



HR NEWS

Volume 7, Issue 2

May 2012

by Kay Willekes, Director Human Resources & Day Support

The snow has now disappeared, and we are now enjoying warm weather. All departments at St. Michael's continue to be very busy with different projects. We are looking forward to having barbeques and ice cream in our garden.

We are also very pleased to welcome students to our organization for the next four months. We will be hiring a total of nine students. It is a delight to have summer students in our departments. They bring a new perspective to the jobs they are doing. I thank the Managers for giving students an excellent opportunity and work experience. We are always trying to recruit into health care, and hopefully these students will continue in their career paths in health care. Three other students from various Colleges and Universities are doing practicums at St. Michael's - they are in the Departments of Recreation, Therapeutics and Family Health Centre. As well Lucas Gelink, Director of Resident Care in conjunction with McEwan University has eighteen Message Therapy Students on the Nursing Floors for five Wednesday afternoons from May 16 to June 13, 2012. These students are giving massages to two Residents each time they come to the facility. As well in July/August 2012 please watch for fifteen plus students from Taiwan who will be coming to St. Michael's and will be doing some volunteering in various departments of the organization. More details to come.

One project that I wish to talk about in this Newsletter is the recent Health Industry Employment Fair that was held on April 12, 2012 which was sponsored by the Edmonton Journal.

There were 135 Exhibitors in attendance. St. Michael's in **Booth 53** played a very important role in recruitment of candidates at the Job Fair. We were very pleased with the turnout as we had close to 500 candidates take our Information packages. We received forty seven resumes and one hundred and twenty-eight applications for a total of one hundred and seventy-five hiring documents. Many resumes have been received by email and fax from candidates as a result of this Job Fair. We have called in several of the candidates for interviews for the various positions and are very happy to have them as part of our team and organization. Thanks to the SMHG staff that were present at Booth 53 - **you did a marvelous job**. Pictures of the event are featured below and on page five in this Newsletter.

April - May was also the time that we did the Employee Opinion Survey - thanks to all employees for your participation. It is very important to hear what employees are saying so that we can further plan new ventures, programs and services, and dependent on financial constraints make changes based on employee input. This year surveys were done on - line and also in focus groups. Results and percentages will be out shortly. This is the first time we used the on-line feature, and thanks to Geraldine J for assisting us with this project.



Note from Tatsiana, the Educator

Congratulations to our recent HCA graduates: Shirley Geddes and Josephine Wolosiewicz from Long Term Care Centre, Magdalena Blak, Wanda Bonarek, Fatma Durna and Doreen Sturm from Millennium Pavilion, Deborah Iliffe from Grove Manor and Patricia Jamnik from Vegreville Manor!

We continued with the Supportive Pathways program: 64 employees have received their certificates in spring 2012. We will have more sessions in the fall. Please, watch the Educational calendar for dates.

Our plans for the summer are End-of Life Care education sessions for the nursing staff and Mandatory inservices for all staff. Enjoy spring! See you all at the inservices and workshops.

Tatsiana

Referenced by Tamara Maron

Health & Wellness Companion from Alberta Blue Cross Website

There's a lot of health information on the Internet, but how do you know what's accurate—and what isn't? The **Alberta Blue Cross Health & Wellness Companion** provides you with accurate information that you can trust. The site is designed and maintained on behalf of Alberta Blue Cross by Practice Solutions, a subsidiary of the Canadian Medical Association. The Companion is a secure, user-friendly web site that offers a variety of resources including health assessments, a personal health record, a comprehensive health resource library and prescription drug information database. All you need to access this site is your valid Alberta Blue Cross identification card number.

Register at <https://wellness.ab.bluecross.ca/HWC/faces/register.jspx> by entering your **group, section** and **ID number** from your Alberta Blue Cross ID card.



Health risk assessment

Interested in maintaining or improving your health? With this easy-to-use tool you can assess your health, target health risk factors and track improvements over time. There are also specific assessments on nutrition, smoking, sleep, alcohol consumption, depression, stress and physical activity. The initial assessment takes just 15 minutes to complete. The health assessment itself is divided into four main sections: personal information, lifestyle, medical history and stress and well-being.



Comprehensive health library and drug information database

Have a question or concern, or need some information? This section contains a database of medications, diseases and conditions as well as a wide range of articles, links and information on thousands of topics regarding conditions, tests, treatment options and more.



Personal health record

Want a place to keep track of your health information? This centralized information system enables you to consolidate, manage and store your personal health information within a secure and confidential environment.



Monthly health news updates

Interested in getting the latest information? You'll find news on a variety of health topics with a changing monthly focus highlighting particular topics of interest by subscribing to this feature by e-mail or simply by reading news updates on the web site.

For general information about the Alberta Blue Cross Health & Wellness Companion or if you have questions about your Alberta Blue Cross coverage, please contact Tamara Maron, Manager, Human Resources at 780-472-4532.

Occupational Health and Safety

by Kay Willekes and Jennifer Lucyshyn

Thanks again to all employees for your observations, reporting and buy in of the Health and Safety Program. Your determination makes the Program work.

- Health and Safety Week and Emergency Preparedness Week took place from May 6 to 12, 2012, and was a success. Displays at all sites provided up to date information. As well employees were able to participate in two quizzes and we had a large number of winners. Thanks to Jennifer L for organizing this event.
- On April 27, 2012 SMHG employees observed a moment of silence for those employees who lost their lives or were injured at their place of work.

I could have saved a life today
but chose to look the other way.

It wasn't that I didn't care.
I had the time, and I was there
but I didn't want to seem a fool
and argue over safety rules.

I knew he'd done the job before.
if I called it wrong, he might get sore.
The chances didn't seem that bad.
(I've done the same. He knew I had.)

So I shook my head and walked on by.
He knew the risks as well as I.
He took the chance, I closed my eye
and with that act I let him die.

I could have saved a life that day
but chose to look the other way.

Now every time I see his wife
I know I should have saved his life.
I see his kids and feel so sad.
They cry at night. They've lost their Dad.

That guilt is something I must bear
but isn't something you need share.
If you see a risk that others take,
that puts their health or life at stake

The question asked, or things you say
could help them live another day.
If YOU see a risk and walk away,
then hope YOU never have to say

I could have saved a life today
but chose to look the other way.

Author: Unknown

Health and Safety mini quiz

- What does the acronym COR stand for?
- Name one type of hazard control:
- What is an unplanned, undesired event that results in injury or illness?
- What 3 pieces of information MUST be included on a workplace label?
- There are ____ WHMIS classifications?
- PPE stands for?
- Body fluids and body waste are what type of hazards?
- An observation tour of a department is called what?

"TID BITS"



Celebrating Nurses Week

Left to right: John H., Wendy M.,
Margaret D., Cindi D., Lucas G. and
Irena P.



HCA Graduation Tea

Left to right: Wanda B., Josie W.,
Shirley G. and Doreen S.



HCA Graduation Tea

Left to right: Tatsian H., Educator,
Graduates and Ed Kostyshen, Board Member

WHO'S WHO OF ST. MICHAEL'S

Shaun Stiles - Maintenance Worker II-Maintenance - interviewed by Ania



1. **What was your first pet and its name?** Dog named Buddy.
2. **Sunday morning what are you having for breakfast?** I don't eat breakfast. It's just Tim Horton's coffee.
3. **Who's your favourite musical artist?** Aerosmith
4. **Early bird or night owl?** Night owl.
5. **If you could see one concert who would it be?** AC/DC
6. **What's the best thing about St. Michael's?** People
7. **What's the one gadget you can't live without?** TV
8. **What is your favourite holiday destination?** Jasper
9. **What do you do to relax?** Playing on my laptop.
10. **How do you take your Tim Horton's coffee?** Large, double double.
11. **What would your best friend say about you?** Honest and trustworthy.
12. **What's the one thing you haven't done that you would love to do (ie: bucket list)?** Skydiving
13. **What is your proudest moment?** When people acknowledge the work that I'm doing.
14. **What are your words to live by?** Honesty, trust, loyalty..
15. **What family tradition do you most look forward to?** Christmas
16. **If you could be on a reality show, what would it be?** "Who wants to be a millionaire."
17. **If you could meet anyone, dead or alive, who would it be?** Al Pacino or Joe Pesci.
18. **What's your favourite restaurant in Edmonton?** Red Lobster.
19. **How long have you worked at St. Michael's and what do you like best about your job?** Since January 2010. Helping other people.
20. **What is your one piece of advice you would give a new employee?** Acknowledge the Residents.

Kathy Dilshneider-Nursing Attendant -first floor - interviewed by Tania.



1. **What was your first pet and its name?** I lived on a farm. We had all different kinds of pets. Actually my first pet was a little pig. When it grew up it followed me everywhere.
2. **Sunday morning what are you having for breakfast?** When I am at home I have pancakes with eggs.
3. **Who's your favourite musical artist?** Patsy Cline. I love country music.
4. **Early bird or night owl?** Early bird
5. **If you could see one concert who would it be?** André Rieu.
6. **What's the best thing about St. Michael's?** I like to work with elderly and give others whatever I can to make them smile and happy.
7. **What's the one gadget you can't live without?** Radio. As soon as I get up I turn my music on.
8. **What is your favourite holiday destination?** The place in Poland where I was born and where my family lives.
9. **What do you do to relax?** Listen to music and read.
10. **How do you take your Tim Horton's coffee?** I do not drink Tim Horton's coffee.
11. **What would your best friend say about you?** She is fun and a good dancer. She is always happy and eager to help everyone.
12. **What's the one thing you haven't done that you would love to do (ie: bucket list)?** I'd like to go for a long vacation. I'd like to have a tour around the world and visit every country in Europe.
13. **What is your proudest moment?** I am proud of my kids. How they have become what they are.
14. **What are your words to live by?** Do not look back, go forward.
15. **What family tradition do you most look forward to?** Christmas.
16. **If you could be on a reality show, what would it be?** Not for me. I want to be normal.
17. **If you could meet anyone, dead or alive, who would it be?** My late husband.
18. **What's your favourite restaurant in Edmonton?** Capital Pizza on 82 St. They have the best home-made food.
19. **How long have you worked at St. Michael's and what do you like best about your job?** It will be 20 years in July 2012.
What I like best? Working with people: co-workers, residents, families. I have fun and enjoy my work.
20. **What is your one piece of advice you would give a new employee?** Welcome to St. Michael's. Enjoy your work as I do.

Career Fair April 12, 2012



Wellness Tea March 28, 2012



Retirement Tea:

Congratulations on your retirement!



Bonnie Vries



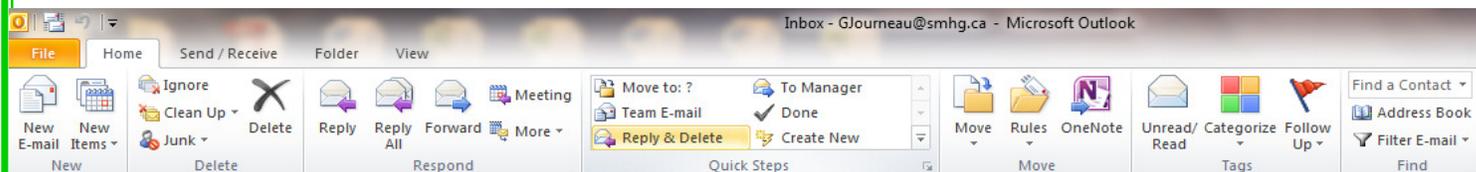
Lai Lau



Easter Eggs



Outlook—Quick tip



When replying to an e-mail, Did you know by pressing **Reply & Delete** it will automatically delete the message from the inbox and move it to the sent folder

What's happening at St. Michael's

Father's Day Raffle-watch for more details coming next week
Ice Cream Social-coming soon

Dates to remember:

Lonnie's Farewell Tea-May 25, 2012
Retirement Tea for Angelica Lynch-
May 29, 2012
Father's Day- June 17, 2012

FROM THE PAYROLL DEPARTMENT

Cheryl, Payroll Administrator

LAPP has requested Payroll/Pension Administrators to remind Employees of the importance of keeping your designation of beneficiary (ies) up-to-date. These forms can be obtained when you sign into the LAPP Website. On the left-hand side, click on Forms & Publications, on the next screen, click on Information Sheets & Forms. The instructions and mailing address are provided to you at the top of the form.

Welcome to St. Michael's NEW EMPLOYEES

Resident Care - Adorsi A., Venes B., Marie K., Genevive O.,
Amanda B., Majandy J., Bonnie W., Kathy A., Michael C.,
Ma Love N., Judy H., Pauline H., Diana E., John V. , Kristin H.,
Wendy M.
MPLodge - Sandra G., Alen V.
Grove Manor - Agnes A., Jennifer O., Kalindy K., Clare M.,
Alma R.
Recreation: Angela B., Kelly D., Jeri B.
Housekeeping-Jeanette A.
Heritage Hall—Kenzie J.,
Health Services- Dale M.
Finance-Jessica L.
Summer Students-Kate H., Michael T., Lorian G., Miranda S.,

Do you know anyone who may be interested in employment with us? St. Michael's Health Group has employment opportunities at our various sites which may include the following:

- ◇ Independent Living Assistant -casual/relief, Part Time evenings, part time nights – MPSL
- ◇ LPN—Temporary Part- time 0.7 FTE
- ◇ Housekeeping/Laundry -casual/relief
- ◇ Dietary Attendants-casual/relief
- ◇ Catering Cooks-casual/relief
- ◇ Day Support Attendants-casual/relief
- ◇ Food Service Manager/(Journey Man Cook)- Full Time