

Welcome

# HRS News



Promoting Quality Agency  
Communication Since 2007

October, November, December 2011

## Welcome to HRS!

*New Employees Hired in  
July, August, & September*

- Kathleen Enger
- Tina Melville
- Annette Sauselen
- Shawn Dolan
- Shantel Hammet
- Precious Douse
- Mackenzie Engler
- Rebecca Hanstine
- Corina Hall
- Jarrold Kelley
- Kelsi Burkhart
- John Nelson
- Patricia Robinette
- Ryann Schrock
- Amy Wright
- Michelle Swanson
- Jennifer Gittinger
- Heather Ousley
- Sarah Thompson
- Jamey Nelson
- Carla Rogers
- Jane English

ANASAZI is going live! All sites have until October 14th to have all current clients entered into the Anasazi system!



Please welcome **Jan Miller, Rehabilitative Services Commission Staff Member.**  
Jan will be assisting HRS consumers to obtain needed services through the RSC!

**...And so the CARF  
countdown begins...  
8 months!**

**NOTICE:**  
HRS Outpatient and Administrative offices will be **CLOSED** **Monday, December 26th through Friday, December 30th**  
You may contact your supervisor for more information

## Website Suggestions? Newsletter Ideas?

Please submit suggestions and other comments to the Quality Improvement Dept.:  
**Stacy Morgan: [smorgan@hrs.org](mailto:smorgan@hrs.org)**  
**740.592.6724 ext. 106**

**Please Visit the Health Recovery Services Website:**  
**<http://hrs.org>**  
**\*Save it as your homepage!\***

## In this issue:

**Info. on the FLU / TB Clinics**  
(see Pgs. 2-3)

**October, November, & December TRAINING SCHEDULE**  
(see Pg. 4)

**DONE-RIGHT AWARD WINNERS**  
(see Pg. 5)

**STAFF BIRTHDAYS, HIRE ANNIVERSARIES**  
(see Pg. 6)



## Holidays & Celebrations

*Sunday, October 16th  
National Boss' Day*

*Monday, October 31st  
Halloween*

*Friday, November 11th  
Veterans Day (Agency Holiday)*

*Thursday, November 24th (25th)  
Thanksgiving (Agency Holidays)*

*Sunday, December 25th  
Christmas (Agency Holiday 26th)*

*Sunday, January 1st  
New Years Day (Agency Holiday  
12/30)*

# Nightingale News

HRS Nursing Department



Reported by Manager of Nursing Services  
Amy Sappington

Influenza (the flu) is a contagious respiratory illness caused by influenza viruses. It can cause mild to severe illness, and at times, can lead to death. Some people, such as older people, young children, pregnant women, and people with certain health conditions (such as asthma, diabetes, or heart disease), are at high risk for flu complications. The best way to prevent the flu is by getting vaccinated each year and following basic "flu hygiene" such as, washing hands often, keeping your hands away from your eyes, nose and mouth, by using hand sanitizer when available and covering coughs and teaching your children and clients to do the same. Also maintaining a healthy lifestyle such as taking adequate levels of vitamins and minerals and getting plenty of sleep will help prevent the flu.

The 2011-2012 flu vaccine will protect against the three influenza viruses that research indicates will be most common during the season. This includes an influenza A (H1N1) virus, an influenza A (H3N2) virus, and an influenza B virus.

## How flu spreads

Most experts believe that flu viruses spread mainly by droplets made when people with flu cough, sneeze or talk. These droplets can land in the mouths or noses of people who are nearby. Less often, a person might also get flu by touching a surface or object that has flu virus on it and then touching their own mouth, eyes or possibly their nose.

## Period of contagiousness

You may be able to pass on the flu to someone else before you know you are sick, as well as while you are sick. Most healthy adults may be able to infect others beginning 1 day **before** symptoms develop and up to 5 to 7 days **after** becoming sick. Some people, especially young children and people with weakened immune systems, might be able to infect others for an even longer time.

## How serious is the flu?

Flu is unpredictable and how severe it is can vary widely from one season to the next depending on many things, including:

- what flu viruses are spreading,
- when vaccine is available
- and how well the flu vaccine is matched to flu viruses that are causing illness.
- how much flu vaccine is available
- how many people get vaccinated,

Flu seasons are unpredictable and can be severe. Over a period of 30 years, between 1976 and 2006, estimates of flu-associated deaths in the United States range from a low of about 3,000 to a high of about 49,000 people.

## Complications of flu

Complications of flu can include bacterial pneumonia, ear infections, sinus infections, dehydration, and worsening of chronic medical conditions, such as congestive heart failure, asthma, or diabetes. However, as we know, the majority of people that get sick with the flu, fully recuperate without long term complications.

## Nursing Notes & Reminders

- Thanks to all nurses for your hard work!



*Remember  
to thank a  
nurse!*

Regretfully, HRS will not be providing employees with FLU vaccinations this year.

## Where to call for vaccines:

- **Athens City/County Health Dept. 740-592-4431 (by apt. only)**
- **Hocking County Health Dept. 740-385-3030 ext 1 (\$10 in county)**
- **Meigs County Health Dept. 740-992-6626 (\$15 max)**
- **Vinton County Health Dept. 740-596-5233 (sliding fee)**

## Signs and symptoms of flu

People who have the flu often feel some or all of these signs and symptoms:

Fever\* or feeling feverish/chills

Cough

Sore throat

Runny or stuffy nose

Muscle or body aches

Headaches

Fatigue (very tired)

Some people may have vomiting and diarrhea, though this is more common in children than adults.

# Nightingale News



*HRS Nursing Department*

Reported by Manager of Nursing Services  
Amy Sappington

## Preventing seasonal flu: Maintain a Healthy Lifestyle, Practice Common Sense Flu Hygiene and Get vaccinated

Wash your hands often, cover your coughs and living a healthy life is a practical way to prevent getting and spreading influenza! Living healthy includes things such as: getting adequate sleep, taking in adequate vitamins and minerals (especially vitamin C during this time of year), reducing our stress level and maintaining proper exercise. The CDC also reminds us: The single best way to prevent the flu is to get a flu vaccine each season. There are two types of flu vaccines:

“Flu shots” — inactivated vaccines (containing killed virus) that are given with a needle. There are three flu shots being produced for the United States market now.

The regular seasonal flu shot is “intramuscular” which means it is injected into muscle (usually in the upper arm). It has been used for decades and is approved for use in people 6 months of age and older, including healthy people, people with chronic medical conditions and pregnant women. Regular flu shots make up the bulk of the vaccine supply produced for the United States.

A hi-dose vaccine for people 65 and older which also is intramuscular. This vaccine was first made available during the 2010-2011 season.

An intradermal vaccine for people 18 to 64 years of age which is injected with a needle into the “dermis” or skin. This vaccine is being made available for the first time for the 2011-2012 season.

The nasal-spray flu vaccine — a vaccine made with live, weakened flu viruses that is given as a nasal spray (sometimes called LAIV for “Live Attenuated Influenza Vaccine”). The viruses in the nasal spray vaccine do not cause the flu. LAIV is approved for use in healthy\* people 2 to 49 years of age who are not pregnant.

About two weeks after vaccination, antibodies develop that protect against influenza virus infection. **Remember: Flu vaccines will not protect against flu-like illnesses caused by non-influenza viruses.**

The seasonal flu vaccine protects against the three influenza viruses that research suggests will be most common.

Remember to wash your hands often during cold and flu season! Prevention is the key to being healthy!

## TB/ HBV Clinics:

RWRP 10/11 & 10/13  
MOP 10/25 & 10/27  
Bassett House 11/6 & 11/8  
Administration 12/8 & 12/10  
Bassett House 12/16 & 12/18

Contact Manager of Nursing,  
Amy Sappington @ Ext. 105, for  
more information



## Who should get vaccinated?

Everyone 6 months and older should get a flu vaccine each year.

## When to get vaccinated against seasonal flu

Yearly flu vaccination should begin in September, or as soon as vaccine is available, and continue throughout the flu season which can last as late as May. This is because the timing and duration of flu seasons vary. While flu season can begin early as October, most of the time seasonal flu activity peaks in January, February or later.

## Interesting Flu Tidbit: Earliest Evidence of 1918 Flu Deaths Found in Autopsy Tissue

Examination of lung tissue and other autopsy material from 68 American soldiers who died of respiratory infections in 1918 has revealed that the influenza virus that eventually killed 50 million people worldwide was circulating in the United States at least four months before the 1918 influenza reached pandemic levels that fall.

Jeffery Taubenberger, M.D., Ph.D., of the National Institute of Allergy and Infectious Diseases, led the research team. The scientists found proteins and genetic material from the 1918 influenza virus in specimens from 37 of the soldiers, including four who died between May and August 1918, months before the pandemic peaked. These four cases are the earliest 1918 pandemic cases they know to be documented anywhere in the world, the researchers say.

# Training Schedule

**October / November / December 2011**

## OCTOBER

4 CARF Training (2:30-4) @ Admin  
Tuesday, Oct 4th

## NOVEMBER

2-4 TACT 2 (8:30 -4:30 daily ) @ Admin  
Wednesday, Nov 2nd through Friday,  
Nov 4th

15 CPR/1st Aid Test Outs @ Admin  
Tuesday, Nov 15th (by appointment)

16 CPR/1st Aid (8:30-1:30) @ Admin  
Wednesday, Nov 16th

## DECEMBER

5 CPR (8:30-12:30) @ Grey Street  
Monday, Dec 5th

7 Defensive Driving (9-4) @ Admin  
Wednesday, Dec 7th

Training Compliance is at  
93%—Great job HRS!

**DFWP-Supervisor Training  
coming in November—Date  
TBA**

ODMH will be rolling out their new  
“CAPS” on mental health services  
effective November 1st. If you  
provide mental health services, please  
discuss these changes with your  
Supervisor.

Have a safe and  
enjoyable holiday  
season. Remember to  
treat yourself well  
during this stressful time  
of year!

## Q.I. Corner

- QI would like to encourage any staff member who has successfully completed CPR and 1st Aid training with HRS 3 or more years to sign up for **CPR and 1st Aid test-outs** when your certification nears the expiration date. Due to staffing shortages with training personnel and the need to ensure that employees are utilizing agency resources appropriately, long term employees will need to schedule to test out beginning with the July training.

**Contact the Quality  
Improvement Department:**

Stacy Morgan, Q.I. Coordinator  
email: smorgan@hrs.org  
Phone: 592-6724 ext. 106

**CPR and First Aid test-outs  
require a passing grade on written  
exams as well as correct demonstra-  
tion of skills. *Test-outs last approx.  
30-45 minutes.***



If you drive an agency vehicle  
and notice any lights on in the  
dashboard (especially tire pressure  
sensor), please notify  
Facility Support  
IMMEDIATELY.  
**Agency vehicles  
ARE NOT  
for personal use.**

HRS vehicles are not to be used to  
travel to personal appointments  
and other activities. Do not trans-  
port your family members in an  
agency vehicle.

Thanks to EVERYONE for completing the CARF required tabletop  
drills for 2011/2012. I appreciate your compliance!

**Newsletter Deadline Dec. 30**

## Reminders from Quality Improvement

Due to recent changes in personnel, please make sure that all of the following items are turned in by the due dates:

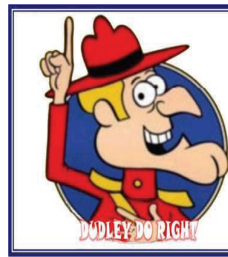
- Site reports and productivity reports (by the 15th of each month)
- Fire / tornado drills, vehicle inspections, 30-day since seen reports, 180-day overdue reports, 30-day follow-up for Outcomes (AAEP not required monthly) (by the 1st of the month)
- Clinical peer reviews (for QRR), Physician peer reviews, and ASR Reviews (quarterly, due the 1st of October for July-Sept / the 1st of January for Oct-Dec / the 1st of April for Jan-Mar / the 1st of July for Apr-Jun)
- Newsletter items (ongoing, will be published in July, October, January, and April each year—deadlines will be the last day of the month prior to publication)

Please make sure that you forward copies of Incident Reports, State / Local fire inspections, Building inspections, Program Satisfaction Surveys (initial impression and discharge), and Nursing Outpatient reviews (Nurses only) as soon as possible!

If you have any questions, please contact Stacy Morgan in the QI Dept. at 592-6724, ext. 106 or smorgan@hrs.org

## “Done Right” Award of Excellence

Presented by Executive Cabinet Members  
 Congratulations to Award Winners!



### July / August / September Recipients

BH Food Service	Charlene Bruss	Tasha Kisor	Mary Male
Sheila Ingraham	Brenda Spencer	Greg Parker	Cathy Bolin
Courtney Riggs	Pat Lewis	Cheryl Spence	Jeremy Kerns
Dave Driggs	Lew Pulver	Rich Green	Joanna Carter
Delcee Proffitt	Regina Smith	Darcie Caprio	Jenny Harris
Tim Colwell	AOP Staff	Linda Holley	Donna Johnson
Precious Douse	Chad Scott	Linda Rust	Ashley Holt
Terri Chambers	Shari Blackwell	Laura Hopstetter	John Padgett
Jan Miller	Stacy Morgan	Ellen Martin	Lori Duhl
Chad Bobo	Paul Olsen	Amy Sappington	Angela Stowers
Deanna Robinette	Patsy Bail	RoseAnn McDonald	Paula Holcomb
Kathie England	Becky Barber	Dr. Johnson	Serena Hopkins
Judy Manley	Dr. Matisi	Pam Ramage	Abbey Thompson
Joy Strickland	Cheryl Taylor	Amy Barber	Teresa Grigsby
Mandy Uribe	Amy Moore	Tara Whaley	Maryann Weiss
Sue Cassles	Sheri Bradford	Angie Kennedy	Nancy Gregory
Tammy Smith	Kim Brozak	Chris McClain	Chris McDaniel
Reggie Robinson	DCS Staff	Nancy Dotson-Bulstrom	

**Congratulations** to AOP, HOP-Spring, and MOP Staff. They are completely caught up on 180 day clinical reviews and have seen all consumers within the last 30 days! All sites need to be working toward this goal!

**REMEMBER**—completed and signed ISP reviews are required for service delivery!

### REMINDER...

**Please make sure that your licensure / renewal applications are submitted at least 30 days in advance to avoid any late fees! Employees will be responsible to pay late fees for license renewal. Contact the HR Department if you are unsure of when your license expires.**

### Two New Additions to HRS

The **Gallia Outpatient** office is located at Woodland Centers, Inc., 3086 State Route 160, Gallipolis. Hours of operation are 8:00am to 6:00pm on Mondays and Wednesdays. Phone (740) 441-4420 / Fax (740) 441-4402

The **Jackson Outpatient** office is located at Holzer Medical Center, Woodland Centers, Inc. Suite 240, 500 Burlington Road, Jackson. Hours of operation are 8:00am-5:00pm on Tuesdays and Thursdays. Phone (740) 286-5075 ext. 217 / Fax 1-888-883-1256

**Get in shape for Fall/Winter— Remember, the holidays are just around the corner!**

**Take Advantage of**

**WellWorks**

**Wellworks isn't just a fitness center—it's a health and wellness facility.** As a member, you can enjoy the fitness center, group exercise classes, and the personal training program. At a reduced price, you can sign up for nutritional counseling/workshops, massages, and health screenings. As a member of Wellworks, you can also participate in programs like *HeartWorks* and *Healthy Ohio*

**To become a Wellworks member, you will be required to pay a one-time \$35 enrollment/health assessment fee.** This will cover the cost of cholesterol/ glucose screenings and other components of the health assessment.

#### Community Membership Fees:

Monthly - \$42.00  
 Yearly - \$275.00  
 Family - \$410.00

\*As a staff member at HRS, you may be able to save additional money— contact HRS Human Resources for additional information.

You can try Wellworks out before purchasing an extended membership by paying the visitor's fee (\$5 per day).

**To get started with Wellworks, Call 593-2093!**

**Visit Wellworks' website at <http://www.ohio.edu/wellworks>**

# Staff Birthdays

## October

2nd—John Nelson  
 4th—Julie Beaudry  
 5th—SR Tilton  
 7th—Jennifer Merrill; Andrew Trout  
 8th—Tim Colwell  
 11th—Leona Skinner  
 14th—Debra Hood  
 17th—Reggie Robinson; Amy Wright;  
 Mandy Uribe  
 18th—Jennifer Gittinger  
 20th—Sheila VanDyke; Paula Holcomb  
 21st—Heather Ousely; Sheri Bradford  
 23rd—Ermiece Straub

## November

6th—Precious Douse  
 9th—Connie Zickefoose  
 14th—Connie O'Rourke  
 15th—Janet Bergman; Stacey Barnhouse  
 25th—Cheryl Taylor; Lisa Creech  
 27th—Ellen Martin

## November (continued)

28th—Kim Brozak  
 29th—Jenny Harris; Gary Cordingley  
 30th—Tammy Smith

## December

1st—Mackenzie Engler; Sheila Ingraham  
 4th—Kat Givens  
 5th—Terri Chambers  
 6th—Seth McCoard  
 7th—Rachel Farcas; David Arrington  
 8th—Patricia Robinette; Jenny Coffill  
 9th—Tara Dishon  
 11th—Charlie Lewis  
 12th—Earl Stump; Linda Holley; Connie  
 Chapman  
 14th—Laura Arbaugh  
 16th—Donna Johnson  
 19th—Crystal Long; Jane Riley; Rebecca  
 Savage  
 21st—Vicki Williams  
 27th—Mary Male  
 28th—Ashley Holt  
 29th—Tina Hosken; Joe Gay; Jarrod  
 Kelley

## Employee Longevity

October, November, December

### 31 Years

Sherry Maffin

### 23 Years

Nancy Dotson-  
 Bulstom

### 21 Years

Patsy Bail  
 Bonnie Murgage

### 17 Years

Ellen Mingus

### 15 Years

Della Jordan

### 12 Years

Crystal Long  
 Linda Holley

### 11 Years

Tara Whaley

### 10 Years

Connie Zickefoose  
 Dave Bobo

### 7-9 Years

Kent Butler  
 Chad Bobo  
 Glenn Driggs  
 Cathy Bolin  
 Tina Harper

### 7-9 Years (cont'd)

Tim Colwell  
 Brenda Cremeans  
 Charlie Lewis  
 Cate Matisi  
 Jodi Webster

### 5-6 Years

Tim Colwell  
 Amy Sappington  
 Mary Male  
 Suzanne Diaco  
 SR Tilton  
 Cheryl Taylor

### 3-4 Years

Janet Bergman  
 Tracey Monroe  
 Nancy Clark  
 Rob Jarvis  
 Nikki Acker  
 Kay Ansel

### 1-2 Years

Lori Duhl  
 Kim Robson  
 Jeffery Stout  
 Delcee Proffitt  
 Leslie Enterline  
 Leona Skinner  
 Sandy Taylor  
 Julie Beaudry  
 Jane Riley

Wishing Tim Colwell a  
 fantastic retirement...  
 we will miss you...

*HRS Staff Members*

**Reminder:**  
**Anasazi will be back for**  
**training soon...the next**  
**step is to implement**

**Assessments**  
**Treatment Plans &**  
**Progress Notes**

**Congratulations on your new positions!**

*Catherine Cordingley (BH Program Director)*

*Linda Strunk (BH Clinical Coordinator)*

*John Padget (Rehabilitative Services Clinical Specialist)*

**From: Staff**  
**To: Staff**



Special Greetings

I would like to thank everyone at HRS who reached out to me concerning the recent death in my family. I was deeply touched by your words of condolence, and the thoughtful gestures that were made. I am grateful that I have such great co-workers/friends.

*Sharon Jago, HR*

Vinton Outpatient would like to welcome our new transportation aide Jarrod Kelley and to thank him for the great job on auditing charts.

*Dave, Deanna,  
 Bonnie, & Carrie*

**Thank You!**  
**To All Sites for the quick**  
**submission of charts for**  
**the fiscal audit.**

*Regina Smith*

**Sherry Maffin**  
 Wishing you health and  
 happiness during your time off.

*HRS Staff*

A special **THANK YOU** to  
**Courtney Riggs** for your work  
 on the Anasazi training manual.  
 You rock!

**All of the Super-Users!**