



APRIL 2017

Life@MIZ

A NEWSLETTER FOR MHC STAFF, PHYSICIANS & VOLUNTEERS

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PRESIDENT'S MESSAGE: CHANGE IS COMING



While we are in a holding pattern now, we know change is coming.

The WRHA is working on creating a balanced budget: with \$83 million in savings to be identified. This budget should be approved any day now as on April 11 the Manitoba government will table their 2017 budget, which will include health spending.

The region asked MHC to find savings and we have put forward a series of suggestions – such as power and utilities savings – that would not necessarily impact the compassionate care we provide to our residents, patients and

clients.

MHC has not put forward any program changes: we are not recommending any cuts to services or programs.

That said, a number of health-care sustainability and innovation reviews are underway that will no doubt affect MHC. The Peachey report, Provincial Clinical and Preventive Services Planning for Manitoba, for example, recommends consolidating general surgeries and suggests our Provincial Health Contact Centre explore opportunities for further integration with other health-care providers across the province.

At this time, we genuinely don't know what the health transformation will look like as every proposal is hypothetical.

You will no doubt be seeing a lot in the media about the manage-to-budget process. Remember, not everything in the media is necessarily accurate.

Management reductions

As part of manage-to-budget, all regional health authorities have been asked by the provincial government to cut 15 per cent of management positions.

MHC has learned we are not exempt from this direction. As you can imagine, this came as a surprise as we are operating within our allocated funding.

I had hoped we would not have to go through this exercise as we have worked so hard for many years to become the lean organization we are today.

In my 13 years as President & CEO at Misericordia, I have never before been directed to delete positions.

MHC's senior leadership team is now looking at options on how to best make these reductions, such as restructuring, to minimize the effect on our staff and our resident/patient/client care.

And we are making these

decisions guided by the Misericordia Sisters' core values.

Assumptions don't help

I know all this uncertainty understandably creates anxiety.

A lot of anxiety can be fuelled by rumours or speculation - rather than facts. The best way to quell rumours is to seek clarity and prevent ourselves from worrying about something that simply isn't true. By all means, share your concerns with your manager or senior leader. We are here to answer questions and support you.

It's a challenging time as we genuinely don't know what is going to happen. MHC is committed to sharing with you any information we have as soon as it is available.

Of course, if you have an idea how to improve care, save money or simply do something better, please share with your manager or email corporate office via info@misericordia.mb.ca.



Easter is a time of awakening and renewal! A special thank you to all our front-line staff working over the Easter holiday. Wishing you and your loved ones a Happy Easter!



Rosie Jacuzzi
President & CEO

NATIONAL VOLUNTEER WEEK APRIL 23-29, 2017

MHC volunteer services will be celebrating National Volunteer Week, April 23-29 with an open house and treats for MHC volunteers.

This week allows us the time to formally recognize all of MHC's volunteers for their hard work, time, skills and talents. If you see an MHC volunteer, please take some time to say thank you for their contribution to MHC and the health-care system overall.



ACADEMIC HEALTH SCIENCES LEADERSHIP THROUGH FIRST-HAND EXPERIENCE

Stacey Nohlgren, Ophthalmology, and Stepan Bilynsky, Mission and Spiritual Care, recently completed the Academic Health Sciences Leadership (AHSL) program hosted by the George and Fay Yee Centre for Healthcare Innovation, creating capstone projects relevant to their workplaces.

“It was a remarkable experience to work with creative and compassionate individuals from diverse backgrounds, including the health-care system, university and policy environments,” said Stepan. “This offered a unique opportunity to learn from each other and shape future ideas from various perspectives. The program offered a vast treasury of communication with creative individuals with lateral thinking. It was inspiring and nurturing. I would highly recommend to anyone who is not afraid challenge and responsive to change.”

Stacey concurred, “I really enjoyed the AHSL program. I learned so much and would also highly recommend it.”

AHSL OVERVIEW

The Academic Health Sciences Leadership program identifies and mentors future leaders in Manitoba's health system. The focus is on developing skills to assist individuals to prepare for leadership roles while understanding the dynamics of the health-care system and academic environment.

Program participants are critical, creative and lateral thinking individuals who are able to lead academic health sciences units, while fostering organizational growth, learning and innovation. The program is targeted towards mid-career health care professionals in health sciences faculties, health systems, and government who are interested in progressing to senior level leadership.

The program runs from September to February and is delivered using a small group discussion format featuring selected experts including university, health authority and government senior leaders. AHSL is hosted by the George & Fay Yee Centre for Healthcare Innovation in Winnipeg and through telehealth.

EASTER 2017

By Stepan Bilynskyy, Director, Spiritual Care

Dear Misericordia Family:

Easter comes this year with melting snow, smiles, flowers, chocolate eggs and pink rabbit ears on hats. For many of us, the welcoming of this spring holiday signifies the celebration of hope and rebirth. For Christians worldwide, Easter is a celebration of the resurrection of Jesus the Christ.

The Easter message of the risen Christ, a message of the celebration of life for all humanity, reminds us of our ultimate privilege to meet the needs of Manitobans in many different ways, following the tradition of the Misericordia Sisters through the programs offered in our Misericordia Health Centre.

Let us remember those who are most in need of comfort and care; all people seeking a better future, an ever more numerous throng of migrants and refugees – including many children – fleeing from war, hunger, poverty and social injustice.

Let us join Christ on His journey with humanity.
Let us celebrate life. The tomb is empty.
He is risen! Alleluia!



ART BY THE BEDSIDE

Residents of Misericordia Place and Misericordia Health Centre enjoy many different recreation options. A big part of these activities is the social aspect; residents are brought together from across the unit or multiple units to participate in an activity together.

For many people, most of the time, participating in a group activity is fun but there are other times when something quieter is appreciated. This is where Art by the Bedside plays an important role as a recreation option for residents.

Art by the Bedside artists Kathleen Black (pictured) and Julie Slessor visit residents one-on-one in their rooms and draw their portraits. Whether the resident wants to share their stories, find out about the artist, or sit in silence, having someone show they care and spend a little time can make all the difference.

Art by the Bedside provides a recreation option for residents who don't necessarily want to go to the group recreation programming or may not have many visitors yet still appreciate some one-on-one time.



Mission Moment



By Sandra Moroz-Kosowan, Clinical Resource Nurse / Registered Nurse

The other night in the minor treatment area a father and daughter, new to Canada who only spoke Arabic, felt quite helpless because of the language barrier they were facing. A staff member from housekeeping, who speaks Arabic, came down to MTA, translated, volunteered to contact the mother and offered to take the family to their appointment at Pan Am Clinic.

This MHC staff member was a Godsend, proving Misericordia does have angels!

YOU'VE BEEN MISSIONED!

MP3: You've Been **Missioned!** Thank you for your hard-work, continuous care and living the Misericordia Sisters' legacy!

Want to know who will be **Missioned** in April? Watch MHC's Instagram and Facebook accounts for the reveal!



NEW HIRES

Benmar Ochoa Environmental Service Attendant Housekeeping	Danielle Morton Polysomnography Trainee Sleep Disorder Centre	Marie Fe A. Cortez Environmental Service Attendant Housekeeping	Christina Berame Health Care Aide LTC Float Pool
Betina Viado Stenographer II BreastCheck	Eric Ray Barrientos Environmental Service Attendant Housekeeping	Sonny Delos Santos Environmental Service Attendant Housekeeping	Cristina Aquino LPN, C3
Christine Dupuis RN II Health Links – Info Santé	Jeanna Zaboroski Aide/Porter, Urgent Care	Svitlana Zakharova Environmental Service Attendant Housekeeping	Diana Mendez Administrative Assistant Foundation
Cindy Luc Environmental Service Attendant Housekeeping	Jeff Hook Fund Development Officer Foundation	Cassandra Carreiro Psychiatric Liason Nurse Urgent Care	Jennifer Dubuc Health Care Aide LTC Float Pool
Drenshlance Benedicto Health Care Aide LTC Float Pool	Mutinta Mulenga RN II, MP2	Bismark Salamatin RN II, C2	Kiranjit Kaur Health Care Aide LTC Float Pool
Nino Hemedes Polysomnography Trainee Sleep Disorder Centre	Ravneet Johal Scheduling Assistant, PHCC	Wendy Todd Case Manager, PRIME	Mary "Eileen" San Juan Health Care Aide LTC Float Pool
Jamie-Lee Huesca RN II, MP2	Larry Mudge Respiratory Therapist Respiratory	Katreen Saballa LPN, C3	Richard Costik Laundry Attendant I Laundry and Linen
	Ernelyn Joy Espiritu Unit Clerk, C6	Geilila Hailu Clerk Typist II, HIS	

RETIREES

Carolyn Penniston Menu Clerk Resident Food Services	Wendy Chivers Registered Nurse Ophthalmology Clinic	Debra Dumas Health-Care Aide, C5
Adelina Mangale Health-Care Aide, C2	Reynaldo Gonzales Health-Care Aide, MP2	Jacqui McLeod Health Information Management Professional Health Information

NEW EMPLOYEE/TRANSFER IN YOUR DEPARTMENT?

As a Department Head you need to provide the following information within their first three shifts (see Policy Number 100.040.001 'Assignments New/Transfer Employee Education' on M-NET):

- A review of employee rights and responsibilities related to workplace safety
- Identification of potential hazards specific to the job or department
- Area specific safety information – location of fire alarms, extinguishers, exits, first aid kits and other emergency equipment
- Instruction on job specific safety practices/procedures (Safe Work Practices)
- Complete the "Employee Departmental Safety Educational Requirements Checklist" (Assignments New/Transfer Employee Education, Policy Number 100.040.001 Appendix A)
- Refer to 'Safety is Everybody's Responsibility' on M-NET (Reference) for additional information.

Do not forget 'Safety is Everybody's Responsibility'!

MED LAB WEEK APRIL 11-21, 2017

Celebrate Med Lab Week with MHC from April 11-21. For more information about the medical lab and what it does go to www.medlabprofessionals.ca

