

# Bartlett Buzz

November 18, 2015

## Go Live is Almost Here!

By Cheryl Aceves



Be on the lookout for staff wearing the flashing lanyards during Go Live! These are your Super Users and Core Team Leads and they are here to help you.

We will have many hands here to help when we Go Live on December 1, 2015!



## HR Notes

### NEW EMPLOYEES!

**Dermott Howard**, Maintenance Mechanic I

**Amanda Gile**, Lab Aide I

**Deborah Chastain**, PRN II (OB)

**Christa Womack**, Social Work Case Manager

### Certification Pay – Deadline Reminder

Do you plan on submitting a certification for bonus pay? Deadline to get a copy to HR is December 31.

Certification Pay details can be found in the Union contract. We also honor it for non-union employees:

**11.13 Certification Pay.** In recognition of excellence in their respective specialties, annually, on the first pay period in February, the Hospital shall, according to the following schedule, pay a bonus to any employee who has worked 312 or more hours within the previous calendar year (excluding temporary employees), and who currently holds certification based on the following minimum criteria described below as determined by the panel:

- Examination by the certifying body of a nationally recognized job-related specialty organization
- Certification expenses are borne by individual
- Certification is not required by current job description
- Certification as a result of basic education for the job does not qualify
- Changes in certification pay eligibility will be affected by Federal and State law and regulatory agencies
- The certification must be periodically renewed

A five-member panel, including two Union employees, will be appointed to determine whether the certification meets the above criteria. Each year new certifications and those which have changed status will be considered by the panel. In order to receive this bonus, the employee shall provide to the Hospital a copy of certification prior to January 1 of the first year holding such certification and then only after renewals. This annual certification shall be paid to the employee for the respective length of certification.

First Certification	\$400.00
Second Certification	\$350.00
Third Certification	\$250.00

### Use that Personal Leave!

Have you been a full or part-time employee since January 1?

If so, do you plan on using at least 120 hours (pro-rated for part-time) of personal leave by December 31? Make your plans now or talk to your supervisor!

### Performance Evaluation Time!

Twelve more days to get those 2015 Performance Evaluations complete in Taleo. Due date is **no later than November 30.**

## United Way Campaign is Underway!

By Jim Strader



Monday was the official kickoff of Bartlett's United Way Campaign. This year's campaign will run through December 31. I hope you will consider participating in this year's effort.

Hospital leadership has offered an incentive to encourage participation in payroll deductions:

This year, we are offering all BRH employees...who donate the equivalent of at least \$5.00 per pay period...a chance to win a **\$500 Home Depot gift card.**



Keep in mind that small donations help in big ways. The donation of just \$1.00 a week provides \$52.00 a year, which would pay for nutritious meals for five individuals in a shelter. Just \$5.00 a week provides \$260.00 a year, which covers the cost for two campers at scout camp, or provides a safe environment for an individual experiencing domestic violence for an entire month. Your gift of only \$10.00 per week adds up to \$520.00 per year, and could provide a six-week GED preparation course for five adults.

Giving through United Way provides all of us with the means to build upon and strengthen the efforts of agencies working to improve the health, education, and income stability in the communities of Southeast Alaska. Knowing that your gift will benefit local communities makes United Way an excellent choice.

We will be tracking overall BRH employee pledges on a “giving barometer” in the display case outside of the cafeteria. Please consider joining your fellow employees in reaching our goal of \$7500 in this year’s United Way Campaign. Please note that your gift must be renewed every year, so please fill out a pledge form if you wish to continue previous payroll deductions.

If you would like the great folks from United Way and me to come to your department to discuss the campaign, please let your department leaders know and we will join you at one of your staff

meetings. We’ll bring some pledge forms and other information on the agencies supported by United Way. Pledge forms are also available outside my office (305 Admin).

Any questions? Please don’t hesitate to call me at 796-8463 or visit [www.UnitedWaySEAK.org](http://www.UnitedWaySEAK.org) for more information.

## Bartlett Staffers Help Out in Haiti

By Sarah Androlewicz, RN

Ever wondered what it would be like to practice medicine in Haiti?

Well, Christina Anderson, RN and I did.



We thought we would give it a try after one of our own (Kaitlyn Bausler, RN) had recently traveled to Haiti and volunteered through an organization called ‘Project Medishare’. Kaitlyn came back and reported how to get involved and helped organize our own trip to Haiti.

Practicing medicine in any new department/facility is always a challenge when you are placed outside of your comfort zone. This is especially true, when factoring in conditions such as extreme heat, flies

everywhere, very limited medical supplies, and a strong language barrier.

Christina and I were both placed in the ER at Hospital Bernard Mevs, working in shifts of 12, 10, and 8 hours during the week we volunteered. The conditions we found ourselves working in were above and beyond anything we had ever experienced before. However, despite the grim outlook and overwhelming rawness with which this hospital administers medical care each and every day, one can’t overlook the wonder of it all.

Looking back, as if looking in from the outside, we are so grateful to have been given the privilege of rolling up our sleeves and working alongside all the Haitian medical care providers. We met so many amazing, wonderful people including all the medical volunteers. A big “thank you” to Bartlett for providing a few medical supplies, which included scrubs we were allowed to leave for anyone who needed them in the future.

Other Bartlett staff members have either volunteered (Dr. Eric Ludwig), or are headed to Haiti very soon to volunteer (Sarah Sjostedt, RN). Very proud of how a small community in Alaska has managed to have such a strong volunteer presence in Haiti!

## Kaitlyn’s Story

By Kaitlyn V. Bausler, RN

With a knack for adventure and travel, I chose to put my nursing skills to the test when I volunteered with Project Medishare and spent a week at Hospital Bernard Mevs in Port-au-Prince, Haiti in April of 2015. David Svobodny, a Guardian flight paramedic, first told me about



Project Medishare when he went a few years ago. Project Medishare was started in 1994 by Dr. Barth Green & Dr. Arthur Fournier through the University of Miami Miller School of Medicine. Among other things, Project Medishare runs Hospital Bernard Mevs, the only trauma and critical care hospital in Port-au-Prince, a city marred by violence, motorcycle accidents, and infectious diseases.



Heidi Kidd, RN (left) from Anchorage, Alaska and Kaitlyn Bausler, RN (right) pose in the CCU unit of Hospital Bernard Mevs.

During my time at Hospital Bernard Mevs, I felt extremely fortunate for the opportunity to help others and learn along the way while witnessing health conditions that I will likely never see again. I was lucky to work alongside some very skilled Haitian nurses and doctors as well as American volunteer doctors, nurses, respiratory therapists, and a paramedic. Although some days could be difficult, the resiliency of the families amazed me, as family members sat vigil next to their loved ones, caring for their every need from bathing to feeding them. It was hard to know what a patient's outcome might be, and some did not survive their hospital stay; however, this

made me appreciate my time there even more and especially made me feel grateful for the care I get to provide to patients here at Bartlett.

Juneau is a naturally giving community and I am glad that some of my Bartlett colleagues were able to give their time and knowledge while volunteering at Project Medishare.

For more information about Project Medishare, or to donate or volunteer, please visit [www.projectmedishare.org](http://www.projectmedishare.org).

## Antimicrobial Stewardship Program (ASP)

By Ursula Iha

In March of this year, the White House released a National Action Plan for Combating Antibiotic-Resistant Bacteria. In the statement it was announced that within three years (by the end of 2018) CMS will develop standards for Antimicrobial

Stewardship as a Condition of Participation.

Our first step in developing an Antibiotic Stewardship Program (ASP) at Bartlett is with the initiation of an IV to PO protocol in the pharmacy, by which pharmacists will identify patients on IV antibiotics and convert them to oral antibiotics if certain criteria are met. This will decrease resistance to IV antibiotics that are changed to PO, in addition to decreasing workload and costs to both the patient and the hospital.

Stay tuned for more; pharmacy, lab, and infection control are working together to take more steps in developing an ASP at Bartlett that will combat antibiotic resistance, and prepare us for future CMS surveys.

## Taking Care of YOU in the Workplace - Think Safety First.

By Beth Mow

Why is it important? Learn to take

**Pajama Party**

**WHAT:** Diagnostic Imaging is hosting a **PAJAMA DRIVE**

Diagnostic Imaging would like your help to give new pajamas to children in need for Christmas. Donations will be given to various organizations (such as the AWARE shelter, Love INC, etc.)

**SIZE:** Any **NEW** unwrapped pair of infant/toddler/children's pajamas

**WHEN:** Please bring donations to Diagnostic Imaging Front Desk by **DECEMBER 1<sup>st</sup>**



care of yourself since no one has more responsibility for you than you do. Teamwork is the name of the game. We all need to be the eyes and ears for each other. We can help our co-workers and peers by working safely and identifying potential hazards. We all must be accountable for creating and maintaining an environment that minimizes risks to ensure that we are all safe.

**WHAT CAN YOU DO?**

- Use good body mechanics when lifting or moving objects.
- Ask for help if you need assistance.
- Ask for instruction if you do not know how to use a piece of equipment or do not know how to do something.
- Do not overreach when standing on ladders or when sitting on a chair and reaching for something on the floor.
- Do not leave mops, brooms, shoes, equipment or other items in the walkway so others will trip on them.
- Do not engage in horse play or practical jokes even in fun.
- Use appropriate patient lifting and transfer equipment for patient care.
- Move at a normal speed and walk normally to prevent stumbling or injury from furniture or equipment.
- Pick up items lying where others might trip or fall over them.

A safe workplace is a productive workplace. What incentive do you need to be safety conscious, thus reducing injuries on the job? As Albert Schweitzer once said, “You first have to be the change you want to see in the world”. Do yourself and your peers a favor and make safe behavior and safe workplace conditions part of your work culture.

**Baby Boxes at Bartlett**

*By Karen White*

Many of you may have heard about the Baby Box Project by now, but to give a little background: the baby box was first introduced in Finland in the 1930’s in an effort to reduce infant mortality. Many infants did not have safe places to sleep and babies died as a result. The box serves as a bed for the baby. It also was stocked with supplies and clothing for the new baby. Finland’s infant mortality rates declined precipitously and their program is on-going today. They boast one of the lowest infant mortality rates in the world.

The baby box began to gain attention in the United States and some hospitals started implementing their own projects, including Ketchikan. It was while Bartlett Beginnings was working on implementing the Alaska Infant Safe Sleep Initiative that one of our staff nurses, Malia, discovered Finland’s baby box. Malia brought it to my attention and was encouraged to seek funding. The Bartlett Foundation enthusiastically embraced the project, raising over \$36,000 at their Gala event to fund 400 baby boxes, including mattress, sheets, and supplies. The Juneau

Rotary Club became interested in participating and we met with them early on in the project. They will form a work group to put the boxes together every month. GCI donated storage space for all 400 boxes and their contents. Money and grant funds have come to the project from the Crossett Fund, the Alaska Children’s Trust, and First Bank.

In the meantime, the baby box vendor began working with



Ketchikan artist/designer Ken Decker to design a Heritage Box. The box is adorned with beautiful Alaskan Native artwork, and while it will primarily serve as a safe sleep space for babies during their early months, it will be a wonderful keepsake as well. We will begin distribution of the boxes to all babies after the first of the year.

We are proud of the collaborative work to make this project a success. A special thank you to Maria Uchytel, Darcy Lockhart, Malia Skinner, and Ami Reifenstein for their work on this project!

