

March 2025

HAPPENINGS AT HOME

Residents, Staff and Family



Celebrating March

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- 🍀 Safety Talk
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Safety Talk

SAFETY TALK

DANGER OF WORKPLACE GOSSIP

By Mary Abbajay

It seems so harmless. The little chitchat at the water cooler about so and so. The debate over someone's relationship with someone else. The speculation about so and so. Is it chitchat or is it gossip? How can you tell the difference? And who cares? There is a very big difference, and it is an important one, because gossip can run amok, be dangerous and destructive in the workplace.

Gossip or idle chit chat?

So how does one tell the difference between idle chatter or gossip? While idle chit-chat and other light conversation can be value neutral, gossip is often negative, inflammatory and embarrassing to the person being spoken of.

Technically, any sharing of trivial or unsubstantiated information can be considered gossip. But you have to consider the sentiment. For example, if it were rumored that a coworker is being promoted, and you discuss it with a coworker, is that gossip? If the discussion is hurtful



or damaging or negative, then yes, it is gossip. But if it's value neutral then its not. If the story is told with negativity and without good will, then its gossip.

Gossip Hurts

Gossip can have many adverse side effects on an organization. It can increase conflict and decrease morale. It results in strained relationships. It breaks down the trust level within a group. Gossip is the death of teamwork.

Breaking the gossip cycle

1. Be busy. If you're preoccupied with your work you can't be available to listen.
2. Don't participate. Walk away. Don't pass it on.
3. Turn it around by saying something positive.
4. Avoid the gossipier.
5. Keep your private life private.
6. Choose your friends wisely at work.
7. Be direct. If you confront the gossipier and confidentially tell them that such behaviour is making it uncomfortable for you and other coworkers, its likely to stop.
8. Don't be afraid to go to a superior. Gossiping wastes a lot of company time and hurts morale.

Close association with gossipiers will give the perception that you are a gossipier.

Day & Stay Program



Well, finally-we are in the last few weeks of winter! It seems as if there has been more snow this year than in

the last few previous years with some very cold winds and temperatures. Spring is right around the corner and everyone at the Day and Stay Program is ready for it! There is starting to be a hint of Spring in the air and everyone is anticipating the warmer temperatures and the chance to get outside to enjoy backyard BBQs and their gardens.



There are a lot of exciting activities on the March calendar. The staff have a full month of exciting March activities planned. The clients are celebrating St. Patrick's Day by exercising to some Irish Jigs, playing some Irish Music Bingo, and testing ourselves with some LUCKY Word Probe. Other theme days include Mardi Gras, Alexander Graham Bell Day, Agriculture Day, and of course, we will be celebrating the arrival of Spring. The clients will be also celebrating Pancake Tuesday by making some pancakes!



Regular programs include playing Karaoke, Horse Races, Let's Get Thinking...., and Dancing to some music. It is looking like a very exciting month!

Happy St. Patrick's Day & Happy Spring to everyone!



Family Forum Buzz

Family Forum Buzz



Did you know?

FREE virtual sessions are available to recharge, reduce stress and practice mindfulness for **Caregivers**. Led by mindfulness expert Sue Hutton, the virtual sessions include helpful resources like audio links and practice guides.



Join **one** of the sessions – 30 minutes every week – Wed. March 19 to April 9, 12:30 to 1:00 pm; Wed. Sept 17 to Oct 8, 6:30 to 7:00 pm **or** Wed. Nov 26 to Dec 17, 12:30 to 1:00 pm

Email hcardd@camh.ca for more information.



The **Healthcare Journey Binder** helps improve the healthcare experience for people with an illness, disease, or medical condition. As a caregiver, you can manage important healthcare information by: having a place where documents and information can be kept in one place and making it easy to organize and find health information; allowing you to easily share any information with the healthcare team and helping to give you a sense of control. It was created by caregivers and healthcare providers.

Check it out @ <https://ontariocaregiver.ca/wp-content/uploads/2024/02/Healthcare-Journey-Binder-ENGLISH.pdf>



You may be able to participate in a **research study** being undertaken to gain a better understanding of the experiences of familial caregivers of persons with dementia, as it relates to stress and coping.

- Participate in a 45-60 minute virtual zoom interview with the investigator or research assistant
- Eligibility Criteria – 18 years of age or over; have been a part-time or full-time caregiver of a family member with dementia; speak English

More info- <https://alzheimer.ca/find-studies/research-study/exploring-experiences-family-caregivers-persons-dementia>

Be a part of the Family Forum. Contact Karli Cass @ 519-756-2920 x 4241 or Family member Mike @ 519-759-0074 for more information.



Employee Spotlight



Many staff chose to nominate Sara for Employee Spotlight.

As a 25-year Nutrition Services employee, Sara is a familiar face to everyone in the Home. Staff like to work with her because Sara's work ethic is exceptional. When she finishes her work, Sara always looks to help others.

When the Handyperson position became vacant, Sara decided to apply. Little did she know this would be one of the snowiest winters we have had in a long time. Despite the cold and the volume of snow we have experienced, the sidewalks, courtyards and paths have been kept clear ensuring the safety of the Home's Residents, Visitors and Staff.

Whether Sara is working outside, receiving or distributing supplies, managing garbage or helping with moving items in the Home, Sara has always had a smile on her face.

Other comments from those who nominated her included:

- Puts the Residents first.
- Kind, funny, big hearted and has a great work ethic.
- Sara is bright, cheerful and dedicated to the Mission, Vision and Values of the Home.
- Excellent worker!
- Works hard and is dedicated to the Home.

But most of all the Residents and Staff wanted Sara to know how much they appreciated her! Congratulations Sara for being chosen as the Employee Spotlight Winner!

BPSO Open House

On March 3rd we held our BPSO Open House!

The John Noble Home is a Best Practice Spotlight Organization. Staff, Residents and Visitors were able to pop in for some cake and learn about all the cool practices we have implemented based on best practice evidence. #BPSO #RNAO #BOSOoHT



A Big Thank You to Peter Dawson – Our Hand Hygiene Ambassador

I would like to take a moment to recognize and thank Peter Dawson for his hard work and dedication as our Hand Hygiene Ambassador. Peter has been instrumental in promoting clean hands as a simple yet powerful tool in preventing the spread of infections within our community.

Did you know that the main way germs can spread is by hands? Keeping hands clean is one of the best things you and the healthcare team can do to prevent infections from spreading to others in this home.

As the healthcare team, we need to ensure hands are washed often, keeping our residents safe. Staying committed to providing clean, safe care, and their efforts play a significant role in preventing the spread of infections.

There are specific moments when cleaning hands is especially important:

- After touching objects in a resident's room and before entering another room.
- Before and after providing care to residents.
- Before and after performing special procedures, such as giving a needle, administering eyedrops, or assisting with dental care.
- After contact with body fluids, such as blood or urine.

To reduce the spread of germs during shared activities, it's essential that staff, residents, family members, and volunteers clean their hands before and after group activities.

Every day, the healthcare team handles numerous objects that may carry harmful germs. Without good hand hygiene, these germs can spread to our residents and cause infections.

Lastly, a gentle reminder for families and friends: if you're feeling unwell, please refrain from visiting. Residents have the right to ask visitors to stay home if they aren't feeling well. It's just another way we can work together to keep infections at bay.

Thank you again to Peter and the entire healthcare team for their continued commitment to a clean and safe environment!



SUCCEED AS ONE JOIN US

Gether

Help Your *Family Forum* Enhance the
Experience for Your Loved One

For more information contact:
Mike Gilbrook at Gilbrook5458@outlook.com

The Family Forum are family members of residents. It serves as both a support group and a bridge between families and staff. The goal of the Forum is to offer peer support, share information and collaborate to benefit our loved ones. A key objective is to provide suggestions aimed at enhancing services and activities for both residents and their families.

Together we can make the experience even better.

Ramadan Mubarak!

To all the residents, staff, volunteers and students celebrating Ramadan.

We would like to wish you a peaceful Ramadan. May this season bring you prosperity and joy.

February 28th – March 29th



Ash Wednesday Marks the Beginning of Lent Season

Ash Wednesday Blessings on Wednesday March 5th from the St. Basil volunteers.



Therapeutic Recreation Month

February was Therapeutic Recreation (TR) Month! We celebrated our fabulous Recreation Team and all the amazing work they do!

