

Baycrest Matters

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

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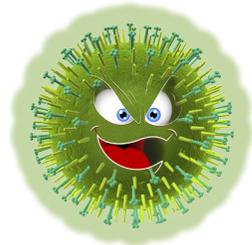
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Baycrest is an academic
health sciences centre
fully affiliated with the
University of Toronto



Don't let the flu catch you! GET YOUR FLU SHOT

It's time to get your annual flu shot to protect yourself and stop the spread of flu in our community.

"The flu shot is the most effective way of protecting yourself and preventing the spread of influenza in our community," says Nadia Boroja, manager, Occupational Health and Safety (OH&S). "We are aiming for influenza immunization to be part of our culture of workplace health and safety here at Baycrest because influenza is a very serious respiratory illness."

To encourage staff immunization, the OH&S team is setting a new goal for the year's staff influenza immunization campaign: 100 per cent participation. This means OH&S is asking all staff to choose either to get the flu shot or sign a form declining the flu shot.

"Sometimes people are uncertain of whether or not to get the flu shot, so they end up waiting out the flu season," says Boroja. "That's why we're focusing on 100 per cent participation. Everyone should make an informed decision and we're here to provide education and information to support everyone in

making this decision."

Boroja says reaching a 100 per cent participation rate will be a challenge. Here's how you can help:

Where to get your flu shot:

- Starting October 7, the Flu Buggy is making the rounds on departments and units. The schedule is available on all units and on the intranet.
- The community influenza clinic will open October 16 in the Water Cooler (ground floor, Apotex).
- Drop by the OH&S office on the second floor of the hospital, Monday to Friday, 8 a.m. to 4 p.m., starting October 7.
- Visit your own healthcare provider and provide OH&S with written confirmation that you've received the vaccination.

If you choose not to get your flu shot, get the declination form from the intranet or ask your manager. Be sure to sign it and submit it to OH&S.

All staff members who get the flu shot will receive a sticker for their identification

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badges, plus the chance to win great prizes in the Aim for 80 Challenge, this year's team immunization rate challenge and entry into the individual grand prize draw for a \$300 gift card!

Reaching higher in the Aim for 80 Challenge!

Based on past influenza immunization rate gains, OH&S is encouraging staff to aim for an immunization rate of 80 per cent in each unit and area.

The teams with the highest rate (80 per cent or over) in each of the six group competitions listed in the table will get special "Flu Champ" badge stickers.

Early Bird Pizza Party

The group that has the highest rate by November 15 will win pizza for everyone in the group who has had the flu shot.

Teams for the Aim for 80 Challenge are as follows:

All Apotex units	vs	All Apotex units
All hospital units	vs	All hospital units
Food and Nutrition Services	vs	Environmental Services
Terraces	vs	Foundation
Rotman Research Institute	vs	Ambulatory/Allied Health, OH&S, IPAC, Sam and Ida Ross Memory Clinic, Neuropsychology and Cognitive Health, Community Behavioural Support Outreach Team
Finance, Health Records, eHealth, Marketing and Communications, Human Resources, Organizational Effectiveness, Legal	vs	Quality, Safety and Best Practice, Innovation, Arts and Design, Nursing Administration

Exciting changes for Board and Foundation



Baycrest Health Sciences and the Baycrest Foundation congratulate Jeffrey M. Blidner (left) who was elected Chair of the Baycrest Board of Directors on September 23, replacing Garry Foster who stepped down to assume the role of Interim President at the Foundation.

Jeff has been a member of the Baycrest Board since June 2005 and has been Chair of its Strategic Planning Committee since June 2010.

As Interim President of the Foundation, Garry will support the day-to-day operations and implement its business strategy as it embarks on an ambitious 10-year campaign. Congratulations, Jeff and Garry!

Speak Your Mind on the go

If you've ever wanted to send Baycrest a compliment, concern or suggestion from your personal computer or mobile device, the *Speak Your Mind* program has now made it possible. Submission forms for the feedback program are now accessible via our website. Like the original *Speak Your Mind* submission boxes, the new online form is completely anonymous.

Nineteen *Speak Your Mind* boxes remain located across the Baycrest campus for those wishing to contact us through a hardcopy submission. The *Speak Your Mind* Program was developed to

encourage people to submit their observations, express opinions, and provide helpful suggestions, commendations and concerns about Baycrest. Managed by the Office of the Ombudsperson, the program is open to Baycrest family members, patients, residents, clients, staff, visitors and volunteers.

Find the new online submission form on our website at www.baycrest.org/speakyourmind. For more information, please contact the office of the Ombudsperson at ext. 2443 or at ombudsperson@baycrest.org.

Taking client care INTERACTions to the next level

This fall, the interdisciplinary team in the Apotex Centre, Jewish Home for the Aged will play a part in helping to reduce preventable client transfers to acute care. Staff on Apotex 4 and 6 were first to begin in-class sessions and hands-on training from the INTERACT® (Interventions to Reduce Acute Care Transfers) quality improvement program in mid-September.

“Our class modules help us build greater awareness about the challenges we all face in client care,” says Monika Virk, a registered nurse on Apotex 6. “Time constraints are one of the greatest issues we face as nurses and allied health professionals, and the INTERACT® program gives us tools to not only identify but also address issues such as this.”

While components of INTERACT® will be rolled out to the hospital units in late fall, the Apotex is already well underway.

INTERACT® information boards will be available in each Apotex and hospital unit. As INTERACT® education is rolled out, check these boards for information on class enrolment schedules, tips on practicing new knowledge, photos of class participants and other updates.



◀ (Clockwise from left) Karen Ho, advanced practice leader - nurse; Monika Virk, RN; and Cecille Morgan, RPN work together during an in-class demonstration led by Angela Uy, advanced practice leader - nurse.

For more information about the INTERACT® quality improvement and training program, contact Angela Uy, advanced practice leader - nurse at ext. 3039 or at auy@baycrest.org.

See when INTERACT® is coming to your unit:

Pilot Education Delivery to Apotex 4 and 6:

September 16, 2013 to October 18, 2013

Education Delivery to Apotex 5 and 7:

October 21, 2013 to November 15, 2013

Education Delivery to Apotex 2 and 3:

November 18, 2013 to December 31, 2013

BGS tours delegates for business opportunities



◀ Baycrest Global Solutions (BGS) continues its active business development in Asia and September proved to be a particularly busy month for foreign visits to our campus. BGS hosted a delegation from Southeast Asia, including companies from Thailand, Malaysia, Vietnam and the Philippines. The group met with key executives, and visited several units of the hospital and Apotex Centre, Jewish Home for the Aged.



◀ A delegation from Shanghai, China led by the head of the Shanghai Municipal Development and Reform Commission visited Baycrest to learn more about our services. This was the third meeting with the organization, which concluded with a tour of our campus, leaving the visitors thoroughly impressed.



◀ Canadian ambassador to Thailand Philip Calvert also visited to meet with president and CEO Dr. William Reichman, BGS representative Zubin Kapadia, and Shawn Kerr, director, Stakeholder Relations. The group sat down to review opportunities for Baycrest in Thailand and the ASEAN (Association of South East Asian Nations) region.

For more information about the upcoming projects of Baycrest Global Solutions, contact Zubin Kapadia at zubin@baycrestglobalsolutions.com

Staff announcements

Congratulations to Dr. Fabio Varlese who was appointed Medical Program Director, Rehabilitation. Fabio is a geriatrician, well known at Baycrest for his major contributions and longstanding role as Medical Program Director, ACT unit. In his new role, he will lead the 3 West high intensity rehabilitation and 7 East low intensity, long duration rehabilitation teams. September 1 marked Fabio's first day in his new role.

A warm welcome to Angie Strzalka who joins Baycrest as manager, Environmental Services. Angie's portfolio will include housekeeping, linen and laundry, portering, mail room, CSR and waste management for both Baycrest and The Terraces. She brings to Baycrest a wealth of expertise from similar roles at The Scarborough Hospital, and coordinator and at Markham Stouffville Hospital. Angie's first day was September 9.

Congratulations to Judy Chu, therapeutic fitness, Joseph E. and Minnie Wagman Centre, who received an Arbor Award from the University of Toronto on September 10. Since 1989, the Arbor Awards have been used to recognize volunteers for their outstanding personal service to the University.

United Way Week: October 28 to November 1 Step up to the challenge

Since 1956, United Way Toronto has been creating opportunities for a better life for everyone across our city. You can help continue the legacy by participating in Baycrest's United Way Week from October 28 to November 1.

With your support, the United Way helps partner agencies provide important social services including Baycrest's own Community Day Centre for Seniors, the Joseph E. and Minnie Wagman Centre and the Seniors Counselling and Referral Service. This year we have a great lineup of events and many other ways to get involved and give.

Payroll contributions

It's easy to sign up for payroll contributions, which will commence January 2014. Just fill out the form and return it to the Finance Department by November 1.

Gift basket silent auction

Form a team and create a basket for the silent auction. Get creative and give your basket a theme like a spa or beauty bundle, a specialty (Kosher) coffee or tea gift set, or a fitness-themed package. Contact Raquel Heayn at ext. 2572 or at



rheayn@baycrest.org to register. Baskets must be delivered to Volunteer Services by October 23.

Stair climb

Are you up to the challenge? Participate as an individual or group in the annual United Way Stair Climb. Take on other departments to see who can climb the most steps, or increase the challenge by climbing in costume. The minimum pledge to participate is \$5. Pledge forms are available on the intranet.

Event dates:

October 28 and 30: Enjoy a feature meal in the cafeteria and \$2 from each sale will be donated to United Way. Watch for Greek and Asian feature meals on these two days.

October 29: Stair Climb 10 a.m. to 2 p.m. in the southwest stairwell of the Apotex.

October 28 to 30: Silent auction by the Khedive entrance, 11 a.m. to 2 p.m.

November 1: Silent auction results announced on the intranet

Share your thoughts starting October 21

The 2013 Employee Engagement Survey starts October 21 and is open to full-time, part-time and casual employees and physicians. Please take the time to let us know what you think. The higher our participation rates the better our organization and its departments are able to take action and make progress towards becoming a workplace of choice.

As always, there are several options to fill out the confidential survey - online from any computer, by paper copy or through facilitated group sessions. Specific details will be available on the intranet as we approach the survey period.

All staff who complete the survey will receive a voucher for a free coffee or tea from the W.A. Café. Plan to participate starting October 21 and help Baycrest realize its commitment to becoming a workplace of choice.

Seeking enthusiastic leaders

Baycrest is seeking Engagement Survey ambassadors to help generate awareness across the organization during the survey period. If you are an enthusiastic leader in your work area and interested in learning more about how you can support your team, contact Joel Borgida, Organizational Effectiveness specialist at ext. 2358 or at jborgida@baycrest.org. Joel is also your contact for more information or questions about the Employee Engagement Survey.

