hives, painful joints and swollen glands. You might experience both the immediate and the delayed reactions from the same insect bite or sting. Only a small percentage of people develop severe reactions (anaphylaxis) to insect venom. Signs and symptoms of a severe reaction include: nausea, facial swelling, difficulty breathing, abdominal pain, deterioration of blood pressure and circulation (shock).

Bites from bees, wasps, hornets, yellow jackets and fire ants are typically the most troublesome. Bites from mosquitoes, ticks, biting flies and some spiders also can cause reactions, but these are generally milder. Although rare, some insects also carry disease such as West Nile virus or Lyme disease.

For mild reactions: move to a safe area to avoid more stings, remove the stinger, especially if it's stuck in your skin – this will prevent the release of more venom – wash area with soap and water; apply a cold pack or cloth filled with ice to reduce pain and swelling; apply hydrocortisone cream, calamine lotion or a baking soda paste (ratio of 3 teaspoons baking soda to 1 teaspoon water) to bite/sting several times a day until symptoms subside; take an antihistamine such as Benadryl or Tylenol Severe Allergy.

For severe reactions seek emergency medical help: difficulty breathing, swelling of lips or throat, faintness, dizziness, confusion, rapid heartbeat, hives, nausea, cramps or vomiting.

Take these actions immediately while waiting with an affected person for medical help: check for medications (i.e., EpiPen) – administer as directed – massage injection site for 10 seconds to enhance absorption; have individual take an antihistamine pill if he/she is able to do so without choking; have individual lie still on his/her back with feet higher than the head; loosen tight clothing – cover with blanket; turn the individual on his/her side to prevent choking if there's vomiting or bleeding from the mouth; begin CPR if there are no signs of circulation, such as breathing, coughing or movement.

If your doctor has prescribed an auto-injector of epinephrine, read the instructions before a problem develops and also have your household members read them.



*Information taken from mayoclinic.com*

## Training at a Glance - May

Class	Date	Time	Place
NEO Principles of Recovery	5/2/2016	9:30 a.m.-10:30 a.m.	BLDG 103-D E&R
NEO PNS Professional	5/2/2016	8:00 a.m.-12:00 p.m.	BLDG 103-C Lab
NEO PNS End User	5/2/2016	12:30 p.m.-4:30 p.m.	BLDG 103-D E&R
Updated Safety Care Level #2	5/2/2016 5/3/2016	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
NEO Infection Control and Prevention+Handwashing	5/3/2016	9:00 a.m.-10:30 a.m.	BLDG 103-D E&R
CPRC	5/3/2016	8:00 a.m.-12:00 p.m.	BLDG 103-C ROOM C-23
NEO Safety Care Level #1	5/4/2016 5/5/2016	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99F
NEO Safety Care Level #2	5/4/2016 5/5/2016 5/6/2016	8:00 a.m.-4:30 p.m. 8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
First Aid	5/4/2016	8:00 a.m.-12:00 p.m.	BLDG 103-C ROOM C-23
CPRA	5/4/2016	1:00 p.m.-4:30 p.m.	BLDG 103-C ROOM C-23
MH-Incident Management Annual	5/4/2016	8:00 a.m.-9:30 a.m. 10:00 a.m.-11:30 a.m.	BLDG 103-C Lab
NEO PBS Training	5/4/2016	8:00 a.m.-12:00 p.m.	BLDG 20 Gracewood
EMR Nursing	5/4/2016	8:00 a.m.-1:30 p.m.	BLDG 103-C Room C-18
Updated PNS Professional	5/5/2016	8:00 a.m. -10:00 a.m. 10:00 a.m.-12:00 p.m.	BLDG 103-C Lab
Updated Seizure Management	5/5/2016	1:00 p.m.-2:30 p.m. 3:00 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated Safety Care Level #1	5/6/2016	8:00 a.m.-2:30 p.m.	BLDG 99F
Updated PNS End User	5/6/2016	8:00 a.m.-9:00 a.m. 9:00 a.m.-10:00 a.m.	BLDG 103-D E&R
Infection Control and Prevention+Handwashing	5/6/2016	10:30 a.m.-12:00 p.m. 2:00 p.m.-3:30 p.m.	BLDG 103-D E&R
NEO CPRA	5/9/2016	8:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
NEO CPRC	5/9/2016	8:00 a.m.-12:00 p.m.	BLDG 103-C Lab
NEO First Aid	5/9/2016	12:30 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated Safety Care Level #2	5/9/2016 5/10/2016	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
Safety Care Level #2	5/9/2016 5/10/2016 5/11/2016	8:00 a.m.-4:30 p.m. 8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG99F
Updated Seizure Management	5/9/2016	8:00 a.m.-9:30 a.m. 10:00 a.m.-11:30 a.m.	BLDG 103-D E&R

## Training at a Glance - May

Class	Date	Time	Place
Infection Control and Prevention+HandwashingLin	5/9/2016	1:00 p.m.-2:30 p.m. 3:00 p.m.-4:30 p.m.	BLDG 103-D E&R
Drivers Improvement (Defensive Driving)	5/10/2016	8:00 a.m.-2:30 p.m.	BLDG 103-C Lab
DD-Incident Management Annual	5/10/2016	2:30 p.m.-4:30 p.m.	BLDG 103-C Lab
NEO Medical Emergency Response System	5/10/2016	8:00 a.m.-12:00 p.m.	BLDG 103-C Room C-23
NEO Seizure Management	5/10/2016	12:30 p.m.-2:30 p.m.	BLDG 103-D E&R
Updated Safety Care Level #2	5/10/2016 5/11/2016	12:30 p.m.-4:30 p.m. 8:00 a.m.-4:30 p.m.	BLDG 99L
NEO Observation of Individual to Ensure Safety	5/11/2016	8:00 a.m.-10:30 a.m.	BLDG 103-D E&R
NEO Seclusion and Restraint	5/11/2016	1:30 p.m.-4:30 p.m.	BLDG 103-D E&R
CPRA	5/11/2016	8:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
First Aid	5/11/2016	12:30 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated PNS Professional	5/11/2016	8:00 a.m.-10:00 a.m. 10:00 a.m.-12:00 p.m.	BLDG 103-C Lab
Updated PNS End User	5/12/2016	8:00 a.m.-9:00 a.m. 9:00 a.m.-10:00 a.m. 10:00 a.m.-11:00 a.m.	BLDG 103-C Lab
MH-Incident Management Annual	5/12/2016	1:00 p.m.-2:30 p.m. 3:00 p.m.-4:30 p.m.	BLDG 103-C Lab
NEO Therapeutic Incentive Program	5/12/2016	8:30 a.m.-10:00 a.m.	BLDG 103-D E&R
Updated Safety Care Level #1	5/12/2016	8:00 a.m.-2:30 p.m.	BLDG 99F
CPRC	5/12/2016	8:00 a.m.-12:00 p.m.	BLDG 103-C Room C-23
Updated Safety Care Level #2	5/12/2016 5/13/2016	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
NEO PNS Professional	5/13/2016	8:00 a.m.-12:00 p.m.	BLDG 103-C Lab
NEO PNS End User	5/13/2016	12:30 p.m.-4:30 p.m.	BLDG 103-D E&R
Updated Safety Care Level #2 (weekend)	5/14/2016 5/15/2016	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L

**Unit designated scheduler should e-mail all CPR and First Aid requests to Rodriegus P. Gardner and all other class requests to Runtha Giddens.**

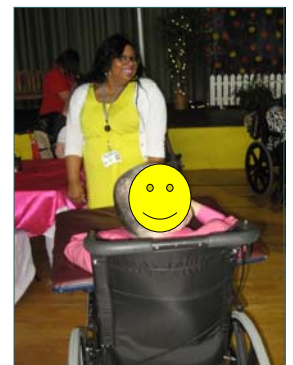
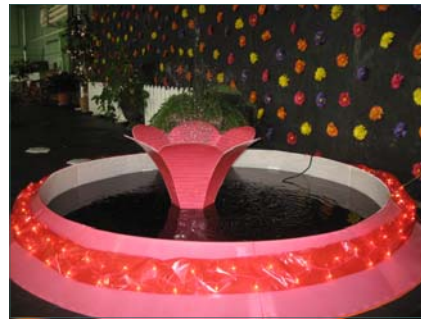
Check DBHDD University for training needs and information.

Out & About

# Spring Dance -Augusta



# Spring Dances -Gracewood



## May Birthdays

May 2	Maurcus Arnell Favors Charmain C. Love LaToya R. Robinson Catherine Hayes Jones Eric L. Loggins	May 18	Dameka Q. Garner Rhonda Maria Vivor Mary R. Washington
May 3	Evelyn T. Brown Linda Diann Johnson Scott C. Smith	May 19	Isaac K. Drayton Jessie Lynne Watts
May 4	Patricia A. Ryan Ikemeia S. Scott	May 21	Paula M. Dunaway
May 5	Wanda J. Boone Gloria Downey Dianne Moutlry Jordan Mary M. McKnight	May 22	Kristen N. Burdett Toscha Monique Charles Sharon M. Crawford Nikayi Antionette Wilkes
May 7	Teresa D. Elam Blondell G. Griffin	May 23	Pamela M. Hartle Crystal S. Jenkins Shannon M. McCray
May 8	Wonda Machell Cook	May 24	Cynthia L. Hall Nathaniel Mays Juanita D. Stewart Morris L. Turner Tangila Rena Roberson
May 9	Mystie X. Chen JaQuan T. Dixon Gloria A. Badall	May 25	Brannon S. Bates Sandra L. Butler
May 10	Edwina M. Brooks Carlyetta Miranda Jones Paula Vanessa Young	May 26	Kenneth D. Flakes
May 11	Nicole R. Carpenter Crystal G. Willis	May 27	Chaquanta L. Brown Parrish Dickens Thomas M. Parker Chris D. Pittman Carolyn S. Wyman
May 12	Betty R. Jenkins Timmy T. Nichols Deborah L. Stevens	May 28	Michael T. Honyoust Kimiaya L. Scott Kimberly Letisha Tiller
May 13	Adriniadora Barnes Candice Chardet Gail Broadnax Donell Jerome Weatherspoon	May 29	Carolyn D. Blount Mary B. Castleberry Leonard L. Curry
May 14	Tonya Holmes LaShonda D. Mobley James B. Walker Racheal F. Wright	May 31	Runtha D. Giddens Carmen D. Preston-Brown
May 16	Antwon D. Hall		
May 17	Chartavia N. Beal Margaret E. Hanson Winston G. Wang		

**Don't forget your PPD!**

**HAPPY BIRTHDAY!**

There will be a representative from Appreciation Events on behalf of the

## ATLANTA BRAVES!

**Wednesday, May 18th**  
**for Hospital Appreciation Week**  
**10:00am-2:00pm**

Braves ticket packs at a huge discount for the final season at Turner Field!

- The packs include (4) \$48 ticket vouchers for only \$40 per pack (\$10 per ticket)
- These tickets are good for 71 designated home games including the Red Sox, Cubs, Cardinals, Mets, Dodgers, Giants, Nationals, Phillies, Reds, Pirates, Marlins, D'Backs, Brewers, Rockies, Padres, Indians, Twins, and more!
- Tickets can be used for the Club Pavillion, Terrace View, Outfield, or Upper Box based on availability
- We sell the vouchers in sets of 4 but you may buy as many as you would like
- With every set of 4 vouchers you purchase, you receive (8) \$10 off coupons
- If you buy multiple packs, you do not have to use all your tickets at one game but you can
- You DO NOT have to choose your games at time of purchase
- You can redeem them at the gate on the night of the game or at the box office as far in advance as you choose to secure your seats
- Spring Break, Mother's Day, Father's Day, Birthdays, Graduation, Groups, and a great gift idea!

Cash, credit, debit, or check is accepted.

This is the same promotion we have offered in previous years!

## 50th Anniversary of Vietnam War Commemoration Program

This Vietnam Veterans Day, Georgia wanted to recognize and honor every Vietnam veteran employed by the State of Georgia. As a part of the State's commitment to honoring Georgia's Vietnam veterans, the Office of Governor Deal and the Georgia Department of Veterans Service launched the Vietnam War Certificate of Honor program. On Tuesday, March 29th, all Vietnam veterans in attendance were awarded a Certificate of Honor and lapel pin recognizing their contributions and sacrifice in service to our country. Representing ECRH were TJ Kelly and Warren Smallwood. To any veteran at ECRH, Thank You for your service to our country and the State of Georgia.





## What's in a Month?

### May is...

Date Your Mate Month	National Photograph Month	National Book Month
Foster Care Month	National Recommitment Month	National Egg Month
National Barbeque Month	National Salad Month	National Family Month
National Bike Month	Older Americans Month	Safety Month
National Blood Pressure Month	Flower Month	National Sight Saving Month
National Hamburger Month	Graduation Month	Better Sleep Month

### And...

<b><u>May 1</u></b>	Midwives Day	<b><u>May 15</u></b>	Mesmerism Day
May Day	<b><u>May 7</u></b>	National Mole Day	World Turtle Day
Loyalty Day	National Tourism Day	Hug Your Cat Day	<b><u>May 24</u></b>
Mother Goose Day	Birth Mother's Day	Peace Officers Memorial Day	National Escargot Day
Save the Rhino Day	<b><u>May 8</u></b>	National Chocolate Chip Day	<b><u>May 25</u></b>
Law Day	Mother's Day	<b><u>May 16</u></b>	National Missing Children's Day
<b><u>May 2</u></b>	No Socks Day	National Sea Monkey Day	National Wine Day
Baby Day	Iris Day	Love a Tree Day	Tap Dance Day
Brothers and Sisters Day	V-E Day	Wear Purple for Peace Day	<b><u>May 26</u></b>
<b><u>May 3</u></b>	World Red Cross Day	<b><u>May 17</u></b>	Sally Ride Day
Lumpy Rug Day	<b><u>May 9</u></b>	Pack Rat Day	Neighbor Day
National Teachers Day	Lost Sock Memorial Day	<b><u>May 18</u></b>	<b><u>May 27</u></b>
World Press Freedom Day	<b><u>May 10</u></b>	International Museum Day	Sun Screen Day
<b><u>May 4</u></b>	Clean Up Your Room Day	No Dirty Dishes Day	<b><u>May 28</u></b>
Bird Day	<b><u>May 11</u></b>	Visit Your Relatives Day	International Jazz Day
National Candied Orange Peel Day	Eat What You Want Day	<b><u>May 19</u></b>	Amnesty International Day
Renewal Day	School Nurses Day	Boy's Club Day	Return of the Slugs Day
Star Wars Day	National Receptionist Day	<b><u>May 20</u></b>	<b><u>May 29</u></b>
<b><u>May 5</u></b>	Twilight Zone Day	National Defense Transportation Day	Learn About Composting Day
National Day of Prayer	<b><u>May 12</u></b>	Be a Millionaire Day	<b><u>May 30</u></b>
Cinco de Mayo	Fatigue Syndrome Day	National Bike to Work Day	Memorial Day
National Hoagie Day	International Nurses Day	Pick Strawberries Day	Water a Flower Day
Oyster Day	Limerick Day	<b><u>May 21</u></b>	<b><u>May 31</u></b>
Un-Mother's Day	<b><u>May 13</u></b>	Armed Forces Day	National Macaroon Day
<b><u>May 6</u></b>	Friday the 13th	National Memo Day	Save Your Hearing Day
International Tuba Day	Blame Someone Else Day	National Waiters & Waitresses Day	World No Tobacco Day
Military Spouses Day	Frog Jumping Day	<b><u>May 22</u></b>	
National Tourist Appreciation Day	Leprechaun Day	National Maritime Day	
National Nurses Day	<b><u>May 14</u></b>	Buy a Musical Instrument Day	
No Diet Day	National Train Day	World Goth Day	
Space Day	Dance Like a Chicken Day	<b><u>May 23</u></b>	
Clergy Appreciation Day	International Migratory Bird Day	Lucky Penny Day	



**East Central Regional**



Paul Brock Regional Hospital Administrator
Matt McCue Interim Associate Regional Hospital Administrator, Gracewood
Dr. Vicky Spratlin Clinical Director
Mickie Collins Chief Operating Officer
Augusta Campus 3405 Mike Padgett Highway Augusta, Georgia 30906 Gracewood Campus 100 Myrtle Boulevard Gracewood, Georgia 30812
Harold "Skip" Earnest Editor/Photographer Kristen Burdett Publisher
<b>NOTICE</b>  Items for publication must be submitted in written form. The upcoming issue's deadline is May 6, 2016. All articles and notices submitted for publication in the East Central Regional Hospital Bulletin are subject to editorial discretion. Please contact the Bulletin editor if you have questions regarding editorial decisions.

**Our Mission**

The mission of East Central Regional Hospital is to provide safe, competent and compassionate services to persons with mental illness and/or developmental disabilities.

**Our Vision**

The vision of our Facility is to be a center of excellence in the provision of comprehensive, responsive and compassionate care for consumers and their families.

**Our Values**

East Central Regional Hospital is caring and therefore, responsive to our consumers, their families, stakeholders and our employees through commitment to our core values:

- I**ntegrity
- C**ommunication & Collaboration
- A**ccountability
- R**ecognition through Relationships
- E**mpowerment through Excellence



Accredited  
by  
The Joint Commission

**Campus Marquees**

Deadline for submission of  
**JUNE MESSAGES**  
**May 24, 2016**

Submit information to Skip Earnest  
Gracewood Campus  
Extension 2102

**(Information must be submitted on or before the indicated date to be placed on Marquees for the following month.)**

**DBHDD Vision and Mission**

**Vision**  
Easy access to high-quality care that leads to a life of recovery and independence for the people we serve



**Mission**  
Leading an accountable and effective continuum of care to support Georgians with behavioral health challenges, and intellectual and developmental disabilities in a dynamic health care environment

**Gracewood Post Office**

**Window Hours**

M-F 10:00 am-12:30 pm

1:30 pm-4:30 pm

Sat 9:00 am-10:45 am



**Visit the Gracewood Post Office today and ask Frank Deas about renting a Post Office Box!**



**Classifieds**



**May 7, 2016, 9 am - 2 pm  
2702 Cranbrook Drive, Hephzibah, GA  
30815  
Lots of nice items!**



Once upon a time,  
 Goldilocks found  
 one financial institution that was too BIG,  
 and another that was too SMALL,  
 and then she found a credit union that was  
 just right!

For a limited time, get  
**1% Cash Back**  
 (up to \$300) when you purchase  
 or refinance a vehicle loan!<sup>1</sup>

We can make your fairy tale come true with products designed to help you afford life:

- First Mortgages
- Second Mortgages
- Home Equity Line of Credit
- MEMBERS AutoChoice™ Vehicle Buying Service
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- Student VISA® Platinum Credit Card
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678.889.4328 | 855.889.4328  
 For more information or a complete list of  
 branch locations, visit [www.peachstatefcu.org](http://www.peachstatefcu.org).

Make your fairy tale come true!

#PeachStateJustRight



This credit union is federally insured by the National Credit Union Administration. 4.2016

1APR — Annual Percentage Rate. The lowest rate available is 1.9%. Subject to credit approval. Rates subject to change without notice and may be higher based on term and/or qualifications. Must qualify for Peach State membership and loan. Members must qualify and maintain a Peach State checking account. Peach State will finance up to 120% of the NADA vehicle valuation. To be eligible for refinancing, auto loans must be financed with another lender and vehicle ownership must remain the same. Minimum loan amount is \$10,000. Offer requires automatic payment, may not be used in combination with any other offer, and is not valid on existing loans or Fresh Start loans. Rebate applies to the dollar amount of the loan and excludes all warranties and all insurance products. Maximum rebate is \$300. Loan must remain at Peach State for 12 months; otherwise any rebate paid will be added back into the loan payoff. A \$30 loan application fee is charged for processing. When the loan is issued, the fee will be refunded back to your account. Offer may expire at any time.

Issue 66

April 2016

# Taking Flight

A Briefing from Project GREAT  
Georgia Recovery-Based Educational Approach to Treatment

## A RECOVERY STORY –Devon

“Why can’t I get both ‘um? I want both ‘um!”

This was Devon’s plea, time and again in the brightly-lit aisles of the massive clothing store as the clinician facilitating the outing from the inpatient psychiatric facility listened intently. “See?” the clinician began yet again, “You had *this* much money to start with, then you bought the watch, and now how much do you have? Can you show me? That’s okay. Take your time.”

As this repetitive and seemingly circular exchange continued over the course of several minutes, the other staff member present began to grow increasingly impatient, brows involuntarily furrowed with frustration. She knew it would be so much easier, so much more efficient, if we just *told* Devon what articles of clothing he should or should not be looking at, and what he could or could not afford. She was right too! But what message would that have communicated to Devon, a 25-year old man diagnosed with impulse control disorder, and cognitive deficits that impair his ability to comprehend information as swiftly as most people his age do?

## Learning Points

Recovery-based concepts such as respect, empowerment, and hope are widely accepted today as a useful lens through which to view a person who is experiencing the challenges of living with a mental illness. These points of emphasis represent significant progress over the past several

decades, as practitioners trained in the medical model adapt to and incorporate new ways of thinking and being into their practice. That being said, many practitioners share that while they agree with the “broad strokes” of the recovery movement, it is not easy to think about *how* to apply such grand and noble ideas when in a challenging moment with an individual in recovery.

It’s easy to see why someone might view the conversation he had with the clinician as circular, when in fact, it was more of an upward spiral. Through his recovery-based approach, the clinician demonstrated hope and exuded confidence in Devon’s overall ability to grow and change, to tolerate frustration, and to find a solution with a little support. Devon was empowered to problem-solve rather than having his problem solved. The clinician engaged him with respect, exemplified by his patient and empathic demeanor, which allowed Devon the emotional space to process the challenge of having limited funds to spend on his unlimited desires. This approach acknowledged Devon’s limitations while praising his effort. The situation was resolved peacefully, and Devon, encouraged to make another self-directed choice with his available resources, did so with the grin of person who knew he just took a small but important step forward.

Mental health Recovery can feel as large and as grand as an oak; our job as clinicians is not to carry that tree on our shoulders, but to seek out small ways in each moment to plant as many seeds as we can.

By Michael Rollock, Ph.D.

# ECRH Jobs List

For further information regarding these positions, please go to the DBHDD webpage at [www.dbhddjobs.com](http://www.dbhddjobs.com).

[Activity Leader - SNF Treatment Team Camellia - 68979](#)  
[Activity Therapist - 68983](#)  
[Activity Therapist - ECRH Forensics Treatment Mall - 190769](#)  
[Activity Therapist - ECRH Forensics Treatment Mall - Days 198544](#)  
[Activity Therapist 2](#)  
[Activity Therapy Leader - ECRH Camellia Unit - 69154](#)  
[Activity Therapy Leader - Treatment Mall - 199661](#)  
[Behavioral Health Counselor - AMH Treatment Team FT Days - 196208](#)  
[Behavioral Health Counselor - ECRH PBS Team - 193820](#)  
[Behavioral Health Counselor - ECRH Treatment Mall](#)  
[Behavioral Health Counselor 3 - MH/DD Team Leader - 69222](#)  
[Behavioral Hlth Counselor - ECRH AMN Treatment Mall - 194980](#)  
[Clerical Worker - MHS Admissions - Part-time 8:00p-4:30a](#)  
[Client Support Worker - Community Integration Home - 11PM - 7:30AM - 181464](#)  
[Client Support Worker - Community Integration Home - 1st Shift](#)  
[CNA - ECRH Camellia 2nd Shift - 69505](#)  
[CNA - ECRH Camellia/SNF 1st Shift - 69200](#)  
[CNA - ECRH SNF - FT 3rd Shift - 69639](#)  
[Dental Assistant 2 - ECRH - 68888](#)  
[Dental Worker - ECRH - 69076](#)  
[Dentist - Gracewood Campus 7:30am - 4:00pm](#)  
[Director of Clinical Information Systems](#)  
[Electrician](#)  
[Financial Operations Generalist 1](#)  
[Food Service Supervisor - ECRH - 70105](#)  
[HST 1 - 7:00am - 3:30pm - Gracewood DDS Redbud - 69450](#)  
[HST 1 - 3p - 11:30pm - Gracewood DDS Redbud - 69184](#)  
[HST - General Mental Health 2nd Shift - 200362](#)  
[HST- General Mental Health 3rd Shift - 76569](#)  
[HST 1 - Adult Mental Health - 1st Shift](#)  
[HST 1 - Adult Mental Health - 2nd Shift](#)  
[HST 1 - Forensic Inpatient 1 - 69391](#)  
[HST 1 - General Mental Health 1st Shift - 194967](#)  
[HST 2 - Forensic Inpatient 1 - 76522](#)  
[HST 2 Lead - Gracewood Camellia - 69493](#)  
[HST - 11:00pm - 7:30am - Gracewood DD Redbud](#)  
[Housekeeper - ECRH - 70171](#)  
[HVAC Repair Technician - ECRH Plant Operations - 70740](#)  
[Incident Management Analyst - ECRH - 207499](#)  
[Instructor 1 - Intermediate Care Facility/MR Treatment Mall - 69061](#)

[Laundry Supervisor - ECRH - 70200](#)  
[Laundry Worker - ECRH - 69933](#)  
[Laundry Worker - ECRH - 69995](#)  
[Lifeguard \(seasonal position\) - Activity Therapy - 151845](#)  
[Lifeguard \(seasonal position\) - Activity Therapy - 151844](#)  
[Lifeguard \(seasonal position\) - Activity Therapy -158132](#)  
[LPN - Gen Mental Hlth](#)  
[LPN - Infection Control - ECRH 8am-5pm](#)  
[Maintenance Craftsman, General Trades - ECHR - 70750](#)  
[Maintenance Worker - Plant Operations](#)  
[Maintenance Worker Part-time Hourly - Plant Operations/ Groundskeeping - 6591](#)  
[Maintenance Worker Part-time Hourly - Plant Operations/ Groundskeeping - 6592](#)  
[Maintenance Worker Part-time Hourly - Plant Operations/ Groundskeeping - 6593](#)  
[Maintenance Worker Part-time Hourly - Plant Operations/ Groundskeeping - 7590](#)  
[Mechanic Foreman - ECRH Plant Operations - 70748](#)  
[Motor Vehicle Operator](#)  
[Painter](#)  
[Program Associate - Mental Health Program - 76563](#)  
[Program Assistant - Admissions - 2nd Shift](#)  
[Program Assistant - ECRH - Redbud - 69437](#)  
[Program Assistant - ECRH Nursing - Redbud 69714](#)  
[Program Assistant - Forensic Treatment Mall - FT Days](#)  
[Program Assistant - Nursing - SNF Camellia - 69783](#)  
[Program Associate - ECRH - SNF Camellia - 208391](#)  
[RN - FT 2nd Shift - Camellia SNF - 69491](#)  
[RN - GMH Part-time Hourly - 77005](#)  
[RN - Part-time Hourly - 70282](#)  
[RN - Part-time Hourly 2nd Shift - AMH -163327](#)  
[Respiratory Therapist - Camellia PT Evenings - 171112](#)  
[Respiratory Therapist PRN Part-time - ECR Camellia - 194730](#)  
[Service Director/Charge Nurse](#)  
[Shift Supervisor Developmentally Disabled - ECRH Redbud 3rd shift - 69925](#)  
[Skilled Utility Worker ECRH Plant Oper - Carpentry/Upholstery - 76913](#)  
[Social Worker, Non-Licensed 2 - ECRH DD Services - 69508](#)  
[Steam Plant Operator](#)  
[Supply/Warehouse Clerk 2 - 70816](#)  
[Support Services Worker - Part-time Warehouse - 205695](#)  
[Teacher - ECRH Forensic Treatment Mall - 68925](#)