

THE NEURON FLASH

JANUARY 2017

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SPECIAL POINTS OF INTEREST:

- Ringing in the New Year
- Meet your ADON
- Holiday recap
- 2017 and beyond!

LOOKING FORWARD TO 2017

Happy New Year. I hope that 2017 will be the best year that we all have experienced.

I look at all of the excellent work and caring that we at ANNI have provided to the patients and doctors of Newport Bay Hospital and am very proud.

But, I see that the pressure to always do better is real and we need to improve sev-

eral ways that we work. Communication will be critical in the future and we need to be leading best practices - that means more concentration of emails, nursing notes and spoken reports. Take time to make all of your communications to the highest level that you can. Try to listen or read what you say and make sure that you can answer yes to this question; "Was your communication clear and concise?". I hope that we can

improve our team work in 2017. Look after your co-workers and teammates like family. If you care what happens to your teammates, they will do the same for you.

I have tried to live my life by the following credo - Always try to do more than is expected of you.

Let's all work to make ANNI the best place to work and grow.

-Rocky

On New Year's Eve, Marilyn stood up in the local pub and said that it was time to get ready. At the stroke of midnight, she wanted every husband to be standing next to the one person who made his life worth living. Well, it was kind of embarrassing. As the clock struck, the bartender was almost crushed to death.

OUR FUTURE TOGETHER

As we say goodbye to 2016, we travel *full-speed-ahead* into 2017! We are so happy to have you as a part of the team. We are equally excited about our plans for the New Year. We aspire for an even brighter future, and together we can achieve it!

So...where are we headed?

In 2017, we will direct our focus on three central themes. We will be actively engaged in improving the therapeutic milieu, participative management, and introducing a new electronic documentation system. These areas were selected due to the evolving needs of our patients and the desire to continue to streamline

our processes to make your jobs easier!

Therapeutic Milieu Management:

You may have noticed that personalities, behaviors, and medical acuity at Newport Bay are fluctuating quite a bit within our patient population. It can be jarring when you receive a patient who falls outside the normal parameters of our typical patient. Some of our population is younger, with more severe psychiatric disorders. Others require a much higher level of medically-based care. We continually reevaluate our process, based on the needs of the patients; but now it seems more

crucial than ever to focus our attention on the changing climate of hospital clientele. It is vital that we continue to grow and learn, in order to accommodate these changes. In 2017, we will present in-services to ensure we are all at the top of our game. A therapeutic milieu is the ultimate goal of any hospital, but we don't just aim to meet expectations, we aim to exceed them!

Participative Management: We have always considered our staff as an integral part of the organization. Without you, we would cease to exist. While we practice an "open door" policy at



EMPLOYEE PROFILE

Full name: Patrick Daniel Cheesman

Where are you from: Garden Grove

Zodiac Sign: Libra/Virgo

Time with ANNI & position: ADON, 5 Mo.

What do you do? Tx team, direct supervision of nursing staff. "I'm hoping to create a positive space where all staff can make their voices heard. They're in the trenches, so their advice and input is valuable."

Siblings: 2 older brothers

Pets: 2 puggles (Zues & Odin)

Favorite sport: Football, but played Water polo

Favorite movie: Favorites from all genres! Self proclaimed Movie Buff

Furthest you've traveled: Peru, New Zealand, and Mexico

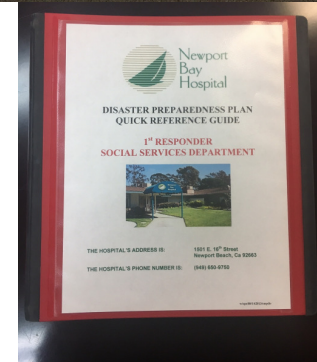
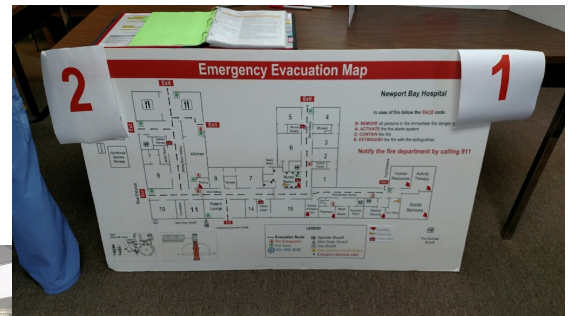
Why Psych: Fascinated by how open people can be, enjoyed Psych in school



OPEN CLASSROOM: DISASTER PREPAREDNESS!

On November 29th and 30th we had our second Open Classroom at NBH and it was a huge success. This Open Classroom had nine different stations that all focused on Disaster Preparedness. We had almost 90 employees participate in this two day event. A few of the stations that were included were, What is a Disaster?- NBH Codes, System Failures, Command Center, Initial Unit Response, as well as a Scavenger Hunt that got the whole hospital involved. Each station took 5 to 15 minutes and included hands on training and competencies.

The probability of a major disaster happening on the weekends, PM, or Noc shift is high. That is why it is important that all our staff know what to do when disaster strikes. The number one resource available to all staff are the RED NOTEBOOKS. These notebooks have contact information, maps, pictures, scenarios, and other information to help guide you through a disaster.



OUR FUTURE TOGETHER (CONT.)

ANNI, we wish to expand your ability to stay actively involved in daily clinical practices at the hospital. We wish to provide various forums for you to do exactly that. Patrick will be leading various committees, you are all encouraged to join and offer your thoughts and ideas. The exact nature and goal of these committees are still in development, but as interest and involvement continues to grow, so shall the scope of the committees.

Revised Electronic Documentation: ANNI has had an electronic

documentation system in place for years and it has served the hospital well. However, both ANNI and Beacon have desired a more integrative system that will streamline documentation, admissions, billing, records, and discharges. Point Click Care has advertised this ability to integrate clinical and non-clinical procedures. As MDs, Business Office, QA, A&R, Medical Records, and Pharmacy join us; we too will once again experience medical record growth and change. The year 2017 will require much design and training in this arena.

New features and modules will be rolling out throughout the year, and we will be here to assist.

Our ultimate goal in 2017 is to keep our staff—healthy, happy, and dedicated to working with our patients, who so desperately need your kind touch and voice. ANNI is excited about the future, we thank you for making that future possible by what you have accomplished during the past year.

Sincerely,
Diana and Patrick

- **Committees to tackle issues**
- **Staff input**
- **Safe milieu**

CELEBRATIONS!

Halloween Costume Competition & Luncheon

Holiday party at Beach Pit BBQ



NEW YEAR.

New Resolutions.

For many of us, a new year brings the promise of a fresh start. But now, a week into 2013, let's be honest - how many of us have really stuck with our resolutions? If you nodded your head, you're not alone. Take a look at New Year's resolutions by the numbers.

NEW YEAR'S TOP 10 RESOLUTIONS

45% OF AMERICANS WILL MAKE NEW YEAR'S RESOLUTIONS. HERE ARE THE TOP 10.

1. SPEND MORE TIME WITH THE FAMILY
2. GET IN SHAPE
3. LOSE WEIGHT
4. QUIT SMOKING
5. Enjoy Life More
6. QUIT DRINKING
7. GET OUT OF DEBT
8. LEARN SOMETHING NEW
9. HELP OTHERS
10. GET ORGANIZED.

WHY YOUR RESOLUTIONS WON'T STICK

ONLY 8% OF YOU WILL BE SUCCESSFUL IN ACHIEVING YOUR RESOLUTION. HERE'S WHY.

1. YOU DIDN'T MAKE A PLAN FOR IT.
2. YOU FORGOT THE REASONS WHY YOU WERE DOING IT.
3. YOU DIDN'T PLAN FOR SETBACKS.
4. YOU DIDN'T HAVE A STRONG SUPPORT NETWORK.
5. YOU TOOK ON TOO MUCH TOO FAST.

Resolution
BREAKDOWN



GETTING FIT AND LOSING WEIGHT

38% OF RESOLUTIONS ARE WEIGHT-RELATED. LET'S WEIGH IN ON SOME FITNESS STATISTICS.



Last year, Americans spent \$62 BILLION on health club memberships, weight-loss programs, exercise tapes, diet soda, etc.

TO DO: Monday
Tuesday
Wednesday
Thursday - gym
Friday
Saturday
Sunday

AT MANY GYMS, NEW MEMBERSHIPS DOUBLE IN JANUARY



Individual members typically visit the gym **ONLY 54 TIMES A YEAR**, or slightly more than once a week.

AGE AND GENDER

6 IN 10 AMERICANS YOUNGER THAN 45 YEARS OLD ARE LIKELY TO MAKE A NEW YEAR'S RESOLUTION COMPARED TO 3 IN 10 AMERICANS 45 AND OLDER

GENDER DOESN'T SEEM TO PLAY A ROLE - similar proportions of women & men plan to make resolutions.



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STRIVING FOR THE BEST IN PATIENT CARE.

How nicotine & caffeine affect those with SCHIZOPHRENIA

Around **85%** of Americans consume caffeine on a daily basis.

Approximately **80%** of people diagnosed with schizophrenia receive nicotine through smoking.

Both of these chemicals have been shown to influence one's brain and behaviors.

CAFFEINE

Although brief psychiatric symptoms increased by **33 percent** (specifically unusual thoughts), schizophrenia patients given 10 mg/kg of caffeine experienced:

- Mood improvements**
- Decreases in withdrawal**
- No changes in anxiety**

Of hospitalized adults with schizophrenia, caffeine had a significantly positive impact on male task performance, including:

- Semantic fluency**
- Cognitive speed**
- Working and visual memory**

NICOTINE

Of hospitalized adults with schizophrenia, smoking cigarettes had a **negative impact** on male task performance, particularly semantic fluency.

Nicotine-based treatments had more promising effects. In the initial hours after patients with schizophrenia entered smoke-free treatment settings...

...while another **6 percent** were physically restrained

However, when administered a 21 mg nicotine patch, the group experienced more stabilized moods. Specifically, agitation levels reduced by

- 33%** at four hours
- 56%** at 24 hours

Recruitment Bonuses!!

Do you work with someone somewhere else who is really great? Someone who just got their license or certificate? Someone looking for a dynamic position treating the aging adult population?

Refer them to work for ANNI at Newport Bay Hospital and you could be getting a big bonus!

If we hire your recommendation, you get the following bonus:

RN -\$5000 | LVN-\$3500 | CNA-\$2000
 Unit Clerk-\$2000 | Social Worker-\$4,000

Bonus is divided into three payments; 20% on hire, 30% after 90 days of employment and 50% on their one year work anniversary!

Bonus is now awarded for new hired employees working less than full time hours. Will be prorated based on percentage of full time hours.

UPCOMING INSERVICES

- Hospital wide- 1/4/2017

FEELING OUT OF TOUCH WITH IN-SERVICE DATES? YOU CAN ACCESS THE MONTHLY OFFERINGS ANYWHERE WITH INTERNET ACCESS. CHECK OUT:

www.americanneuro.com/calendar.htm

WE'RE ON FACEBOOK! VISIT US AT
[FB.ME/AMERICANNEURO](https://www.facebook.com/americanneuro)