

WALTON CHRONICE

Walton Community Services, Inc.

NATIONAL BLOOD DONOR MONTH

National Blood Donor Month has been observed in January since 1970 with the goal of increasing blood and platelet donations during winter – one of the most difficult times of year to collect enough blood products to meet patient needs. During the winter months, inclement weather often results in cancelled blood drives, and seasonal illnesses like the flu may cause some donors to become temporarily unable to donate.

Blood: we take it for granted until we see it or, heaven forbid, lose it.

Millions — including cancer patients, organ recipients, and accident victims – count on blood being at the ready. Every two seconds someone in the U.S. needs blood, according to the American Red Cross. Yet, only 10% of eligible individuals give blood annually. The good news is that the main reason people don't give blood is they simply “never thought about it.”

Those who do give blood want to help others. They are particularly philanthropic, a trait they share with the types of patients we and our research customers count on, who happily contribute their de-identified bio specimens to help advance research.

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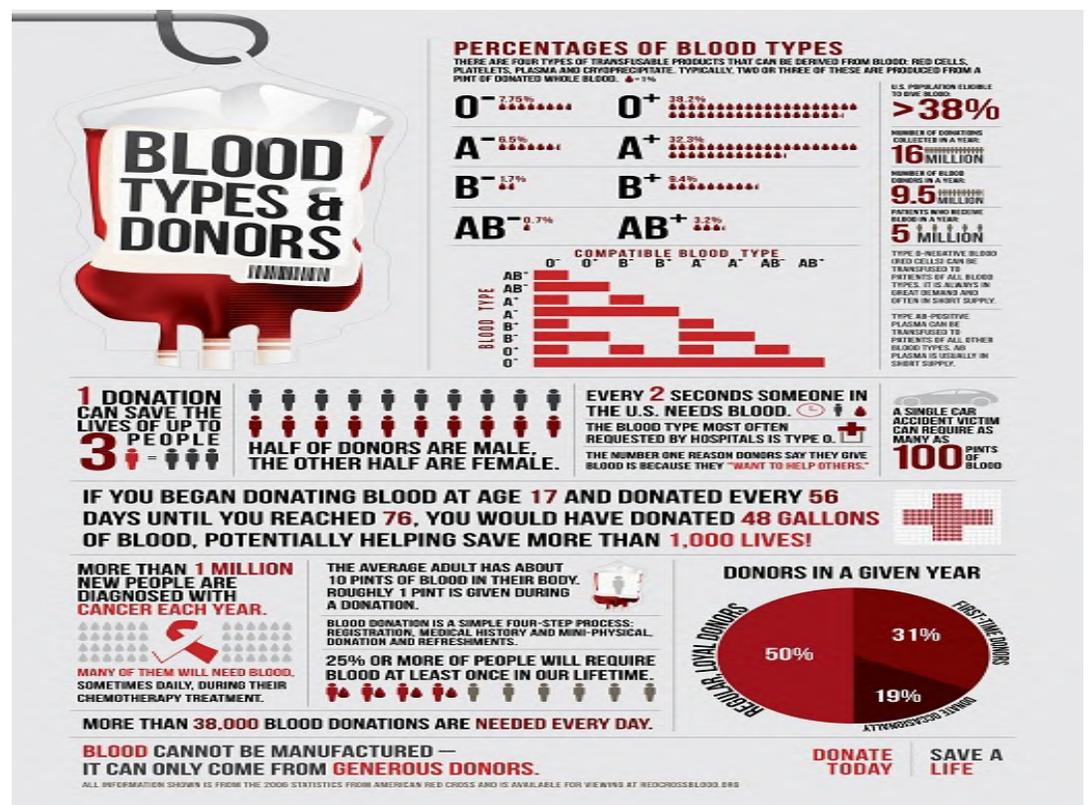
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National Blood Donor Month (ctd.)



- Approximately 36,000 units of red blood cells and 7,000 units of platelets are needed every day in the U.S.
- Type O is the blood type most often requested by hospitals. Type O negative blood (red cells) can be transfused to patients of all blood types. It's always in great demand and often in short supply. Only 7% of people in the U.S. have type O negative blood.
- AB positive blood donors are universal donors of plasma. Only 3% of people in the U.S. have AB positive blood.
- A single car accident victim can require as many as 100 pints of blood.
- Approximately 6.8 million individuals donate blood in the U.S. annually. Although an estimated 38% of the population is eligible, less than 10% actually donate.
- Blood donation is a simple four-step process: registration, medical history and mini-physical, donation, and refreshments.
- Donating blood is a safe process. A sterile needle is used only once for each donor and then discarded.
- The actual blood donation typically takes less than 10-12 minutes. The entire process, from the time you arrive to the time you leave, takes about an hour and 15 minutes.
- A single donation can potentially help more than one patient.
- Most donated red blood cells must be used within 42 days of collection.



Food Safety & Dining Out

Food safety Tips for eating at Restaurants:

Check inspection scores. Check a restaurant's score at your health department's website, ask the health department for a copy of the report, or look for it when you get to the restaurant.

- **Look for certificates that show kitchen managers have completed food safety training.** Proper food safety training can help improve practices that reduce the chance of spreading food-borne germs and illnesses.

Look for safe food-handling practices. Sick food workers can spread their illness to customers. Most kitchens are out of the customer's sight, but if you can see food being prepared, check to make sure workers are using gloves or utensils to handle foods that will not be cooked further, such as deli meats and salad greens.

Order food that's properly cooked. Certain foods, including meat, poultry, and fish, need to be cooked to a temperature high enough to kill harmful germs that may be present. If you're served undercooked meat, poultry, seafood, or eggs, send them back to be cooked until they are safe to eat.

- **Watch out for food served lukewarm.** Cold food should be served cold, and hot food should be served hot. If you're selecting food from a buffet or salad bar, make sure that the hot food is steaming, and the cold food is chilled. Germs that cause food poisoning grow quickly when food is in the danger zone, between 40°F and 140°F.

- **Ask your server** if raw or lightly cooked eggs are used in foods such as Caesar salad dressing, custards, or hollandaise sauce. Raw or undercooked eggs can make you sick unless they're pasteurized to kill germs.

Take care of your leftovers quickly. Get them to the fridge within two hours, or just one hour if it's a hot day. Eat them within three to four days. Throw them out after that time.

<https://www.cdc.gov/features/food-dining-safety/index.html>

PROTECT YOURSELF WHEN EATING OUT

FOUR TIPS TO PREVENT FOOD POISONING

- 1 CHECK INSPECTION SCORES**
Many state health departments make restaurant health inspection scores available on the web. Check the score before going to the restaurant or check when you get there.
- 2 MAKE SURE THE RESTAURANT IS CLEAN**
Confirm that restaurant tables, floors, and utensils are clean. If not, you may want to take your business elsewhere.
- 3 CHECK THAT YOUR FOOD IS COOKED THOROUGHLY**
Meat, fish, poultry, and eggs should be cooked thoroughly to kill germs. If food is served undercooked or raw, send it back.
- 4 PROPERLY HANDLE YOUR LEFTOVERS**
Taking your food to go? Remember to refrigerate within 2 hours of eating out. If food is left in a hot car or temperatures above 90°F, refrigerate it within 1 hour. Eat leftovers within 3 to 4 days.

cdc.gov/foodsafety

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Doctors Dictate Leadership a visionary



Growth and professionalism is learned within the practice of Nurse Executive Leadership as the administrator of a community provider agency of home health and hospice. Leadership consists of the development of growth within the specialty of self and of others. To lead and direct others on a path of being successful in the desired vision, and outcomes of the company is the ultimate objective for myself as a leader (Grossman & Valiga, 2013). I would have to say that although I don't claim a particular leadership style, I tend to lean towards the more transformational (visionary) leadership style in carrying out the leadership vision of the company.

According to the AACN (2006), the practice of nursing as a profession is multifaceted in the experts required to expand the scientific basis for patient care within the setting practiced. The leadership vision in which I've built a reputation on is the support of all stakeholders within the organization, through involvement, motivation, leading by example, and engagement of Stakeholders of their services.

There is no clear cut leadership style that I possess, and often I'm challenged with the question of how am I so successful with the business and my simple answer is I'm a people person and challenge anyone to work as a team, not as individuals. To be a part of the organization each person is accountable and must be a significant part of being involved in all services. Under my leadership the company involvement of all parties is essential in positive outcomes for the company, as the company does not hire a nurse who will not work one setting or the other, nurses must function as team players at all times, and this is requirement to be hired and continued work under my leadership for the company. Being a part a team means working together and being involved at all levels of member (stakeholders) services, as require by the company.

The AACN (2006) also notes that teams must function in a high collaborative fashion to influence safe, timely, effective, efficient, equitable, and patient-centered care within environments that are complex, focusing on quality improvement initiatives within the practice setting. (AACN, 2004).

Motivation is key to the development of a team functioning correctly and getting members involved in the concepts, goals, mission, and vision of the company. Through my visionary leadership I'm able to connect with the staff and motivate the team within the environment of supports (Grant, 2010). I'm constantly letting all of the staff know that my having once been a certified nursing assistance, that there is nothing within the workplace that I've not done or will not do when it comes to stakeholders services. Connecting with the staff is essential in building a relationship that motivates the staff to give quality services. Leading others through empowerment, supporting, and praise of employees, in different forms drives and keeps the quality of services up within the organization, although

Leading by example is a challenge within the organization and very exhaustive, being an innovator as an effective change agent for the organization presents with difficulties in working with people who are resistant to change. , Effective leadership must be able to set the example to influence others to change for the company best interests, contributing to positive outcomes within Stakeholders service. Effective leadership is critical towards improvements within the setting and leadership must be strong, having the awareness of self, and courageous to lead others, setting the example even when resistance is met, encouraging stakeholders to have a voice when problems arise, through the development of collaborative relationships. (Huston 2008).

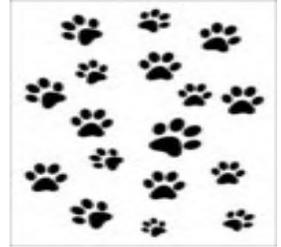
Engagement of Stakeholders promotes the ability of the Stakeholders to solve problems. As a leader with a vision of developing people to solve problems entails engagement and being able to validate the Stakeholder and their ability to achieve the desired outcomes for the organization Fullan & Ballew,(2004). As a visionary type leader, encouragement, and uplifting of all Stakeholders through engagement is a necessary tool to be utilized as a manager.

In conclusion , I see my leadership style more of a visionary leader who is politically educated within the profession, empowering others to perform their job successfully. As a leader I'm able to realize my weaknesses and strengths through the evaluation of self and seek to improve self , into order to up build and uplift others. Investing in all Stakeholders requires an experienced leader who can motivate, empower and lead others through the mission of the company in order to meet the vision or objectives desired

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Dogs & Reduced stress in the workplace



How Do Therapy Dogs Reduce Stress in the Workplace?

According to a [Virginia Commonwealth University study](#) published in Spring 2012, “employees who bring their dogs to work produced lower levels of the stress-causing hormone cortisol.” The study was conducted at a dinnerware company in North Carolina, which sees 20 to 30 dogs a day on its premises. As the workday went on the research found average stress level scores fell about 11% among workers who had brought their dogs to work, while they increased 70% for those who did not. The study also found that pets triggered workplace interactions that would not normally take place.

Little things like petting a therapy dog can increase levels of the stress-reducing hormone oxytocin and decrease the production of the stress hormone cortisol. Studies have shown that stress reduces productivity. Studies have also shown that a therapy dog’s loving boost can help increase productivity as the stress diminishes.

Therapy dogs can help employees feel more resilient at dealing with stress and lessen their reactions to stressful situations. Lower stress equals lower blood pressure and fewer heart problems. How is that related to workplace productivity? Employees who are healthier take fewer sick days, need lower health insurance premiums and contribute better at the workplace than those who fall sick often or suffer chronic health issues.

What Should I Know Before Bringing My Therapy Dog to a Workplace?

Bear in mind that should you be allowed to visit a workplace with your therapy dog, following ATD’s procedures, no one other than the handler can take control of the leash. Therapy dogs must be on-leash and remain under control while visiting with people in the workplace. If you are bringing your dog to your workplace during your normal work hours, ATD insurance will not be in effect. If you are doing an ATD visit with your dog in someone else’s workplace, or at your own workplace when you are not actually being paid to work, ATD insurance does cover you.

How Can a Therapy Dog Boost Morale in the Workplace?

It is nearly impossible to look at a picture of a dog and not smile or laugh. Laughter is the best medicine and a therapy dog adds just the right amount of humor to boost employee morale and increase workplace productivity. Therapy dogs can lift moods, improve happiness and reduce stress. All the benefits of owning a dog at home translate to the workplace with a therapy dog by their side.

How Do Therapy Dogs Encourage Teamwork in the Workplace?

Companies spend countless labor hours and dollars on planning and implementing team-building activities. If the presence of dogs in the office can enhance cooperation, why not choose that option and save resources?

It is rare for a workplace to be without some type of conflict or drama. There are many instances where workers feel like they cannot relate to one another or have a hard time feeling empathy do to a lack of shared interests. The introduction of a therapy dog can help generate workplace interactions that would not normally take place; it encourages dialogue as employees share favorite memories of their pets. This commonality helps employees feel more connected to one another, and therefore more willing to operate as a team.

Therapy dogs are communication energizers and tend to spark conversations between employees. Employees who typically did not talk to one another before, are now more engaged.

The benefits go far beyond just reducing worker stress. Businesses that have policies allowing therapy dogs reported that employees perceive these policies as organizational support. The feeling that the employer cares about the employees' personal and professional development decreases the turnover rate with more job satisfaction.

Job satisfaction seems to be hard to come by these days. Slowing down does not seem to be an option for many of us. The reaction of employees when they encounter a therapy dog is overwhelmingly positive both for both mental and physical well-being. Therapy dogs offer employees the opportunity to increase productivity while creating a relaxed, therapeutic atmosphere.

Therapy dog policies were shown to not only help companies retain current employees but to recruit new hires as well. Two out of three therapy dog-friendly companies say that potential candidates often inquire about pet-friendly workplace policies during the application and interview process. Further, nearly 80 percent of the companies reported that they often proactively discuss pet-friendly workplace policies as a potential benefit to boost recruitment.

<https://www.therapydogs.com/benefits-therapy-dog-workplace/>





Preventing the spread of infectious disease

Decrease your risk of infecting yourself or others:

- **Wash your hands often.** This is especially important before and after preparing food, before eating and after using the toilet.
- **Get vaccinated.** Immunization can drastically reduce your chances of contracting many diseases. Keep your recommended vaccinations up-to-date.
- **Use antibiotics sensibly.** Take antibiotics only when prescribed. Unless otherwise directed, or unless you are allergic to them, take all prescribed doses of your antibiotic, even if you begin to feel better before you have completed the medication.
- **Stay at home if you have signs and symptoms of an infection.** Don't go to work or class if you're vomiting, have diarrhea or are running a fever.
- **Be smart about food preparation.** Keep counters and other kitchen surfaces clean when preparing meals. In addition, promptly refrigerate leftovers. Don't let cooked foods remain at room temperature for an extended period of time.
- **Disinfect the 'hot zones' in your residence.** These include the kitchen and bathroom — two rooms that can have a high concentration of bacteria and other infectious agents.
- **Practice safer sex.** Use condoms. Get tested for sexually transmitted diseases (STDs), and have your partner get tested— or, abstain altogether.
- **Don't share personal items.** Use your own toothbrush, comb or razor blade. Avoid sharing drinking glasses or dining utensils.
- **Travel wisely.** Don't fly when you're ill. With so many people confined to such a small area, you may infect other passengers in the plane. And your trip won't be comfortable, either. Depending on where your travels take you, talk to your doctor about any special immunizations you may need.

With a little common sense and the proper precautions, you can avoid infectious diseases and avoid spreading them.

Nurses Nook

My name is Vanessa D Clay and the mother of 2 young men and the Glam mother of 8 with the youngest being 18 months, I've worked the medical field every since the age of 14 (no permit required then). Under the supervision of older nurses I learned to become the best CNA that I could be then, we were just Aides really but, I enjoyed the feeling of helping others. finishing high school, I thought I wanted to teach and finished and started a day care in which I owned and managed for several years. After living in Miami for a short time, moving back home with a family, I married and started over, now with my children old enough to help out, I returned to school for nursing. This is when my youngest fell ill and I changed my outlook on life, I completed nursing school and was in RN school when illness hit my family again. I never stopped learning, taking online courses, classes on the weekends whatever it took for me to become the best at being a nurse that I could. Although the devil didn't play fair, he never stole my joy and I used



Safety Session

Benefits to Hospitals of Additional Investment in Staff Safety:

Healthcare systems are discovering that improving staff safety delivers a lot of additional benefits beyond reducing injuries. Research has shown that good staff safety plans and protocols can reduce costs and unplanned leave, improve patient satisfaction and outcomes, and protect the reputation of healthcare organizations.

A Safe Family of Colleagues:

First and foremost, safety protocols can save lives. Though most safety mishaps cause only temporary illnesses or injuries some incidents are far more serious. A trip and fall can cause permanent, painful disability. An improper sharps protocol can lead to a needle stick and a fatal illness. The biggest benefit of investment in employee safety will always be a safe and healthy staff

Lower Workers' Compensation Costs:

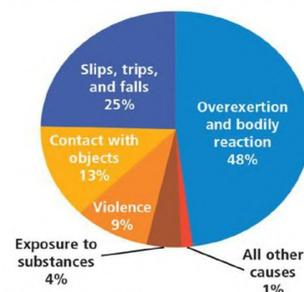
Most hospitals and healthcare systems self-insure, so they bear the full cost of workers' compensation claims when employees are injured on the job. A survey of hospitals revealed that from 2006 to 2011, the average workers' compensation claim was \$15,860.4 According to risk management firm Aon, the severity of workers' compensation claims, including medical, indemnity, and expense costs, has been increasing at a trend rate of 2% per year. The firm predicted healthcare systems would experience an annual loss rate of \$.79 per \$100 of employee payroll.5 A similar study by Beecher found that while the frequency of claims resulting in lost time from work has gone down, claim severity for non-zero claims increased by 10% from 2007-2011.6 Six percent of non-zero claims cost more than \$25,000.

Patient Safety and Outcomes :

When healthcare workers are safe and healthy, they can deliver better care to patients. It's well established that having adequate nurse staffing has a direct impact on patient safety and outcomes. But what effect does worker safety have on patient outcomes? First, hospitals with greater levels of employee injury are more likely to have nursing shortages, and this can lead to poorer patient outcomes.7 In hospitals where nurses and aides suffer more injuries, nurse turnover rates are often higher. A recent study about nurse and patient injuries concluded that "safety climate was associated with both patient and nurse injuries, suggesting that patient and nurse safety may actually be linked outcomes. The findings also indicate that increased unit turnover should be considered a risk factor for nurse and patient injuries."8 Hospital Reputation and Patient Satisfaction The safety of your healthcare staff is inexorably tied to the reputation of your healthcare business. A dramatic example of this has been witnessed in 2014 with the small-scale outbreak of Ebola virus disease (EVD) in Dallas, Texas. When two nurses became sick after treating a patient with EVD who died at the hospital, negative press and public fear drove revenue down by 25% over the ensuing 20 days. 9 But it doesn't take a dramatic event for staff safety and well-being to have an impact on patient satisfaction. A 2011 study of nurses and working conditions found that "nurse burnout and job satisfaction had a statistically significant effect on patient satisfaction," as measured by whether patients would be willing to recommend the hospital to others.

<https://www.airistaflow.com/wp-content/uploads/2016/09/AiRISTA-Flow-Staff-Safety-Healthcare-WP.pdf>

Top Five Causes of Injury Among Hospital Workers



Data source: Bureau of Labor Statistics, 2011 data

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