



NOVEMBER 2020

Snider Schmooze

A MESSAGE FROM DR. DAVID KESELMAN, CEO

Hello and welcome to this edition of the Snider Schmooze. Hard to believe but summer seems and feels so far away, while the chill has been felt in the air, I do hope that the celebrations of the Jewish holidays, as well as Thanksgiving, have and are bringing some warmth with it, if not physically, at least spiritually. Everything has taken on a different meaning with COVID and yet we must try to endure the changes and maximize what we can. The holidays, Jewish and otherwise, always seem to bring a heightened awareness to what is really important to us as human beings, including, but not limited to, our families, friends, self-awareness, and keeping healthy and happy. It is hard to imagine that we have been “living” with COVID for over 8 months. Many are discussing a new normal, while others are still trying to understand what ever happened to the old normal. Most importantly, regardless of the new or old normal, taking care of self is utmost important, physically and mentally. Being away from family and friends is not easy under any circumstances.

All the while we continue to focus on delivering quality and safe care, not without its challenges, however I am glad to report that we have been successful in recruiting staff to meet the much needed increase in HPRD, and have been able to meet our goal of 3.36 and maintain it to date. Despite COVID we have been able to keep our focus on our journey towards becoming a centre of excellence, and on August 5th launched our optimized Point Click Care (PCC), with additional on-line modules, such as secure conversations, wound and skin, and medication management, thereafter. I am glad to report that we are almost 100% paperless as it comes to our activities related to resident care and communication. This is very exciting.

With that in mind, I wanted to wish all of you a healthy and safe months ahead. Flu season is upon us, please be sure to vaccinate yourself and take the necessary precautions, such as wearing a mask, washing hands, and looking after yourself and your family.



Thank you for your on-going support and commitment to our cause.

Dr. David Keselman
CEO

STAFF REMINDER

**Wear Mask & Eye
Protection at ALL TIMES**



**Procedure Mask
and Face Shield**



**Procedure Mask
and Safety Glasses**



**Procedure Mask
and Goggles**

LIVEASSIST CHECK-IN SYSTEM

Coming Soon to Louis Brier! CHECK IN & CHECK OUT MADE EASY & SAFE

Keeping our residents and staff safe while fostering personal connections. The LiveAssist Check In Assistant is a seamlessly integrated solution that automates the flow of a 'safe' check in for staff, visitors, third party caregivers, and contractors, as they enter our long term care facility.



Features & Benefits:

- Fully automated – takes the burden off of staff.
- Visitor Registration replaces manual paper sign in.
- Know in real time who is coming and who they are there to see.
- Printed visitors' badges make it easy to identify and confirm that the visitor has passed through screening.
- Temperature screening – Ensures people coming into our facility are not running a fever.
- PPE screening – Ensures people sanitize and put on gloves and mask before entering our facility.
- Ensures Compliance – the system doesn't forget to ask or miss any steps to comply with health and other regulations.
- Reporting – Generates reports in real time, providing details & records.
- Monitors and manages occupancy in real time – See how many people are in the facility and ensure that occupancy is compliant.
- Touchless Solution – Use your own mobile device.
- Access control – Access will not be granted until all steps are completed. If someone does not pass screening, alerts will be sent to notify of the event.
- Evacuation management – Quickly see a list of the visitors and residents who are in the facility from a computer, smartphone or tablet.
- Monitor visitation – understand and manage residents that have had few visitors so that they may feel more engaged and loved by the community.
- Updatable – solutions can adapt and grow with the changing environment.

REMEMBRANCE DAY – NOVEMBER 11



Honouring Our Veterans

In the past, we have held a Remembrance Day Ceremony honouring LBHH residents to formally remember those whose lives were lost and to recall all those who have served defending their nation. This year, we will not be holding a service due to Covid-19.

Honouring Veterans Photo Display – You may have seen the wall on the 2nd floor which is filled with incredible photos of residents who are veterans. This small gesture is a way to acknowledge their experience and service. In addition, we would like to respectfully acknowledge the many members of the Shalom Branch of the Royal Canadian Legion, Branch 178, who have attended the Remembrance Day ceremony at LBHH for many, many years. To all, we honour and thank you.

Lest we Forget.

Edy Govorchin

Manager Recreation, Culture and Music Therapy

LOUIS BRIER HOME AND HOSPITAL

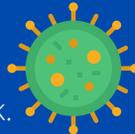
2020-2021 Flu Campaign

WHAT IS THE FLU?

Influenza (or more commonly known as the “Flu”), is an upper airway infection caused by the influenza virus.

The virus spreads easily in the air by coughing, sneezing or having face-to-face contact. It can also spread when a person touches tiny droplets from a cough or sneeze and then touches their eyes, mouth, or nose before washing their hands.

Getting sick with the flu puts you at risk for other infections such as viral or bacterial pneumonia which affects the lungs. The risk of complications can be **life threatening** and seniors 65 or older are at greater risk.



Source: Healthlink BC, Why Seniors Should Get the Inactivated Influenza (Flu) Vaccine. Available at: <https://www.healthlinkbc.ca/healthlinkbc-files/inactivated-flu-vaccine-seniors>

Symptoms	COVID-19 Symptoms range from mild to severe	Cold Gradual onset of symptoms	Flu Abrupt onset of symptoms
Fever	Common	Rare	Common
Fatigue	Sometimes	Sometimes	Common
Cough	Common* (usually dry)	Mild	Common* (usually dry)
Sneezing	No	Common	No
Aches and pains	Sometimes	Common	Common
Runny or stuffy nose	Rare	Common	Sometimes
Sore throat	Sometimes	Common	Sometimes
Diarrhea	Rare	No	Sometimes for children
Headaches	Sometimes	Rare	Common
Shortness of breath	Sometimes	No	No

Sources: World Health Organization, Centers for Disease Control and Prevention

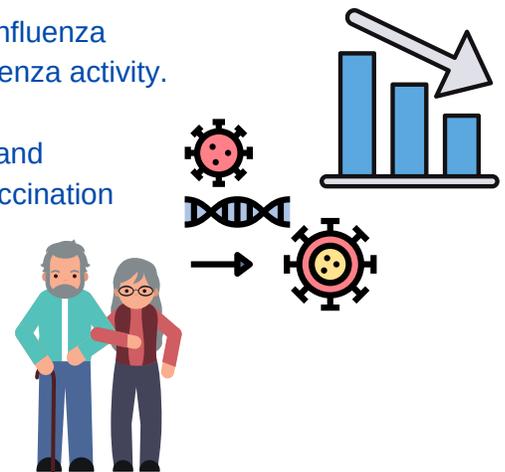
WHY SHOULD I BE VACCINATED?

In Canada, thousands of people are hospitalized and may die from influenza and its complications during years with widespread or epidemic influenza activity.

Flu viruses are constantly changing from one flu season to the next and individual's immunity from vaccination declines over time. Annual vaccination ensures optimal protection from getting sick with flu.

Hospitalized patients and seniors in residential care are especially vulnerable to influenza. Receiving the flu vaccine will protect these populations.

Source: Centre for Disease Control and Prevention, Key Facts About Seasonal Flu Vaccine. Available at: <https://www.cdc.gov/flu/prevent/keyfacts.htm#benefits>



VACCINE BENEFITS

- Reduce risk of flu-associated hospitalization for children, working age adults, and older adults
- Reduce severity of illness in people who get vaccinated but still get sick
- Prevent complications in those who have chronic health conditions like COPD and heart disease
- Protect vulnerable individuals around those who are vaccinated

Source: Centre for Disease Control and Prevention, Key Facts About Seasonal Flu Vaccine. Available at: <https://www.cdc.gov/flu/prevent/keyfacts.htm#benefits>

WHAT IS AN INACTIVATED VACCINE?

The inactivated influenza vaccine is made of killed influenza viruses that cannot cause influenza.

Residents, ≥65 years old, will be receiving the **Fluzone High-Dose Influenza Vaccine** for the 2020-2021 flu season. This vaccine has a higher amount of antigen (part of the vaccine that builds up immunity) which is expected to create a stronger immune response and provide better protection. While any of the available vaccines may be used for seniors, Canada's National Advisory Committee on Immunization (NACI) recommends Fluzone High-Dose as it is expected to provide better protection. Residents who will not be getting the Fluzone HD will be given the regular dose Influenza Vaccine.

Fluzone High-Dose complies with the WHO (World Health Organization) recommendation (Northern hemisphere) for the 2020-2021 season and protects against the following strains:

- Influenza A/Guangdong-Maonan/SWL1536/2019 (H1N1)pdm09 - like virus
- Influenza A/Hong Kong/2671/2019 (H3N2) - like virus
- Influenza B/Washington/02/2019 (B/Victoria Lineage) - like virus



Source: Healthlink BC, Inactivated Influenza (Flu) Vaccine. Available at: <https://www.healthlinkbc.ca/healthlinkbc-files/inactivated-influenza-vaccine>

Source: Immunize BC, Influenza. Available at: <https://immunizebc.ca/influenza>

Source: Sanofi-Pasteur, Fluzone High-Dose Product Monograph. Available at: <http://products.sanofi.ca/en/fluzone-hd.pdf>

SIDE EFFECTS

Common reactions to the vaccine include soreness, redness and swelling at the injection site. These symptoms may last 1-2 days.

Other symptoms can include:

- Fever
- Headache
- Aching muscles and fatigue



They can start within **6 to 12 hours** and end within **24 to 48 hours** after the vaccine was given.

Fewer than 1 in 20 people may have ocular-respiratory syndrome (ORS). Symptoms of ORS include red eyes, a cough and/or sore throat and/or hoarseness.

Source: Healthlink BC, Inactivated Influenza (Flu) Vaccine. Available at: <https://www.healthlinkbc.ca/healthlinkbc-files/inactivated-influenza-vaccine>

WHO SHOULD NOT RECEIVE THE VACCINE?

- Those with a history of severe allergic reactions to egg protein should not receive the Fluzone High-Dose Influenza vaccine
- Those with a life-threatening reaction to a previous dose of influenza vaccine, or any part of the vaccine
- Those with a previous severe ocular-respiratory syndrome after a previous flu shot
- Those who developed Guillain-Barré Syndrome (GBS) within 8 weeks of getting any influenza vaccine without another cause being identified

Source: Sanofi-Pasteur, Fluzone High-Dose Product Monograph. Available at: <http://products.sanofi.ca/en/fluzone-hd.pdf>

Source: Healthlink BC, Inactivated Influenza (Flu) Vaccine. Available at: <https://www.healthlinkbc.ca/healthlinkbc-files/inactivated-influenza-vaccine>

I RECEIVED A FLU SHOT BUT I AM SICK

This could occur for many reasons:

- You may be exposed to a flu virus that is not included in the seasonal flu vaccine
- You may be exposed to a flu virus shortly before vaccination or in the period your body requires to develop immunity (around 2 weeks)
- Seniors and those with certain chronic illnesses may develop less immunity after vaccination

Source: Centre for Disease Control and Prevention, Key Facts About Seasonal Flu Vaccine. Available at: <https://www.cdc.gov/flu/prevent/keyfacts.htm#benefits>

VACCINATION IS NOT A PERFECT TOOL BUT IT IS THE BEST PROTECTION AGAINST INFLUENZA

LOUIS BRIER & WEINBERG HEALTHCARE HERO OF THE MONTH



November 2020

KATRINA CERRADO

The LBHH&WR “Healthcare Hero of the Month” is a new Staff Recognition and Social Event Committee initiative intended to recognize Employees and Companions who have achieved a notable accomplishment and/or have demonstrated noble qualities such as integrity, ingenuity, courage, strength and compassion.

Fun Facts about Katrina

- I am very fond of reading and sometimes I do book exchanges and share anecdotes with some of the residents.
- I enjoy baking during my spare time and exploring bakeries and patisseries (pre-covid).
- A part of the reason that I became acquainted with the field of Occupational Therapy can be attributed to the fact that both of my brothers went to therapy sessions and it looked fun and they seemed to be just playing but little did I know that it was more complex than that.

LBHH&WR’s “Healthcare Hero of the Month” for November is Katrina Cerrado!!!

On behalf of the Staff Recognition and Social Event Committee, we are pleased to recognize Katrina for her outstanding work with Residents and Families as an Occupational Therapist within the Rehabilitation Department and the Interprofessional Team.

Katrina is well known throughout LBHH&WR for her calm demeanor, positive attitude and professionalism. She is a fantastic role model of our Values and truly “walks the talk” – she is caring and demonstrates integrity through and through. When something is requested from Katrina, the team can count on her to follow through as soon as possible and with the utmost diligence. Katrina is a committed and dependable teammate – an exemplary LBHH&WR Employee. Committed to our Residents and Family, Katrina will go out of her way to enhance their experience and improve their quality of life.

Katrina’s humble nature, dedication to our Resident’s wellbeing, comfort and safety, and her admirable team spirit make us proud to call her our “Healthcare Hero”!

AN INTERVIEW WITH KATRINA CERRADO

1. Congratulations on being recognized as a LBHH&WR “Healthcare Hero of the Month”. What does this accolade mean to you?

We currently live at a time where uncertainty seems to be the norm and the capacity to adapt and be resilient seems to be pushed to an unnerving extent. This has provided me with a comforting reassurance that the kindness and patience of every mentor, resident, co-worker, team member, peer, and family member to help me see things through have not been placed in vain.

2. You are being recognized for your strong team work ethic, solution-focused attitude and the exemplary care you provide to our residents and their family in your delivery of service. Can you please tell us a bit about how you achieved this?

The foundation of Occupational Therapy is grounded on recognizing and understanding the person, environment, and the occupation of each individual and more importantly seeking out what is meaningful to them. This has heavily influenced my practice and I try as much as possible to take into account all three factors beyond my clinical goals. Often as a clinician it can be quite challenging to navigate the process beyond the medical model however it is important to have enough insight and humility to recognize that it takes more than one’s skillset to solve the problem at hand and it is equally as important to utilize the individuals involved (resident, team members, family) as your sounding board for solutions.

As much as it is important to ask the ‘why’s’ it is equally necessary to ask ‘why not’ and ‘how’ because it is through such things that we find the most ingenious of solutions.

3. What motivates you?

The constant need for growth and learning are the foremost things that motivate me to pursue and explore new things. A supportive team (‘shoutout’ to the Rehab Team) also helps me immensely in navigating through the challenges of work life and of course having the support of family.

4. Do you have any final remarks?

As an individual who has worked with both children and older adults who share the same parallels of skills but are on opposite polarities of goals and trajectories in life the ever evolving question of, ‘am I doing enough, have I done enough and when should I stop?’ is an ongoing question and dilemma. I often revert back to what Paul Kalanithi has said in his book when faced with critical junctures, “The question is not simply whether to live or die but what kind of life is worth living... What makes life meaningful enough to go on living?” I may not have the answers to this and I may never have them but I will surely try to keep on pursuing the great perhaps.

The LBHH&WR “Healthcare Hero of the Month” is nomination-based recognition initiative. If you would like to nominate an Employee and/or Companion for this recognition accolade please send an email to the Staff Recognition and Social Event Committee Chair, Loren Tisdelle, Director, Human Resources at ltisdelle@louisbrier.com naming the Employee and/or Companion you would like to nominate and the reason(s) why. All nominations will be reviewed and voted on by the Staff Recognition and Social Event Committee. Thank you for participating!

HUMAN RESOURCES

Staff Appreciation Event and Recognition Awards

On December 8, 2020, the Employee Recognition and Social Event Committee will be hosting the 3rd annual Recognition Awards Ceremony to recognize staff and companions who have made outstanding contributions within our organization. During the month of October, all staff, companions and family were given an opportunity to nominate staff and companions for an award. The Nominations are in!!!

During the month of November the Employee Recognition and Social Event Committee will be reviewing all nominations and will be selecting the award recipient(s). Each award recipient will be notified prior to the Staff Appreciation Event in December.

2020 Long Service Awards

In addition to the Recognition Awards Ceremony, we will also host the Long Service Awards to recognize employees, and this year companions (!!!), who have reached a milestones in their years of service in both 2019 and 2020. The Long Service achievement is significant to everyone at LBHH&WR and marks a very special occasion in an employee and companion's career. It is important to celebrate together and recognize the dedication and a commitment to excellence!

All employees and companions who have passed a milestones in their years of service in either 2019 or 2020 will be recognized with a certificate and commemorative pin. Milestones include 5, 10, 15, 20, 25, 30, 35 and 40 years of service. We encourage everyone to wear their pins to demonstrate their long service and last milestone!

2021 Annual Vacation Requests Guidelines

All regular full/part time employees 2021 vacation requests should be submitted starting in October 2020 through SSC. Guidelines on how to complete this process were distributed by Human Resources via email. Please note:

- No paper or verbal requests will be accepted.
- All approvals will be confirmed via email.
- There is no need to visit/call the Staffing Office for vacation requests. Please follow the guidelines.
- **Failure to follow the guidelines may result in your vacation not being approved.**

Select one block of vacation dates per choice. Please note that a block is a continuous period of vacation days with no scheduled work days in between.

- > 2nd choice (VR2) may be submitted November 9 at 6:00 am – November 13 at 1:30 pm
- > 3rd choice (VR3) may be submitted November 30 at 6:00 am – December 4 at 1:30 pm.
- > From January 4 to February 26, 2021 use VA21.

“Staff Schedule Care” (SSC) Employee Self-Serve (ESS) Videos

The Staffing Team created a number of “How-To” videos to support Employees with many of the features in SSC Rev5, then created a YouTube Playlist in order to share them all with you! Topics include:

- SSC ESS Login
- Checking you schedule
- Time Cards
- Availability
- Time Off Requests
- Shift Exchange
- Attendance
- And More!

A link to the Playlist has been sent to you by email and can be requested from the Staffing Team.

Please watch the videos and follow the instructions in them before asking the Staffing Team for help.

HUMAN RESOURCES

COVID-19 Travel Advisories & Enhanced Staff Screening Questionnaire

As you plan your vacation, ***please consider all local and International Travel Advisories before you travel/request time off.*** The Government of Canada currently advises that before considering travelling, all travellers arriving in Canada must plan for their mandatory 14-day quarantine period, which starts on the date they arrive.

If you plan to travel internationally, you must consider the mandatory 14-day quarantine period within your time off request.

ALL Employees who are absent from LBHH&WR for 14 days or more (ie. as a result of not working, vacation, LOA, etc.) **MUST continue to complete the CV19 “Enhanced Staff Screening Questionnaire”** 72 hours prior to their first planned shift and provide it to HR at least 48 hours prior to their first planned shift.

COVID-19 and Employee Confidentiality

Just a friendly reminder that we keep information related to employee absences / COVID-19 exposure confidential. We are getting more reports from employees about their family circumstances, other employers, recreational activities, and medical situations as it relates to COVID-19 and potential exposure situations and we need to be mindful not to share this information with others.

We are advising employees to contact 811 / Public Health should they have any concerns related to COVID-19 and to follow their direction (as well as keep us updated). If there is an exposure concern for LBHH&WR, our Residents and/or Employees, we will be contacted and will follow up accordingly to protect everyone’s safety and wellbeing. It’s our understanding that Public Health will complete the contact tracing and notify individuals about exposure concerns should there be any at LBHH&WR.

Permanent Postings

Please be advised that we may now post permanent positions, pursuant to the “Permanent Posting Process” (PPP), while still subject to the Single Site Order.

As many of you are aware, under the Single Site Transition Framework (SSTF) jobs posted were required to be temporary in nature. The parties have now reached an agreement on a Permanent Posting Process (PPP) under the SSTF. Unions expressed concerns that employees subject to the SSTF may not be aware of job postings at the worksites from which they are on leave. To address this concern, the parties have agreed to create a provincial job board for permanent postings. In the interim, employers must post all permanent positions subject to the PPP, including external and internal postings, on the WorkBC website (<https://www.workbc.ca>). Employees are expected to check the WorkBC website regularly. Effective immediately, LBHH&WR will post all required positions on the WorkBC website.

What does this mean for you? If you have been working in a Temporary Position, the position may be reposted as a Permanent Position. You may want to reapply into the position you have been working and you may or may not be the successful applicant. If you have been working with people in temporary positions, you will likely experience some internal “staff churn” as people leave a position to start a new one.

HUMAN RESOURCES

Please note that we will attempt to fill all vacant positions with as little disruption as possible, however as a result of not being able to post permanent positions since the Spring, stabilizing the movement to internal staff may take some time. The Start Date of the first round of permanent positions is anticipated to be in January.

If you have any question or concerns, please don't hesitate to reach out to a member of the Human Resources Department.

Safe Reporting

LBHH&WR fosters the highest standard of honesty, integrity and accountability and takes seriously all reports of wrongdoing. A wrongdoing is a wrongful act or misconduct by a LBHH&WR employee that contravenes (but is not limited to) the Respectful Workplace policy and Standard of Conduct policy. Wrongdoing may include:

- Mistreatment of residents staff, family or members of the public;
- Actions that pose a danger to residents, public health, or the environment;
- Actions that are unlawful or not in compliance with any laws or regulations;
- Theft, fraud, bribery or corruption;
- Unethical or unprofessional conduct;

ANYONE can report real or suspected wrongdoing by a LBHH&WR employee, companion or volunteer via:

- **Safe Reporting Email - safereporting@louisbrier.com**
- **Safe Reporting Phone Number - (604) 267-4747 (ie. 604-261-9376, Extension 4747)**

Please refer to the "Safe Reporting" policy for more detail. This policy establishes a process for individuals to bring forward information about wrongdoing by LBHH/WR employees, in good faith and without fear of reprisal. It also provides for a consistent and administratively fair investigations process into reports of wrongdoing.

Food Trucks!!!

As we strive to be an Employer of Choice, we are exploring the idea of occasionally bringing a food truck onsite to offer meal options to those on the Snider Campus. We recognize that there are limited dining options in the area and we would like to offer more value-added services to our Employees and Companions.

The last food truck events have gone well and as a result of the feedback we received (and some great food truck contacts!) we're going to try to bring more food truck options to you. We are planning for every other Friday, so each "pay day". Please be mindful of and adhere to the Kosher rules within LBHH&WR. Please let me know if you have any questions. We hope that you take advantage of this opportunity and enjoy the food!

Do you have any questions, comments, suggestions or concerns regarding the HR content above? If so, please email HR@louisbrier.com and tell us what you think.

Loren Tisdelle

Director, Human Resources

LBHH&WR “CHAI HONOURS” RECOGNITION TREE PROGRAM

We are getting closer to launching our latest Engagement and Recognition Initiative The “CHAI Honours” – Recognition Tree Program – set for January 2021!!!!

The “CHAI Honours” Recognition Tree Program is a LBHH&WR Recognition Program for Everyone!!! The Recognition Program is intended for anyone who wishes to recognize any individual (Employee, Companion, Family Member, etc.) that embodies the LBHH&WR Values. “CHAI Honours” recognizes individuals who contribute to the Spirit of LBHH&WR’s “CHAI”, Hebrew word for LIFE, and this is represented through the placement of a Recognition Certificate on our Recognition Tree Mural.

How does it work? *There are up to 18 Recognition Certificates displayed monthly on our Recognition Tree Mural. Participants may pledge \$18 to purchase one Recognition Certificate for one month to honour any individual. The Recognition Certificate displays the individual receiving the “CHAI Honours”, the name of the Participant, the reason(s) why the Participant made the recognition pledge, and the length of term the Recognition Certificates will be displayed.*

What if I want to use a Recognition Certificate for longer than one month or pledge more money? *The more a Participant pledges the longer the Recognition Certificate will be displayed. A Participant may select the following Terms (or any combination of Terms):*

Term	Cost
1 Month	\$18
2 Months	\$36
3 Months	\$54
6 months	\$108
1 Year	\$216

What happens after the Term of the Recognition Certificate?

After the Recognition Certificate is taken down from the Recognition Tree Mural and removed from the frame it will be provided to the Participant. The Participant may keep it for themselves or give it to the individual they recognized as a memento. The Participant and/or individual being recognized may purchase the Recognition Certificate in its frame for an additional \$30.

Why would I use the “CHAI Honours” Recognition Tree Program?

The “CHAI Honours” Recognition Tree Program is a great way of saying “Thank You!” It is an opportunity to recognize someone publicly at a low cost. A Recognition Certificate is a great substitute for Flowers, Balloons, Pizza and/or Greeting Cards. Participants can pledge to recognize someone who helped them out, for going above and beyond, to celebrate a milestone, to honour someone who passed away or who is leaving the organization, or to recognize someone for simply being who they are!

Where does the money go to? *All proceeds from the “CHAI Honours” Recognition Tree Program go back into Employee and Companion recognition and events through the Staff Recognition and Social Event Committee.*

Are the pledges eligible for a Tax Credit? *Yes, a charitable tax receipt can be issued to the person who made the donation through The Foundation.*

Why 18? *Numerically, the Hebrew word “Chai” consists of the eighth (8th) and tenth (10th) letters of the Hebrew alphabet Chet (ח) and Yud (י), adding up to the number 18, which in part signifies a good omen for life.*

We are currently working on a procedure for how to administer this new and exciting Program and once we have more information we will let you know. Do you have any feedback about this new recognition initiative? If so, please email HR@louisbrier.com and tell us what you think.

Clinical Systems Transformation

POWERED BY **PointClickCare**

OUR FUTURE

An electronic health system that connects the multidisciplinary team with the resident at the center

OUR CORE

Information system reliability, data integrity, connectivity, efficiency and sustainability

FOUNDATIONAL PRINCIPLES

- Resident-Centered Care
- Positive Resident Experience
- Evidenced Based Practice
- Complete Electronic Health Record



- Assisted Living & Multi-Level Care
- 24/7 nursing coverage

- Caring, professional staff
- Diverse, engaging programming & culture

- Bright, spacious suites up to 835 sq.ft.
- Delicious, healthy meals by Executive Chef

Your peace of mind is worth it!



Call 604.261.9622 or visit weinbergresidence.com to book a tour.

5650 Osler Street, Vancouver, BC V6M 2W9

Reduce Your Risk of Falls

As we age, our risk of falling increases. Older persons are nine times more likely to have a falls-related injury compared to those less than 65 years of age. Falls in seniors can lead to hospitalization or immobility. This risk is even higher in those who are receiving multiple medications. **The good news is, modifying medications can reduce the risk of falls.**



SO WHAT ARE SOME MEDICATIONS THAT CAN INCREASE MY RISK OF FALLING?

Prescription medications*

- **Anti-anxiety medications**, such as diazepam (Valium®) and lorazepam (Ativan®)
- **Overactive bladder medications**, such as oxybutynin (Ditropan®) and tolterodine (Detrol®)
- **Antidepressants**, such as amitriptyline (Elavil®). May also be prescribed to help relieve chronic pain, especially nerve pain.
- **Prescription sleep drugs**, including Zopiclone (Imovane®)
- **Narcotics (opioids)**, such as codeine, morphine, oxycodone (e.g. Percocet®), hydromorphone (Dilaudid®), and fentanyl (Duragesic®)
- **Diabetes and blood pressure medications**

Over-the-counter (OTC) medications*

- **Diphenhydramine** (Benadryl®)
It causes drowsiness and is the most popular ingredient in OTC sleep aids like Nyquil® and Unisom®. It is often combined with pain, such as acetaminophen (Tylenol® PM), ibuprofen (Motrin® PM, Advil® PM), and naproxen (Aleve® PM) and may be found in cold medications as well
- **Dimenhydrinate** (Gravol®)

Recreational substance use

- Alcohol
- Cannabis

**this is not an exhaustive list of medications increasing the risk of falls in older adults*

HOW CAN I REDUCE MY RISK OF FALLS?



Maintain physical activity



Get regular vision checks



Take caution when initiating or changing any of these medications



Ask your pharmacist for medication review to reduce your risk of falls

References:
<https://www.health.harvard.edu/staying-healthy/medications-that-increase-your-risk-of-falling>

FAMILY COUNCIL

Family Council Annual Campaign: A Look Back – 2020 Campaign

YOUR GIFT WILL HELP FUND NEW EQUIPMENT AND ENHANCE COMMON AREAS AT LOUIS BRIER:



2nd Floor Balcony



2 Big Screen TVs



Libraries



Furniture



Wheelchair Washer



Garden Spaces



Family Council, launched 2015, is a voluntary group of family members, caregiver friends and residents whose primary focus is to advocate for the delivery of resident-centred care at Louis Brier. Every family is a member of the Family Council.

Terms of Reference:

<http://louisbrier.com/wp-content/uploads/2020/10/LBHH-Terms-of-Reference-after-Sept.24-mtg.pdf>

2020 Campaign:

<http://louisbrier.com/wp-content/uploads/2020/10/FC-Annual-Campaign-2020-1.pdf>

A message from Laura Edwards; our 2021 campaign team lead:

Thank you for the unanimous support to go forward with a 2021 Family Council campaign. We are currently working with Senior Leadership to find a way to safely and effectively enable a campaign for 2021. We'll keep you posted. Together we will make a difference we will bring smiles back for those we serve, for our families, and for ourselves.

Sincerely yours,

Laura Edwards, Family Council Campaign Chair
Daughter of Claude and Sharen Edwards



Spiritual Care Corner with Chaplain Hazzan Rob Menes

Home – The Snider Campus is a home. It is not simply a building, or a facility, or a hospital; it is a home. We want each person who lives here to call it home. For many, that is difficult. The residents have moved from somewhere else, grew up in other places, cities, countries, and have come to the Snider campus to live. They have left the things that reinforce a home: family, friends, furniture, books, clothing, their mementos of events that help them recall their lives. Each time someone moves in, they have to re-create this place as their home. At other times in their lives, they might move into a house or apartment and start making improvements: painting, planting a garden, putting up walls and repairing fences. They made it their own. That's what we do when we decide to make a place our home. Our spirit must be comfortable, surrounded by those things that give warmth. When we lose our meaning for living, we must be able to look around and get agreement for living, and be reminded of those things that keep us anchored to this world. Without those things, we ask "why am I here? Is this the place for me?" We don't always see ourselves reflected in the faces of our neighbors. Home should be a place where you "belong."

With time, each person finds those things which remind them that there is something to value. They make friends. They look forward to attending a program. They find a way to express their faith. They explore art or music. They find that, although they may have physical limitations, they can stay active. They make those small changes in their room which say, "this is mine." And they come to recognize and trust the people here, whether they be staff or resident. Home is re-created, over and over, every time someone moves in, and every time someone leaves. The task for everyone here is to enable each person to make the campus their home. Each person is on a journey, and as the Chofetz Chaim said, "the trip is never too hard, if you know you're going home." Let's make their journey one of joy, health, and peace.

Hazzan Rob Menes, Chaplain

FAMILY COUNCIL

Welcome to Louis Brier,

On behalf of the Family Council, we would like to extend and offer support and help with making the transition to Louis Brier as positive and smooth as possible.

The family Council is a voluntary body comprised of family members whose primary focus is to advocate for the delivery of safe and quality care. The council meets regularly on a monthly basis and in collaboration with the Louis Brier's leadership, reviews and discusses relevant opportunities to enhance the residents' experience.

We welcome all families to join the council and hope that you will make the choice to get involved. If you are interested in joining the family council and/or have additional questions please email us at lb.familycouncil@gmail.com.

Family Council

COMPANION PROGRAM

We are here for you! Did you know that Louis Brier Home & Hospital and Weinberg Residence offer an In-house Companion Program? We understand the needs of your family and loved-ones and we are here to assist in enhancing their personal and social well-being. Our in-house companion program provides added quality support at a reasonable rate. For more Information, please contact:

Myla Carpio-Pelayo, Companion Coordinator
Ph: 604-267-4688 E: mpelayo@louisbrier.com



FROM THE BUSINESS OFFICE

Sick Time usage has been steadily increasing each month which is also increasing our Over Time costs. This is driving a significant Deficit for this fiscal year, which we all need to be concerned about. We continue to work with Human Resources and all employees to manage our sick time and OT.

Ben Crocker
Director, Finance

SOCIAL ADVOCACY

One of the best parts of social advocacy is reaching out to people during this time of pandemic. The isolation, helplessness, hopelessness and boredom are strong emotions most of us feel. Through online volunteering, I experienced the principle of social teaching put into action. It was a profound experience talking about the dignity of each human person. The people I spoke to talked about the families they came from and the hope they had for the future until they were caught up by the COVID 19 pandemic. The stories they told me were not glorified stories, but, stories of real pain, regret, humble admission and realistic hope for growth and a better future.

The aspect that inspired me most about the dignity of the human person was the realization that the best we can do for another person is to show them love and give them hope. Many of us were born into loving, stable homes and sheltered from the harsh realization of the world.

Lesson taught – to be limited in what we can do but most importantly to have the opportunity to reflect upon what is important in our lives and living it out fully.

Leonora Calingasan
Nursing Department
Hospital East

Louis Brier and the Pandemic

It hasn't been easy for any of the staff and companions working at Dr. Irving and Phyllis Snider Campus for Jewish Seniors – which comprises the Louis Brier Home and Hospital and the Weinberg Residence – during the pandemic. Nor has it been easy for the residents and their families. However, seeing a 100-year-old Holocaust survivor happily walking down the hall or a beaming bubbe (who was born in Lithuania) wheeling herself from one end of the facility to the other, or another resident greeting everyone with a hearty “Aye Yai Yai,” I can't help but smile. Despite the challenges, we have been lucky here, so far, to have escaped the worst of COVID-19.



The garden in the courtyard

My pandemic journey at the Louis Brier began in January, when I was hired on a permanent, part-time basis as a mashgiach (kosher supervisor) during an influenza outbreak that foreshadowed what lay ahead. I was hired to replace one of the Brier's longtime mashgiachs – the facility employs two on a part-time basis – and I had big shoes to fill. The previous mashgiach not only provided kosher supervision in the kitchens but entertained residents with his piano playing, puppet shows and conducting of services in the Louis Brier synagogue on Saturday mornings and weekdays.

Being employed as a mashgiach at the Louis Brier during the pandemic has had many challenging moments – slicing meat and deboning turkey were particularly painful for me because I am a vegetarian, but, luckily, I am no longer required to perform those tasks. Anyways, prior to the pandemic, Shabbat services would be held on Saturday mornings, with a Kiddush lunch afterwards that featured herring, gefilte fish, pastries, challah and grape juice. It was a real highlight for the residents, particularly the lunch. However, due to the pandemic, the weekly services and special meal were canceled. In addition, the monthly Shabbat services that were led by Cantor Yaacov Orzech and the Kol Simcha Choir were canceled, as were Friday night services. It is only recently that Louis Brier chaplain Chazzan Rob Menes has resumed the Friday night services and, in response to a personal request from one of the residents, informal Saturday morning services have also returned.

On Rosh Hashanah, a full service for the residents was offered, thanks to Richard Wood and Adam Ben Dov, members of the Louis Brier's religious committee, and Rabbi David Rosenfeld of Chabad, who sounded the shofar for the residents. Menes has been blowing the shofar every morning at the Louis Brier, as well as at the Weinberg Residence, on occasion. While no family members were able to join the services, Rosh Hashanah was celebrated, albeit in a low-key manner...



Chazzan Rob Menes sounding the shofar

To continue reading, visit the Jewish Independent
Source: <https://www.jewishindependent.ca/byline/david-j-litvak/>

WELCOME TO OUR VISITATION ASSISTANTS

Please help me welcome our new Visitation Assistants, who will be helping our residents connect with their families and friends. Currently Louis Brier offers 2 indoor spaces for visitation and one outdoor space. All visits can be booked online through a link on our website or by calling the visitation assistant phone line 236-558-4990.



Armi Garcia

Armi has been working at LBHH since 2013 in housekeeping and has always stood out as someone who is hard working and a team player. “Working in housekeeping was a lovely job and I enjoyed my time there and my team. I chose to apply for the visitation assistant job because I was looking for a new challenge and wanted the opportunity to grow personally and professionally.” Armi has described this experience as extremely rewarding as it allows her to work more closely with residents and families. Armi brings care and compassion to her approach and always thinks about the resident first. Armi has already proven herself to be invaluable to the team and we are so happy to have her aboard.



Narinder Sandhar

Narinder has worked at Louis Brier since 2006. The first 11 years in food services and in laundry and housekeeping for 3 years. Narinder has stood out wherever she goes as someone who is committed to Louis Brier and wonderful to work with. “I am so happy to be working as a visitation assistant as this will give me the opportunity to work more closely with residents and families.” Narinder has shown her dedication to our residents over the years, always making time to help when needed and give a kind word. We are thrilled to have Narinder on the team.



Rakchanok Toentian (Rocky)

Rocky has been working as a care aid at Louis Brier since 2012, working mostly evening and nights. Prior to Louis Brier Rocky worked in catering and customer service and has always loved working with people. “I love to work with people and I really care about our residents. I chose to apply for the visitation assistant position as I wanted the opportunity to spend more time with our residents and families and the ability to connect with more people. I really care about our residents and want to help in any way I can” When working in the care department Rocky demonstrated an ability to work under pressure and provide exceptional care. We feel lucky to have Rocky on the team.

FOOD SERVICES – SANDRA FRASER

We are pleased to welcome Sandra Fraser, new part-time dietitian servicing the Home East and Home Centre residents. Sandra is originally from Nova Scotia where she completed her Bachelor of Science degree in Applied Human Nutrition and Dietetics at Mount Saint Vincent University.

Sandra works Tuesday, Wednesday and Thursday one week and Tuesday and Wednesday every other week from 9am to 5pm. She can be reached at (604) 267-4632, email: sfraser@louisbrier.com.



LOUIS BRIER JEWISH AGED FOUNDATION



Demonstrate your commitment to supporting seniors by donating.

Please contact the Louis Brier Jewish Aged Foundation

Phone: 604-261-5550 Email: foundation@louisbrier.com Web: thelouisbrierfoundation.com



NOVEMBER BABIES

Alberta Reyes
Corazon Jorge
Uchy Anoliefoh
Rosalin Bacani
Merva Woolman
Kathleen Mcintosh
Deirdre Hamilton
Balbir Aujla
Justina Makalintal
Paramjit Johal
Elena Marollano
Noemi Ingeniero
Charles Ly-tong

Lesther Bareng
Aileen Yoro
Patricia Manu
Harpreet Rai
Gurinder Jassal
Ginger Lerner
Melanie Geronilla
Balwinderjit kaur
Ghoman
Maryam Yardam
Sonia Cinti
Sukhvinder Toor
Aime Oclida

Noemi Ancheta
Eleonor Lasquite
Nova Bearis
Lyle Manzano
Thea Pasaje
Dondon Cabagnot
Robert Menes
Alena Plesner
Jasdip Randhey
Christine Mirafuentes
Manreet Virk
Linda Yauk
Zenny Galsim



Sandra Fraser Clinical Dietitian
Devi Singh Housekeeping Aide
Munawara Mahboobi LPN
Victoria Macalipay LPN
Pristine Panergo Care Aide
Leonie EA Care Aide

FOLLOW US ON SOCIAL MEDIA

 @LouisBrierBC

 Louis Brier Home and Hospital

 @louis_brier

ALL STAFF MUST BE SCREENED AT THE BEGINNING OF EACH SHIFT

(COMPANIONS, CONTRACTORS AND VISITORS INCLUDED)

1 Take temperature of each staff prior to entering the Long Term Care Facility

• If **37.9°C** or LESS, proceed to Question #2

▶ If **38.0°C** or ABOVE, send staff wearing a mask to a Covid-19 testing site immediately, or as soon as site opens.

- Provide list of site locations and hours.
- Ensure staff wear a mask when attending a staff testing site.
- Staff to **self-isolate** at home pending results.



2 Ask if staff is experiencing any of the following symptoms:

- Fever
- Cough
- Diarrhea

• If **NO** proceed to Question #3

▶ If **YES** to any of these symptoms, send staff with a mask to attend a staff testing site immediately, or as soon as site opens.

- Provide list of site locations and hours.
- Ensure staff wear a mask when attending a staff testing site.
- Staff to **self-isolate** at home pending results.



3 Ask if staff is experiencing any of the following milder symptoms:

- Runny Nose
- Sore throat
- Headache
- Muscle Ache
- Fatigue
- Other Cold Symptoms (e.g. congestion)

▶ If **NO**: Staff is able to **commence shift**

GO

▶ If **YES**:

- Staff **can work their shift** while wearing a mask. Remind staff to maintain appropriate hand hygiene throughout their shift.
- Staff to attend a testing site after their shift (provide list of site locations and hours).
- Staff may **continue to work wearing a mask** pending test results.

GO

- If screening at the start of subsequent shifts identifies fever, cough or diarrhea, exclude from work and ask staff to **self-isolate** at home pending test results.

