

POINTS OF INTEREST:

- NEW LOOK TO THE STAFF NEWSLETTER

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A newsletter published for Employees, Physicians, and Volunteers in Sun Country Health Region.

Health Region highlights recruitment

"I get a little sappy when I think about all the good things about life in Southeast Saskatchewan, but I can't help it," says Human Resources Consultant Dave Yarmish.

"Darn it, I think this is a good place to be."

Dave has been working with Sun Country Regional Health Authority (SCRHA) for the past few months to help create a new corporate image and strategy to help recruit and retain the staff we need to fill vacant positions.

He's become a strong advocate of life in rural Saskatchewan.

"People won't be recruited to work here only because of the money, although that's good, too. There are good, family-raising careers in the health care industry and that is a key part of the message we will take to the market," he says. It's really the quality of life that will attract new people, he says. "That's way higher on the priority list of many people." After talking with SCRHA employees, members of the board of directors, municipal representatives and members of the public over the past few

months, Dave has gathered together a list of the positive factors that will help to sell this area to others.

It includes lifestyle, family raising values, hiring incentives, relocation assistance, community safety/security, affordability, sunshine and blue skies, welcoming/friendly communities, recreation, professional training/development,



Human Resources Consultant Dave Yarmish

ment, spousal employment assistance, family settlement support, rates of pay/benefits, full time/permanent positions.

"I think that everyone working in health care in this Region is in the recruitment business," says Dave.

"We all influence our friends and neighbors, and our children in conversations at the kitchen table. We should inter-

vene in the negative comments about Saskatchewan. We should have the discussion with the teachers and the school counselors, and speak to the media about the positive aspects of life here and the wonderful factors we have to sell here."

Health care recruitment into Sun Country Health Region is very doable but everyone needs to participate and play their part in this work, he says. Dave says staff can make a contribution with something as simple as taking a plate of cookies over to a new neighbor.

"You can't imagine the impact of that, when they start telling friends in their old home about the warm welcome they received when they moved here," he says. "We're all busy but we really need to revive that old small town habit of reaching out to our neighbors, the way our grandparents did."

SCRHA introduced a new logo this spring as the first part of the new corporate image/recruitment strategy to sell this region as a good place to live and work.

Check out The Chatter's exciting new look!

The new look introduced today for the Sun Country Chatter is one of several image changes in the works for Sun Country Regional Health Authority, now that we have a brand new logo.

The Chatter's new design was created by Melanie Hart-

ness, Administrative Assistant to Ken Adams (Vice President of Corporate Services) and Computer Wizard for many others. We thank her for the change and hope you enjoy reading a brighter copy of our regular staff newsletter. Please check through this is-

sue for some of the other changes we're making to our image.

We look forward to hearing from you more often and seeing more pictures of the interesting and worthwhile events you host in your busy facilities!

Walking challenge - Over 100 staff members at St. Joseph's Hospital participated in a "2007 Walk to Puerto Vallarta Fitness Challenge." Staff walked to Puerto Vallarta and back to Estevan, and started on their way back again: a total of 9638 kms in four weeks! Grace's Anatomy walked the furthest, with 969 kms. Once the challenge was over, participants enjoyed a Mexican fiesta potluck. They even tested their Spanish with a word match game. Darla's Doritos Mexico adventure was one team, including Adele Gervais, Switchboard; Dave Sereda, Pharmacy Manager; Darla Wilhelm, LPN Day Hospital, from left to right.



“We need to walk alongside people to help them change their habits,” says Quality Workplace Consultant Dave Moore.

Creating a healthier workplace

Is there an element of your work place that could be more important to you than the pay cheque you receive twice a month? How about healthy relationships with your supervisor and co-workers? Could that aspect of job satisfaction rate as high as your income level? Perhaps surprisingly, it already does. Statistics suggest Canadians are more likely to value the relationships in their work place over their pay cheque. That's a key piece of information for any employer trying to improve the retention rates. In Canada, the number one reason people leave their workplace is because

of conflict with their immediate supervisor. And it's crucial information for consultant Dave Moore, who has led a pilot project on developing quality workplaces in Sun Country Regional Health Authority (SCRHA) over the past two years. Dave has coached three projects in our region: Estevan Regional Nursing Home, Bengough Health Centre, and the Mental Health and Addictions Department. He began working with staff in those areas two years ago, offering the tools that would help them solve challenges around poor communication, harassment, and conflict. “I give people the tools to help them resolve their own issues and

then coach them through the kinds of behavioral change that can affect their whole life,” says Dave.

“I prefer this kind of personal growth approach, rather than the quick-hit workshop that leaves a few ideas but doesn't help bring about behavioral change.”

“We need to walk alongside people to help them change their habits,” he says.

To protect confidentiality, Dave doesn't talk about the situations in SCRHA's workplaces.

But he says in other places he's coached, he has sometimes come into workplaces where there's been a breakdown in the department that causes people to take sides against one another.

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Smoke Free policy on all health region property

Sun Country Regional Health Authority adopted a new Tobacco-Free Environment Policy on May 1.

“Given the known danger of smoking and second-hand smoke, it just makes sense for a health organization to discourage people from using tobacco,” says Cal Tant, President and Chief Executive Officer.

“Most of our staff and most of our public are non-smokers. This new policy will come as no surprise and little inconvenience to most people. In fact, most people will welcome it either because it frees them from second-hand smoke or helps them cut back.”

Cal says the evidence from every institution that has instituted smoking policies shows a direct link between smoking restrictions and smoking behavior.

“Fewer people smoke in areas with strong anti-smoking policies. A ban on smoking on our property fosters an environment of respect that protects staff,

clients/patients/residents and visitors from second-hand smoke,” he says.

All staff members who want to stop smoking are entitled to \$100 worth of over the counter cessation supports over the next year. To be reimbursed, please submit a single invoice with the original receipts, using the standard employee expense form, to your manager by March 31, 2008.

Three temporary exceptions will be permitted:

1. Palliative care inpatients
 2. Mental health inpatients and Residents in special care homes will all be allowed to smoke in restricted locations.
- Tobacco use that is an integral part of traditional spiritual or cultural practices or ceremonies will continue to be permitted in any SCRHA facility, subject to the provisions in The Saskatchewan Tobacco Act, 2001 (and amendments). Staff will be allowed to smoke in their own vehicles while parked on SCRHA property. For more

information on the effects of smoking, the benefits of quitting, or other assistance in quitting, please call Saskatchewan Smokers Help Line
Call 1-877-513-5333

Other programs available by telephone or online:

Self-Help Programs

- - One Step at a Time Canadian Cancer Society Call 1-88-939-3333
www.cancer.ca
- - Do You Want to Quit Smoking* Freedom from Smoking* Freedom from Smoking for You and Your Baby* Saskatchewan Lung Association Call (306) 343-9511
- - Quit 4 Life: Youth Tobacco Cessation Program Health Canada
<http://www.hc-sc.gc.ca/hecs-sesc/tobacco/youth/quit/quit.html>
- Go Smoke Free e-Quit Health Canada www.gosmokefree.ca
- Freedom from Smoking Online www.lungusa.org/ffs
- Quitnet www.quitnet.com



Creating a healthier workplace *contd.*

“Those two groups can create tensions among one another and lower the morale of the whole workplace,” he says. His approach to change can make a major difference to the workplace and to people’s home life when it’s adopted, he says.

“People learn how to deal with the bully, and with

aggressive or manipulative co-workers. “The goal is not to change the bully but to change everyone’s response to the bully,” he says.

During a review earlier this year, an ERNH staff member told him that once co-workers came to understand harassment and learned ways not to give into it, they found

that though the bully’s behavior might not change, and might increase in some cases, this behavior held less power over them. “There is a growing awareness that people can show others how to treat them with respect,” says Dave.

“And that’s a way to make the workplace a better place to be.”





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Some of the Region's newest staff

Tarynne Hay has accepted the temporary position of Community Health Speech Language Pathologist in Estevan. Tarynne will work out of the Estevan office. She may be reached in Estevan at 306 637-3646.

Kelly Lawrence is the new Payroll/Scheduling Manager, working from Tatagwa View. Kelly has lived in Weyburn all her life.



Kim Murray is the new Director of Finance for the Border Line Housing Corporation. She can be reached by e-mail at kmurray@schr.sk.ca or by calling (306) 482 -3424.

Cheryl Harrison is the new manager of SCRHA's new Dialysis Unit, to be located in St. Joseph's Hospital in Estevan.

Christine Schenk has accepted the position of Employment Services Coordinator. Christine will be coordinating recruitment activities for events at universities and community colleges, coordinating programs such as bursary and preceptorships.