

Baycrest Matters

A bi-weekly update for Baycrest staff, families and clients

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Email submissions to:
Joan Mortimer, Editor,
mortimerj@baycrest.org
or call 416-785-2500,
ext. 2952

www.baycrest.org

Baycrest is fully
affiliated with the
University of Toronto.

Great food, good cheer and lots of fun at the Holiday Staff and Volunteer Party



Therapeutic Recreationist and MC **Steve Carlson** is all set for the Annual Holiday Staff and Volunteer Party. A good time was had by all at the event on December 13.

A great time was had by all at the Annual Holiday Party for Staff and Volunteers held on December 13, 2007. The party, filled with fantastic food, non-stop

entertainment and fun and games drew a larger crowd than normal and was attended by over 600 people in the first hour alone.

An event of this size requires many helping

hands and we had over 50 staff who participated either by greeting, serving, entertaining staff, getting and wrapping over 30 door prizes, decorating, and cleaning up when all was done.

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Baycrest

Enriching Care
Enhancing Knowledge
Enlightening Minds

Great food, good cheer...continued from page 1

Special thanks goes to our Master of Ceremonies **Steve Carlson** of Recreation Therapy who was able to fill 10 minutes with entertaining chatter whenever needed, and **Benny Kierdal** of Audiovisual Services for photography and sound. Our Baycrest Choir members, King Sunshine band and all the participants in the Winterizing Bill skit really put themselves out there by stepping on to the stage in the spotlight. Last but not least, our staff from Food and Nutrition Services department did an outstanding job in providing us all with a terrific lunch.

The Holiday Party Planners, led by **Mary McDiarmid**, Manager of Library Services, included **Janis Sternhill** and **Eudice**

Rotfarb of Volunteer Services and **Kathryn Moore** and **Inez Rost** of Library Services. The planners wish to thank all who made this year's event the most successful party to date.

The prize winners of the "Roll Up Your Sleeve to Win" Influenza Vaccine Campaign include:

Celina Correia, Unit Clerk 4 West, third prize winners of a lady's Fossil watch.

Celedonia Asilan, registered practical nurse, Apotex 7, second prize winner of a Panasonic digital camera.

Artur Wasik, storeperson, Receiving, winner of the Grand Prize - Niagara Weekend Getaway.

The "Guess the Number of Cranberries" contest winner was **Julie Shuter** of the Baycrest Foundation who was exactly right with her guess of 369.

The "Match the Toy to the Year" contest answers were:
Silly Putty 1950
Etch a Sketch 1960
Care Bears 1983
Star Wars 1977
Tickle me Elmo 1995
Bob the Builder 2001

Please send your feedback and helpful suggestions to help improve our Holiday Party for 2008 to **Mary McDiarmid** at MMcDiamid@baycrest.org or at ext. 2353.



Dr. Michael Gordon and Joy Richards are ready to serve up a delicious meal.



Holiday Party organizers **Mary McDiarmid** and **Eudice Rotfarb** take a moment to relax.



As part of the festivities, several senior staff members "winterize" Baycrest President and CEO **Bill Reichman**. They provided him with everything he needs for his first winter in Canada, including a toque, mittens, hockey shirt and stick, snowshoes, snowbrush and of course, Canadian Tire money.



Members of the Baycrest Choir get everyone into the spirit with classic holiday songs.

Cooking up a map of the mind

by TENILLE BONOBUORE

Globe and Mail, January 4, 2008

Saturday's Globe & Mail carried a special feature that focused on Toronto's booming medical research scene – and 12 scientists who are doing exciting research that has important implications for diagnosis and treatment of a range of disorders. Dr. Randy McIntosh, a senior scientist at Baycrest's Rotman Research Institute and associate director, is one of the profiles. Congratulations to Dr. McIntosh.

The knife slices into juicy flesh, liquid spilling over Randy McIntosh's hand. He flings another ingredient into the pan. When this researcher isn't using his brain to find ways to see into yours, he's in the kitchen, cooking up another original feast.

"The nice thing about cooking is you start with a way from going from this mess of ingredients to a meal, but along the way you might change things," he explains. "Despite what people think, that's how the brain works."

According to Dr. McIntosh, if one brain area is disrupted, others cover the gap, with varying degrees of success. Slurred speech after a stroke may not be due to the injury: It could be the brain's flawed effort to recover from injury. The brain reorganizes itself, but never in exactly the same way. "That's how cooking is. You don't put exactly the same amount of salt in each time, but the final meal is much the same," Dr. McIntosh says.

The brain is not like a computer, he adds, describing it rather as an orchestra in which



Dr. Randy McIntosh

each section acts in relation to every other section.

For his work at the Rotman Research Institute, which is part of the Baycrest Centre, volunteers are hooked up to machines that record brain activity. They then do a variety of tasks to gauge reaction time, memory, attention and other functions, and the results are turned into a map of the brain's function (its "dynamic range"). Some brains exhibit more localized activity, while others have a larger dynamic range. Under current

theory, the more widespread the brain's function, the better a person's ability to recover from injury.

"It has pretty profound implications about how mental function comes about, but also how to deal with disease," Dr. McIntosh says.

Toronto is one of three or four centres in the world pursuing this idea, and Baycrest hopes to open a Centre for Brain Fitness by the end of this year. In the meantime, Dr. McIntosh is wading through dynamic-range maps in a bid to create standard maps that could be used to predict treatment outcomes.

Dr. McIntosh hopes to create a five-minute diagnostic test one day that would gauge the health of a person's brain and pick up any changes or early problems, with referral for a full test if necessary. Plus, dynamic-range mapping during rehabilitation could show in real time whether it's working, he notes.

"I think we're at the point now in understanding how the brain works that we need a new perspective on the whole enterprise," he says.

Worth Repeating: Here is the latest edition of Bill's Journal

December 24, 2007

Dr. William E. Reichman, Baycrest President and CEO

Since we announced our new organizational model mid-December, we have begun to focus on shaping the plan for implementation. In the aftermath of our Town Hall meetings, there were two recent full retreat days—one with the Executive Team and another with the entire Leadership Team—where we started to define the details we will need to address in order to move forward. Everything from role descriptions, new job titles, resource allocation, and on-call coverage was discussed and charted as a priority to be addressed either before we move into Day One of our new structure or shortly after.

We will determine in the near future exactly when Day One will be. But first, what is important is to map all of the unanswered questions and details and ensure that we have the right people and processes working to put the plan into action. There is no doubt that there is still a lot of work to do which is natural for the early stages in any significant change. We will indeed have to work patiently through the ambiguity by gradually filling in the blanks with input from staff across Baycrest.

As we proceed through this entire change it will be important that we continue to have an

open dialogue, just as we did through our Review processes using the Listening Tour. That is why in the New Year I am going to initiate Lunch and Listen sessions where I will invite small groups of people to join me for a bite to eat and a chance to chat about their ideas and thoughts on the changes we are making or should be making. It's something I hope will continue on a regular basis and of course supplements the other opportunities I have to chat with you informally in the hallway—which is just as important as anything formal.

Prior to implementation of our new organizational structure we will also hold more Town Halls to give you a chance to hear about all of the details and to ask questions. I thought that the points raised at our most recent Town Halls were excellent and helped to highlight the specifics that we must consider as we move forward tailoring our new organizational structure to best fit Baycrest.

I want to thank everyone for their enthusiastic response to the new model. There appears to be near universal acceptance that this is the right step for Baycrest to take at this time in order to become even stronger as a leader. There is also a widely held sense that the model has

been well tailored to support Baycrest's unique attributes.

It's now been six months since I joined the Baycrest team and I must say that what strikes me the most, beyond the tremendous pride that exists, is the conviction of purpose to make Baycrest great. That includes the willingness and ability to look in the mirror, to not reflexively turn away, but instead to take important steps to change, grow and become stronger. The receptivity to move to a new organizational structure, despite the fact that it requires significant change, is a perfect example.

There is no doubt in my mind with what I have seen to date, and with the tremendous momentum that is building, that we are not just entering a New Year, we are entering a new phase of stronger collaboration and teamwork across all of our staff roles and unrivalled opportunities ahead of us to achieve even greater levels of success.

I wish everyone a Happy New Year and thank you for all you do for Baycrest and our clients.

Bill

<http://intranet/ceo/>

Living our values

- Daniel Galessiere combines arts and science in his life

By Michael Ori Belmont

Many of those who are employed at Baycrest consider their jobs to consist of far more than the work itself. Physiotherapist **Daniel Galessiere** is one of those staff members. Yet Daniel's ability to deliver top-notch care to Baycrest clients with respect and admiration is merely just one of his many talents.

Daniel grew up in North York, and is the youngest of seven children. Daniel's flair for the arts was obvious from a young age - he studied piano with a private tutor for most of his childhood. He attended Claude Watson School for the Arts and Earl Haig Secondary School where he studied theatre before earning his undergraduate degree in kinesiology at York University.

Upon his graduation, Daniel was destined for a career in the arts. He followed his heart and performed as a tenor with the renowned acappella group 'Cadence.' At that time, he supplemented his income and enhanced his credentials by working with the Toronto District School Board as a Special Needs Educator.

In 2003, Daniel decided to return to school to receive his Master's Degree in Physiotherapy. Upon completing his Masters Degree, Daniel worked at Baycrest part time during the day and at an orthopedic clinic in the evenings. In 2005, he joined Baycrest as a full time physiotherapist.

"I look forward to waking up each morning and coming to work. It is a pleasure to work

with the staff and clientele that we have here at Baycrest," says Daniel. He did not envision himself working as a physiotherapist at a Complex Continuing Care/Geriatric facility when he started out in his career, but has truly grown to appreciate how much the both the residents and staff at Baycrest have to offer.

When he first arrived at Baycrest, Daniel's coworkers in Physiotherapy and Occupational Therapy were exceptionally helpful in theory and in practice. The interaction between the two departments is critical, Daniel says, which is why they are able to organize patient care as efficiently and effectively as possible.

Through sharing life experiences and advice, Daniel has formed, developed and nurtured many strong relationships with those he treats at Baycrest. He considers each and every bond between himself and the residents at Baycrest personal, and unique. "The more altruistic and genuine you are with them, the more likely it is that the help that we provide will be therapeutic," he adds.

Daniel also recognizes that while he and his coworkers specialize in their treatment and care for the residents and patients at Baycrest, the facility also provides for them on so many other levels including emotional, psychological, functional and medical and cultural. "There really is a lot of need in the geriatric population and demographic, not only for clinical care but for programs that link them back to their community and tradi-

tions. At Baycrest, they are well attended to in all these areas," Daniel explains. As an individual who has always been involved in both the sciences and the arts, Daniel sees Baycrest as the perfect environment for both he and his clients to thrive in.

Daniel takes great pride in treating many clients at Baycrest but still plays piano and sings at his church, where he first learned gospel music as well as rhythm and blues. He believes that this broad and eclectic array of life experiences have helped shape and transform him into the person that he is today. **BM**



Physiotherapist **Daniel Galessiere** always has a smile for Baycrest Hospital patient Jean Weisbrod.

Protecting elderly parents from consumer fraud

Older seniors living on their own are growing targets of consumer fraud, and that is why Baycrest staff consistently warn family members to keep a close eye on aging parents who live alone and are starting to lose their cognitive powers. They are prime targets for home repair scams, sweepstakes mail scams, prize claim scams and many other types of swindles that aim to take their money.

“Consumer fraud is a form of financial abuse where the perpetrator doesn’t know the victim,” says **Dr. Simone Vigod**, a physician doing post-graduate training in psychiatry.

The most common victim of consumer fraud is over 60, single and female, living alone and socially isolated, with at least mild cognitive impairment. While older women are more likely to fall for home repair and prize claim frauds, older men are more likely to fall prey to investment and securities fraud. Older females are pegged as the most “at risk” group because they are typically generous in donations and they are generally trusting of others.

According to Dr. Vigod, police believe this type of crime is seri-

ously under-reported because victims feel ashamed once they realize they’ve been scammed; they don’t believe anything can be done to get their money back; or because they don’t realize they’re being swindled.

Occupational therapist **Alanna Weill** explains that Baycrest’s Geriatric Psychiatry Community Service has seen several heartbreaking cases of older individuals who are losing their retirement savings on various types of scams.

For example, older adults are attractive targets for mortgage fraud. Described in recent media reports as a fast-growing crime, mortgage fraud is a form of identity theft where fraudsters forge phony documents which they use to either sell the property or obtain a second mortgage, unbeknownst to the true owner.

Families can help protect aging relatives from most types of consumer fraud by doing the following:

- mail re-direction
- call-block or phone number change
- joint-signing of bank accounts
- limiting/canceling credit cards
- double-checking written cheques before they are mailed.

Dr. Vigod added that psychiatric assessments of older adults should start to screen for consumer fraud. “We already screen for financial abuse from family members, so why shouldn’t we consider adding consumer fraud? This is a common and serious problem and the elderly are at high risk.” **BM**

Baycrest Recognition & Rewards Program Annual Awards Celebration

Thursday, January 24, 2008

2:30 - 4:00pm

Wortsman Hall,
Hospital main floor

Celebrating Excellence in Living Our Values

The Baycrest R&R Program is partially supported by the Anna Schipper Endowment Fund.

For information, please call extension 2363.

Please share with all staff. Thank you!

Mask Fit Testing - it's mandatory

Every two years, Baycrest is legislated by the Ontario Ministry of Labour to conduct mandatory N-95 Mask Fit Testing for all staff. These tests help to protect staff in the event of infectious disease outbreak in the centre.

All Baycrest staff members will soon be contacted by a member of their team to be scheduled for mask fit testing. This year, mask fit testing will take place from February 12 to March 7, with

March 12 as a back-up date. Time slots will be available from 10:30 a.m. to 6:30 p.m.

The testing will be conducted by Leavitt Safety during daytime hours and will take approximately 30 minutes. Testing for permanent night staff and permanent weekend staff will be done by **Robert Ferrera** beginning in January. Fit testing will occur in former BOLD training area (or the old Beauty Shop) on the first floor across from the MS Clinic in

the Brain Health Complex.

A medical form must be completed by each person before they go through the fit testing process. This form will be available on the Intranet. The contact person in each area will also be given hard copies that they can distribute as required. Completing forms prior to test time will make testing much more efficient and decrease time away from work areas.

Wash your hands

It's the best way to prevent the spread of germs—and that means it protects you and the people around you. Even though a recent outbreak has been declared over, it is still flu season and seniors are especially susceptible to illness, so it is vital that staff, visitors, family members and caregivers follow protocols.

Washing your hands only take 15 seconds and you should do it frequently including:

- Upon entering the facility
- After using the toilet
- After blowing your nose
- Before and after you touch a dressing or wound
- Before eating and drinking
- When your hands are dirty and
- More often when you are ill.

Convenient, easy to use sanitizing stations with antibacterial solutions are located at every entrance and throughout Baycrest. They too should be used diligently.

It is everyone's duty to ensure the safety of clients and hand washing is a simple step to make this happen. Getting the flu shot is the next best thing you can do for yourself and your clients. If you

have not had your flu shot, get one as soon as possible and provide documentation to prove you've had it. If you have an egg allergy, be aware that alternatives to the flu shot are available.

We also strongly encourage families, private companions and other visitors to get their annual influenza vaccine. Getting the flu shot can dramatically reduce the risk (70 to 90 per cent effective in prevention) of contracting this disease or passing it along to others.

Family and visitors should not visit if they are sick or have any of the following:

- Fever
- Cough
- Runny nose
- Sore throat
- Muscle aches
- Vomiting or diarrhea

You've heard it many times before that 'an ounce of prevention is worth a pound of cure'.

Thank you

Sophie Schliefer, Unit Secretary at the Terraces Health Centre, and her family wish to thank everyone at Baycrest for the support and sympathy extended to them at the loss of her daughter, Ginat. Ginat was well known and loved in the Terraces Health Centre where she worked periodically and where she developed her interest in nursing as a career. Ginat, who was 28 years old, graduated as a Registered Nurse in 2007. She had begun working at the University Health Network, Toronto General site. She will be greatly missed by all her family, colleagues, patients and friends.

Research and improved quality of care. They go hand in hand.

The uniqueness of Baycrest is recognized world-wide simply because there is no other organization with such a strong and advanced neuroscience focus on aging and the brain situated in such a large care setting.

Our acclaimed Rotman Research Institute, considered one of the top five brain institutes in the world, and the Kunin-Lunenfeld Applied Research Unit (KLARU) which conducts research alongside our clinicians and applies the results directly to client care, are giving the world a whole new under-

standing – and new hope – about interventions and preventions that one day will transform aging.

Aimed at raising awareness for clients, family members and staff about **“what our research means to you...and people around the world”** new information posters are now going up all over the campus and will continue to throughout the year. You’ll see them at the four main entrances, on bulletin boards, on the website and as inserts in the next four issues of Baycrest Matters.



If you are interested in finding out more about any of the studies, please go to www.baycrest.org. If you would like to volunteer for one of the studies on aging, memory and cognition please call 416.785.2500 ext. 3384.

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Blast from the past!

Can you guess which Baycrest staff member this is? This photo was taken approximately 30 years ago and the answer will be revealed in the next issue of Baycrest Matters. The only hint you get is that he has been at Baycrest for a very long time! If you would like to reveal what you once looked

like (as an adorable baby, dressed in bell bottoms or a mini skirt, 30 pounds thinner or with hair), then dust off those old photos and send them to **Joan Mortimer, editor, Baycrest Matters** at mortimerj@baycrest.org