

Local Connection at Prayer Breakfast

At the Cambridge Prayer Breakfast, one of many across Canada organized to bring together community leaders in a demonstration of the importance of Christian values, Colleen Lashmar, CMH's Pastoral Care Coordinator, delivered the **Prayer for the Community**. In its sixteenth year, the Cambridge event drew approximately 320 people including Mayor Doug Craig.

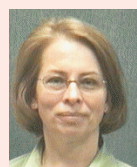
"I turned to my CMH colleagues for inspiration as I wanted to ensure the prayer truly addressed and



Colleen Lashmar sits with Dr. Mike Lawrie, Family Physician who delivered a reading from the Old Testament.

acknowledged the primary concerns for Cambridge in 2007," Lashmar commented adding it was a privilege to be approached. "It really is an honour for Colleen to be invited as a keynote speaker at an event that attracts so many senior business and government people to join in prayer for guidance to make the right decisions for our community," offered Cheryl MacInnes, Director of Quality & Clinical Support.

New Faces at CMH



Diane Hutchinson
RN



Ellen Otterbein
RICN Network Consultant



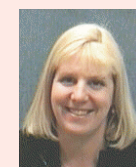
Graeme Harlick
RN (T)



Ingrid Town
Executive Director, Foundation



Kristina Harder
RN (T)



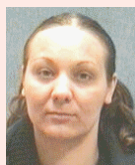
Jennifer Wilson
RN



Lisa Patterson
RN (T)



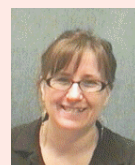
Nisha Walibhai
Manager Nursing Informatics



Angie Leclair
RN



Anna Ciesielska
Laboratory Assistant



Catherine Martin-Herandez
Intake Clinician



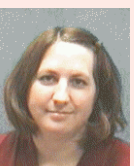
Daniel Sali
RN



Sherri Lamother
RPN



Tania Placido
RPN



Tracey Garvey
File Clerk



Abraham Omar
RN (T)



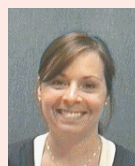
Alexander Sikorska
RPN



Annette Martin
RN



Bethany Vlasov
RN (T)



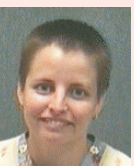
Christine Fink
Child Life Specialist



Christina Wilk
RN (T)



Courtney Calma
Clerical Associate



Crystal Beaupre
Clerical Associate



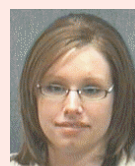
Cynthia Cramp
RN (T)



Dianne Scheklesky
Clerical Associate



Heather D'Sena
RN (T)



Jennifer Bird
RN (T)



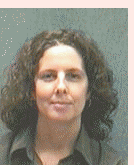
Jennifer Roberts
Clerical Associate



Kari Anderson
Perioperative Attendant



Krista Chappell
RN (T)



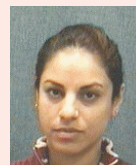
Krystal Sudsbury
Registered Technologist



Lucy Reis
RN (T)



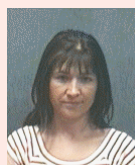
Melissa Marshall
RN (T)



Shahpar Nikaeen
RN (T)



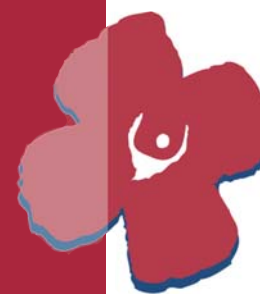
Sue Lessard
Laboratory Assistant



Zdravka Lenkic
Registered Respiratory Therapist



Cambridge Memorial Hospital 700 Coronation Blvd. Cambridge, ON N1R 3G2
 Editor: Chris Sellers Phone: 621-2333 x.2483
 Production: Fred Kay
 Fax: 740-4938 email: csellers@cmh.org
 Please contact us with your story ideas, comments and suggestions.



THE LINK

May/June 2007

Stability, Strength, Success: Emergency's Evolution

A cohesive team is responsible for the evolution of Cambridge Memorial Hospital's Emergency Department, praises Dr. Jim Ducharme - the physician brought in to recruit and retain emergency physicians, develop new protocols, update medical directives and build an innovative and sustainable emergency department. The Interim Chief of Emergency Medicine is very quick to point out that he may have been the catalyst but "the department's success is a result of the creativity and willingness of the team to make the necessary changes; they know what they want and that is critical to the well-being of the department."

On October 1, 2006, Ducharme joined a department with six dedicated but stretched emergency physicians, and Med-Emerg International operating as a temporary physician staffing agency filling about half the shifts. This is a stark contrast to today where the department boasts a full complement of ten physicians, all physician shifts are covered in-house and morale is greatly improved.

The turning point for this transformation was a team-building exercise within CMH's Emergency Pilot Project. Representatives from Emergency, Diagnostic Imaging, the Laboratory, social workers, staff from psychiatric emergency services and the CCAC struck three teams to develop a department Vision and Mission, enhance resource utilization and improve processes. "I was very impressed with these teams," remarked Ducharme. "They became a cohesive group

with a common goal and generated a more positive work environment."

This environment supports recruitment of physicians and staff when emergency health care practitioners are particularly hard to attract. CMH has recruited three emergency physicians since October, including two from Med-Emerg. "Some physicians work for Med-Emerg to compare locations in their quest to settle down. The fact that two settled here speaks volumes," noted Ducharme. "CMH can be very proud that at a time of human resource shortages, we have succeeded in attracting top quality, young, innovative and committed physicians in such a short timeframe."

The successful integration of Nurse Practitioner, Shelly Gdanski and Physician Assistant, Jim Tolmie as part of the Emergency Pilot Project is further evidence of the willingness of the entire team to embrace innovation and change. "We have had a very positive response from physicians, staff and patients to the pilot," said Susan Harris-Howe, Nurse Manager for Emergency. "The pilot project and streamlined processes combined with increasing our complement of nurses and enhancing medical directives will continue to help improve areas that were identified through our team-building meetings."

What's next? From now until Ducharme's term expires, the focus is on recruiting a Chief of Emergency Medicine, finishing the medical directives and streamlining a few more processes.

New Graduate Initiative

by Kim Pittaway

On June 1, 2007, CMH launched the New Graduate Initiative in collaboration with the Ministry of Health & Long Term Care and the Nursing Secretariat. New graduate Registered Nurses (RN) and Registered Practical Nurses (RPN) have been hired into the Nurse Resource Team and various clinical units have begun their orientation. Each new graduate will be partnered with an experienced preceptor to support their transition into practice at CMH.

These New Graduates receive 12 weeks of orientation

(minimum) to 6 months (maximum). Specific funding by the Ministry of Health & Long Term Care enables New



Graduates to be "supernumerary" or "out of the staffing count" during their orientation period. New Graduates may apply to permanent positions within the organization after their 12 weeks of orientation.

Please join us in welcoming the New Graduates to CMH and support their preceptors as

we enter into this exciting new initiative to build our nursing capacity for the future.

CMH

Closing a Gap at the Fracture Clinic

Kelly Smith and Jane Noseworthy, RPN, joined CMH's Fracture Clinic to close a gap; not a gap in a fractured bone, but a gap in care.

In partnership with Osteoporosis Canada, Cambridge Memorial Hospital now provides Osteoporosis screening to identify patients at risk of having this silent and debilitating bone disease.

Smith and Noseworthy are Osteoporosis Screening Coordinators who review charts of patients over age 50 that present with low trauma fractures. They develop patient osteoporosis/fracture histories, make patients aware of the disease and encourage them to follow up with their family physician.

"Usually patients don't know they have osteoporosis until they break a bone," reports Smith. In some cases, patients simply experience back pain and then find out they have a vertebral fracture. "Catching the disease in its early stages offers an opportunity to manage the disease by maintaining bone density before too much bone loss occurs," she added noting that the treatment is to increase the daily intake of calcium and vitamin D, and boost physical activity. Personal risk factors for the disease include smoking and taking some medications that leach calcium.

Based on follow up calls with patients, 90% of the screened patients consult with their physician and get bone mineral density tests to determine how porous their bones are. In all,

about 500 patients have been screened at CMH since the program began in February.

Covering CMH on Wednesdays, Smith is trained in nutrition and kinesiology and worked for 8 months at the Kettle and Stony Point Reserve Health Care Centre near Ipperwash Beach before the Guelph native accepted the position with Osteoporosis Canada. A Registered Practical Nurse, Noseworthy left Milton Hospital's fracture clinic to join Osteoporosis Canada in May and expand CMH's screening coverage to four days a week to match the Fracture Clinic hours.



Dr. Stapleton (left), Orthopaedic Champion for CMH's program identifies a fracture to Jane Noseworthy and Kelly Smith.

"We expanded our coverage at CMH based on the volume of patients we are seeing with the disease," said Kate Harvey, Area Manager of the Osteoporosis Strategy. "While there is no cure, identifying

the presence of the disease and providing successful treatments empowers people to effectively deal with their chronic conditions."

More than 530,000 people in Ontario are affected by osteoporosis; one in four women and one in eight men over the age of 50. It is estimated that the more than 57,000 osteoporosis-related bone fractures annually cost the health care system \$500 million in hospitalization and long-term care. ❀

Taking Nursing to New Heights

You can't accuse Antonie Mulder, RN, of being a fly-by-night nurse... he flies-by-day too!

About 24 times annually, Mulder, a full-time ER nurse of nine years at CMH, works as a Chief Flight Nurse for Fox Flight Air Ambulance in Toronto. "My role is to provide clinical resources," explained Mulder. "I accompany patients from around the world as they are repatriated via private or commercial aircraft."

It is all too common an occurrence. Someone on a business trip or vacation is suddenly debilitated by an illness or injury. Foreign governments, insurance companies and/or families usually want the patient to come home as soon as practical. That is where air ambulance services come in.

A thirteen year veteran with Fox Flight, Mulder ensures the appropriate medical equipment and supplies are on board, all the paperwork is correct and that the patient is stable enough to travel before each flight. "If the patient's condition is not sufficient to safely make the trip, I will cancel it," he warned.

"I have travelled all over the world, including out-of-the-way locations such as Kazakhstan and remote areas of Turkey," adds Mulder showing photos of China and Korea on his camera phone. He has also observed extremes in health care settings including bullet-proof glass and armed security guards in a New York hospital and ICUs in developing countries that "were literally like walking into a

medical museum."

His most challenging journey happened in 2004 when he accompanied a 940 gram baby girl on a neonatal life support repatriation. Accompanied by a Respiratory Therapist on a small private jet from Halifax to the Bahamas, the flight had altitude restrictions, cabin pressure restrictions and oxygen limitations. "You have to balance the oxygen flow levels with the altitude and atmospheric pressure to avoid organ damage. I spent the entire trip watching the barometric pressure, the oxygen flow, monitors, medication drips and making minute adjustments accordingly." The trip concluded successfully and he later received a letter from the grateful parents informing him that his tiny patient is doing well.

Having received his nursing degree in Holland, Mulder spent 3 years nursing in a medium sized town in Holland followed by 3 years in Amsterdam providing cardiology and surgical nursing support in an ICU setting. A nurse for 23 years now, Mulder works in CMH's ER and supports the ICU when they are short staffed.

"I love the variety," he remarked in summation as he reflected on the diversity of his adventurous life. ❀



Pilot Andrew Ireton and Antonie Mulder (right) prepare for a flight



A very precious 940 gram cargo

Out and About



CMH Board Member, Don Pavey welcomes (left to right) Sherri Schouten, Emma Park and proud grandmother Mary Park during the CMH Foundation's annual Kiwanis Ploughman's Lunch.



Dr. David Larke demonstrates cast removal techniques on Gianni Lorello, one of 10 medical students who visited CMH as part of their Rural Ontario Medical Program tour.



CMH Pharmacist Natalie Scott presents Things You Should Know About Your Medications to 35 seniors at CMH's public seminar Active Living for Seniors, held June 18 in the Auditorium.



Shift Administrator Debbie Woods, RN (right), and her daughter Danielle prepare to walk the Rogers Centre field as they represented the 183 CMH ticket holders that enjoyed the Blue Jay Health Care Worker Appreciation Day game.

Code White In Step

Mock Code White Coming Soon!

When any staff member feels threatened or is unable to diffuse aggressive behaviour, a Code White should be initiated to ensure the safety of all patients, staff and visitors. To initiate a Code White, dial 2222 and state the location.

In preparation for the upcoming mock Code White, staff are asked to review the detailed information in Emergency Response Manual Code White. All codes can be found on the CMHnet under the Manuals tab through the Emergency Response Manual link.

In June, 62 CMH participants donned pedometers to discover how many steps they take in a typical work day as part of a Stroke Awareness Month study.

A cooperative effort of Cambridge Memorial Hospital, Grand River Hospital's District Stroke Centre and the Conestoga-McMaster Nursing Program, CMH staff were invited to participate in a study to see how many steps health care workers take in a day. The participants at Cambridge Memorial Hospital completed a total of 436,101 steps or about 899 steps/hour/person. This compared to 759 at St. Joseph's and 929 at both Grand River and Guelph General Hospitals. ❀



Conestoga College nursing student Oksana Sabolich from Inpatient Surgery, hands Joe Dans, Supervisor of Housekeeping, his pedometer. Dans took 13,964 steps, well above the 10,000 steps per day recommended by health and fitness researchers.

Next Issue:

It's a go!
Capital
Redevelopment
Project

