December 2020 Edition

The Perley Rideau News

Vol. 23-03

Newsletter For Residents, Tenants, Family and Friends, Staff and Volunteers of the Perley Rideau

ACCREDITED WITH EXEMPLARY STANDING
ACCREDITATION AGREMENT CANADA

BPSO RNAO BEST PRACTICE SPOTLIGHT ORGANIZATION CANADA

Celebrating Incredible Volunteers!

Page 15-21

INSIDE

- Employee Recognition Awards – Page 24
- A Tribute to HMCS Cornwallis – Page 46
- News from the Foundation and more!

Together, we improve the well-being of the people we serve.

Reopening of Staff Entrance

We are happy to let you know that Staff Entrance was re-opened on November 12, 2020.

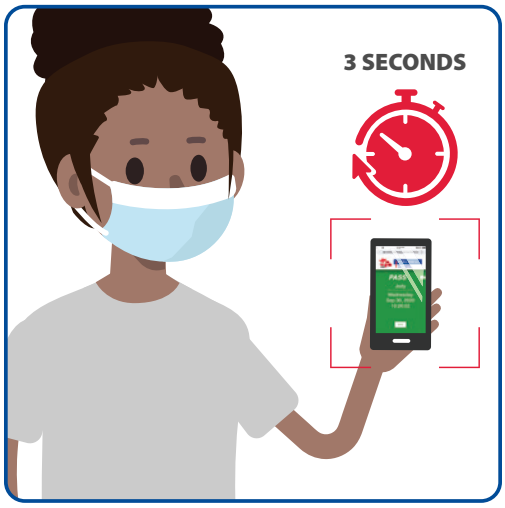
The new staff entrance self-serve experience will require everyone's cooperation.

The Main Entrance will remain an option for staff, volunteers and other visitors. However, the opening of the staff entrance is expected to reduce the current traffic volume and associated risks at the Main Entrance.

This change is implemented to support staff through a process that has been repeated hundreds of times for more than seven months, following the government direction for the healthcare sector. This is a shared responsibility to keep our at-risk community safe.

At this time, we thank the team of screeners – Commissionaires, staff and volunteers – who have supported us during this pandemic. Your efforts and diligence have helped to keep our community safe.

Details



- Since there are no screeners at the staff entrance, staff can only go through the staff entrance if using the screening app, and have successfully passed screening (green screen) on the current date (today).
- Staff are required to show their screening results to a video camera.
- A touchless temperature kiosk will record temperature, and a mask distribution bin will be installed.
- Staff must fob in and out when arriving and leaving.
- Please note that the staff entrance is monitored 24/7 through video surveillance
- Please follow the signage for instruction, throughout the entrance. More information to come about this new experience.
- By exiting through the staff entrance, you are attesting to that you do not have any COVID-19 related symptoms, or you have notified your manager/supervisor regarding your condition.

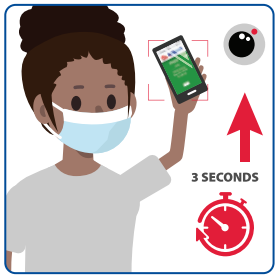
Your access will be revoked if:

- You did not have a successful screening tool result (green screen) of the current date (today).
- You did not follow infection control practices (e.g. wash your hands before taking a mask).
- You let someone follow you in (everyone must swipe to open the door, do not hold the door for others)

Line Up

Mask Donning

Temperature Scan



Show **GREEN** Screen

Screening Complete!

Frequently Asked Questions

1. **Do I have to use the staff entrance if I use the screening tool?**

   No, you are not required to use staff entrance if you do not wish to. Main entrance will remain to an option for everyone. We are hoping that this change will reduce the traffic and associated risks at the main entrance.

2. **Do I have to follow the same process if I am just taking a break?**

   Yes, you are still required to follow the same process. You can show the green screen from earlier this shift, but you must practice hand hygiene and take temperatures.

   Please note that the smoking area will remain at the front of the facility. No smoking will be allowed near the staff entrance.

3. **What if I passed screening, however my temperature screening failed at the kiosk?**

   Please exit the staff entrance immediately.

   If you believe this is for an explainable reason (e.g. exercise), please wait for a period of time and try again. Otherwise please leave the facility, contact your manager/supervisor and Employee Health IPAC Consultant Nadia Butt at ext. 212 . Please follow the signs for instructions throughout the staff entrance.

4. **What is the auditing process for the staff entrance compliance?**

   Video footage is reviewed daily to identify potential risks. Non-compliance will be identified and followed up upon by managers/supervisors.

Thanks,
Jay Innes
Director of Communications

Flu Vaccine Clinics at Perley Rideau

Don't forget to get your flu shot in Lupton Hall. The team look forward to seeing you.

In conjunction with National Infection Control Week, October 19-23, we kicked off the annual flu vaccination campaign for residents and staff.

As we near completion of resident vaccinations, staff have stepped up and rolled up their sleeves.

As of December 2, we have reached a staff vaccination rate of 90.04%. Well, done team, for surpassing the 2019 staff immunization rate of 87%.

Thank you for all your work to keep our community safe.

An introduction to a new screening app for caregivers

In order to streamline the main entrance screening process and adapt to frequent changes to screening criteria, an online screening tool (called a web-based app) is available for designated caregivers starting Monday, December 7th.

This app can be accessed at the following locations of the Perley Rideau website:

1. Dedicated webpage: https://covidscreening.perleyrideau.ca
2. Resumption of Visits webpage: http://www.perleyrideau.ca/visiting-during-a-pandemic

The screening tool can be completed by computer, tablet or cell phone. The link to the app can be saved as a website shortcut on your smartphone by visiting the website and choosing the menu option "Add to Home Screen" from the phone.

Questions on the app consist of the following:

1. Information

- Name, phone number, email, role, resident unit & resident name
- Email would be required for the screening results to be emailed to you. A personal email can be used if that is easier for pulling up screening results on your smartphone at the entrance.

2. Attestations

- Negative COVID test within last 7 days (proof is required upon entry)
- Read and will comply with the Visitor Policy "Policy for Indoor and Outdoor Visits with Residents"
- Not visited resident who is self-isolating/symptomatic &/or another facility on outbreak

3. Symptoms

- Checklist of symptoms potentially related to COVID-19 (e.g., fever, shortness of breath, etc.)

4. Travel

- "Have you travelled outside of Canada or had close contact with anyone that has travelled outside of Canada in the last 14 days?"

5. Contact

- "Have you had close contact with anyone with respiratory illness or a confirmed or suspected case of COVID-19 without wearing the required PPE?"

6. Review of Answers

- Summary of submitted information
- Answers can be changed if needed

7. Declaration

- Declaration that information shared is true to the best of your knowledge

Depending on your answers, a red or green screen will appear. A red screen indicates "Do not enter" and instructions are provided on who to contact about next steps. A green screen indicates "Pass" and you will be able to enter the facility without any issue. Note: proof of negative COVID test within last 7 days also required upon entry.

The screening app can be completed up to 2 hours before you present for screening; and will also replace the previous requirement of pre-booking visits online. The time-stamped green outcome screen can be shown to screeners at the main entrance directly from the web browser or from the emailed results.

If you do not have a smartphone, screeners will continue to review all the screening questions with you verbally and you will be required to manually sign and complete attestations.

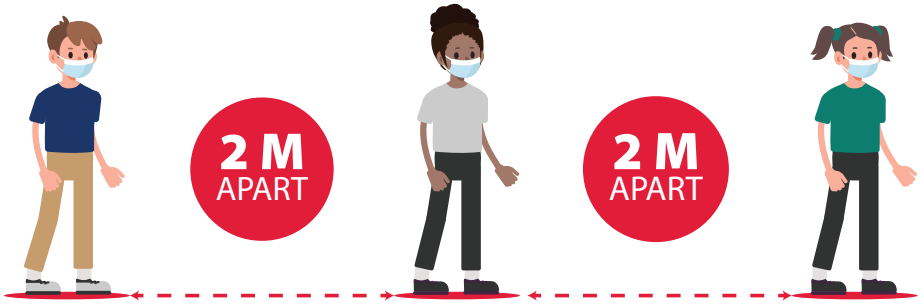
If you have any questions about the app, please contact Katrin Spencer (x2225, kspencer@prvhc.com), or Melissa Norman (x2448, mnorman@prvhc.com).

WHEN ENTERING AT THE MAIN ENTRANCE

FACE MASKS

STRONGLY ENCOURAGED IN THE VESTIBULE.

PRACTICE SOCIAL DISTANCING



Maximum of 3 People
at a time allowed in the vestibule.

Thank you!

Congratulations Justine on WeRPN Award

Justine Evraire, RPN, 2020 recipient of WeRPN award

Justine Evraire has 29 years of service and dedication to the Perley and Rideau Veterans' Health Centre. Justine has worked diligently to become a leader in Palliative Care by becoming a trainer through the CLRI Communication at End-of-life train the trainer program and has been trained in the Pallium Canada Learning Essential Approaches to Palliative Care. As a Registered Practical Nurse on one of our advanced dementia care units, Justine works with and leads the team in an inter-professional approach to care. She provides coaching and mentorship by caring for residents who require a palliative approach to care on admission to Long-term care and for those who are at End-of-life. Through her tireless dedication and advocacy for her residents she provides a holistic approach to palliative care and is a tremendous support to families especially during their most difficult times. Justine is a leader in palliative care, supporting and mentoring new RPNs and PSWs at the point of care to ensure quality care and advocacy. Lastly, Justine has influenced palliative and end-of-life care across our facility by taking initiative to improve our related, internal processes and protocols.

Statement

I am overwhelmed with gratitude to have been selected to receive the Michael and Werner Geidlinger Excellence in Palliative Care Award. Thank you all so much for being here to share in this occasion. I am so honoured to have my work recognized in this way by all attending this evening. Palliative care means so much to me and I am grateful that it resonates with others.

This accomplishment is not something that I did alone, and there are many others who deserve to share in this award. I would like to thank all my colleagues and manager who nominated me for this amazing award.

I would like to thank all the wonderful staff members I have and had the pleasure in working with over my career at the Perley and Rideau Veterans' Health Centre. Their guidance and mentorship have allowed me to recognize within myself, a love for palliative care. I would like to thank all the families and resident's over the years to have the privilege and honour of caring for them at end of life. I want to thank my family that have supported me and driven me to be a mindful and caring nurse.

I will continue my efforts to grow and provide end of life care with dignity, compassion and quality.

Thank you,
Justine Evraire

Virtual Visits News
(Phone calls, Skype and FaceTime with families)

As the team from Therapeutic Recreation and Creative Arts helps adapt during these dynamic times, they are developing plans to return to more conventional programming in small groups and in-person with residents.

This Summer, musicians introduced plexiglass barriers and physical distancing to re-introduce courtyard performances and artists introduced paint-filled water guns for safe artistic expression.

It is through innovation and a commitment to resident care that the team is working to provide these valuable services and supports for residents to combat isolation during this pandemic.

As the team returns to programming and at a time when essential caregivers are welcome on site to support residents, the number of virtual visits offered will decline from the peak of 50 visits per day.

In no way does this mean that virtual visits are stopping, it is just a matter of resources available to ensure equal and equitable access for residents. And virtual visits will still be accommodated for special events like birthdays and anniversaries.

If you would like to speak to Therapeutic Recreation and Creative Arts staff about the virtual visits, please refer to the contact list below and connect with the individual responsible for the unit where your loved one resides.

- Dave Harris (Gatineau building): dharris@prvhc.com, ext. 7735
- Robyn Orazietti (Rideau building/Ottawa building): rorazietti@prvhc.com, ext. 2125
- To book a virtual visit or ask questions email: Skypeteam@prvhc.com

Lunch for Visiting Caregivers on Christmas Day

The Perley Rideau will offer for sale a lunch meal for essential caregivers visiting on December 25th.

The holiday menu will include cream of butternut squash soup, roast turkey, cranberry chutney, sage and onion dressing, gravy, whipped potatoes, sautéed garlic brussel sprouts, sugar pie, and a choice of canned beverage, small bottled juice or water.

The cost for the meal is $20.95 plus HST.

In the coming days, the meals will be available for purchase on the Perley Rideau Store website (https://perleyrideaustore.ca). Registration will be required when purchasing a meal to ensure our community is following all safety protocols.

Meals will be delivered on Christmas Day to the unit and provided in take-out containers and disposables for the safety of our community.

Please note that there is a limit of one essential caregiver in a resident's room at this time.

Tickets will be on sale until December 18th, 2020.

For all questions, please contact Katherine Malek, Cafeteria and Catering Supervisor at 613-526-7170 ext. 2606 or kmalek@prvhc.com.

Crafting Support for Residents

Pat Griffith volunteers in the woodworking studio and to support resident visits. Retired from Global Affairs Canada, Pat continues to craft news ways to contribute from home during the pandemic.

In his home workshop, Pat transforms shipping pallets donated by Global Affairs Canada into kits for resident art projects.

During Waste Reduction Week 2020, Global Affairs Canada (GAC) highlighted on its social media channels the innovation of recycling shipping crates in partnership with the Perley and Rideau team from Therapeutic Recreation and Creative Arts programming.

During this pandemic, Pat has also constructed wooden stands for phones and tablets. He is selling the items to raise funds to support the Foundation. To date more than $500 has been raised to help maximize the quality of life for residents at the Perley Rideau.

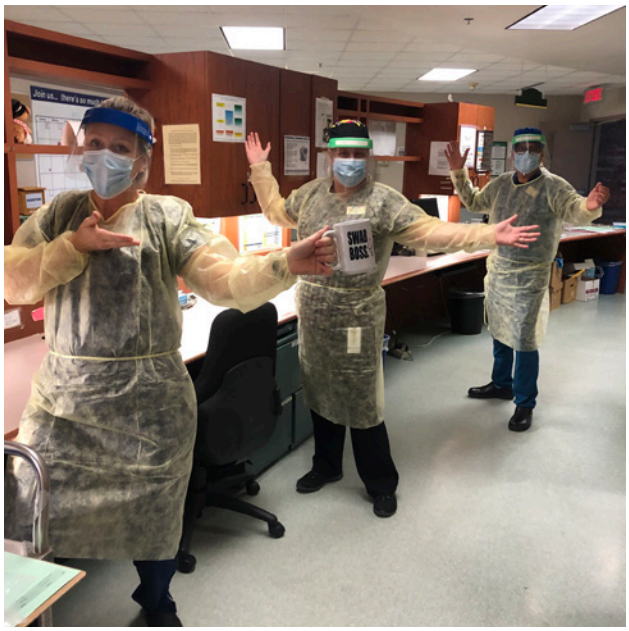
The items can be viewed and purchased online at: https://www.giveshop.ca/market/?charity=5efde0bc4896a64c0b725d7e

Pat has also adapted his resident visits to provide virtual Skype visits.

Thank you for your valuable contributions, Pat.

Swab Bosses and friends for a new record of 156 swabs during the Monday morning shift.

Warning: Actual swabs may appear smaller than our homemade model!



Kudos to staff for your resilience and positive attitudes. We can see your smiles behind those shields and under your masks!

Fall clean gardening session in the R1N courtyard

Resident nature and sensory garden walks/strolls in the courtyards and outdoors around the facility

Gaby picked flowers from the courtyard garden and made a flower arrangement for her room

Activities

Cal teaching co-resident's and staff how to golf

Katie B. feeding ducks at the duck pond

Madame Leblanc repotting her plant in a gardening session

Resident's harvesting Rhubarb from the garden and preparing Rhubarb to freeze and use in the future

Interprofessional Clinic at Perley Rideau

- The Interprofessional Clinic provides bilingual audiology, occupational therapy, physiotherapy, and speech-language pathology services to the community for all ages.

Interprofessional Clinic at Perley Rideau | **Clinique Interprofessionnelle au Perley Rideau**

- Services are offered virtually or in-person, depending on the needs of the client.
- The Clinic offers dispensing and consultation for hearing aids, accessories, and assistive listening devices.
- Merchandise including reachers, stress balls, snow/ice shoe grippers, and much more are available for purchase.
- COVID-19 precautions are in place to ensure safe provision of services for both staff and clients (more information can be found on the website at https://interprofessionalclinic.com/covid-19-response/).
- Anyone is welcome to call the clinic at 613-526-7125 or email icadmin@prvhc.com for more information or to book an appointment.
- The Interprofessional Clinic is looking forward to serving you.

Perley Rideau Physiotherapy & Massage Therapy Clinic

The Perley Rideau Physiotherapy & Massage Therapy Clinic provides physiotherapy and massage therapy services to the Perley Rideau Village and surrounding community.

PERLEY RIDEAU
PHYSIO & MASSAGE THERAPY CLINIC

The clinic provides senior-friendly care.

Services are offered virtually or in-person, depending on client needs.

Merchandise including Biofreeze, lumbar rolls, shoulder pulleys, and more are available for purchase.

Bauerfeind Medical knee, wrist, and shoulder braces are now offered through the Perley Rideau Physiotherapy & Massage Therapy Clinic.

COVID-19 precautions are in place to ensure safe provision of services for both clients and staff.

- Use of face masks and other personal protective equipment (PPE) as needed;
- Hand sanitizer at the main entrance and readily available in each treatment room and at reception;
- Clinic staff escorting community clients in and out of the Perley and Rideau Veterans' Health Centre for screening.
- Spacing of chairs in the waiting area at a 2-metre distance;
- Individual treatment rooms for clients which are disinfected between each use;

All clients are welcome. Please call 613-526-7175 or email physioadmin@perleyrideauphysio.com for more information on products or services at the Perley Rideau Physiotherapy and Massage Therapy Clinic.

An Update from the Interprofessional Clinic

The Interprofessional Clinic continues to provide audiology, occupational therapy, physiotherapy and speech and language therapy services to the Perley Rideau residents and tenants as well as the community at large. Our services to the pediatric and adult population are offered virtually or in person depending on the needs of the clients. COVID-19 procedures are in place to ensure safe services to clients and staff. More information is available on the clinic's website.

Infant Hearing Program

In October, the clinic entered a partnership with the Infant Hearing Program of Eastern Ontario, led by the Pinecrest Queensway Community Heath Centre. In Ontario, it is standard of care for infants to be seen for a hearing screening in the first few weeks of life. 4 in 1000 babies in Ontario will have hearing loss at birth or before the age of five. A permanent hearing loss can cause delays in a child's development but when found early, children can get the support they need to learn to communicate.

Unfortunately, these important tests were temporarily put on hold at the beginning of March, due to COVID-19 restrictions. As a result, many infants did not receive a hearing screening as a newborn. With the help of extra funding through the Ontario Government and the Ministry of Children, Community and Social Services, a plan was put in place to ensure that those babies who were missed could be seen for a Modified Hearing Screen. The Interprofessional Clinic has committed to seeing over 600 babies for this Modified Screening before the end of March 2021.

Stuttering Clinic

Did you know that October 22nd marked the 2020 International Stuttering Awareness Day?

What is happening during that day? Virtual activities around the world. The idea of the day is to provide a platform for people who stutter and their allies to foster dialogue, promote understanding, acceptance and support. In Canada, there were municipal proclamations in several cities; some monuments were illuminated in sea-green. Here in Ottawa, the Shaw Centre downtown was illuminated in sea-green to commemorate the day. In the United States, two documentaries were shown virtually, followed by Q&A sessions. Additionally, there was the virtual conference of the International Stuttering Association, ISAD, which takes place every year in October. The theme this year was "Journey of Words, Resiliency and Bouncing Back".

Why is it important to mark this day? Being a person who stutters can be very isolating. It's hard to approach people and to make connections when we have a communication disorder. So, one of the goals of this day is to help create links between people who stutter so that they don't feel alone. In general society, stuttering is not well understood. There are misunderstandings and stigma that can have negative social, educational, and vocational consequences for people who stutter. A recently published book, *Stammering Pride & Prejudice: Difference not Defect* (Campbell, Constantino & Simpson, 2019) looks at stuttering from the perspective of the social model of disability. This model suggests that rather than "fixing" the person who stutters, we should look at how our society is set up for people who can reply quickly and talk fast. Think of navigating an automated phone directory when you have difficulty saying your name or account number. This year, with all the news on systematic discrimination, it is important to highlight any way in which those who are different are ignored or rejected.

Is it difficult to find help (therapy) for stuttering? It's not

difficult to find treatment for stuttering, but it can be financially challenging. Stuttering treatment is not covered by health insurance and supplementary health insurance doesn't cover much. Also, not all treatment is equal. It is important to find a program or therapist that treats not just the visible aspects (e.g., repetitions, blocks, facial grimaces) but also the less visible impact that struggling to speak can have on communication and confidence. Participation in groups should be part of management. As people who stutter, it is important to realize that we are not limited by our difficulty with speech; that we should not be ashamed; that stuttering does not define us. Instead of avoiding or hiding it, stuttering can be shared, even celebrated. A communication disorder should never be treated solely in an office, sitting at a table. We need to go out into the community, challenge ourselves, and get out of our comfort zone, with the support of people who understand.

To mark International Stuttering Awareness day, Caroline Bredeson who is the Speech and Language Pathologist running the Interprofessional Clinic's Stuttering Clinic completed an interview with Radio Canada.

At the Interprofessional Clinic at Perley Rideau, we provide stuttering treatment for pre-school-aged children through adults, and offer group programs several times a year, including our "Have Your Say" teen day-camp. We help train graduate students in speech-language pathology to become effective and compassionate therapists.

Financial support for those who do not have the funds for required treatment is available through the Marie Poulos fund, established by former clients. More information is available on the clinic's website.

Bouche à oreille: French Communication Group Therapy for Children

Coming in November, the clinic will be hosting a French communication group for children 7-12 years of age. The group, "Bouche à oreille: mise sur la communication", led by audiologists will be held over 7 weeks on Thursday evenings, starting November 5th. An English group will be held in the new year. Parents interested in having their children participate in the group can contact the clinic to

reserve their spot.

Free Hearing Tests

From November 16th to December 18th, the clinic will be offering comprehensive FREE HEARING TESTS to Perley Rideau residents, tenants, and their family members as well as Perley Rideau staff and family members. This exclusive event is made possible with the help of University of Ottawa audiology students under the supervision of the clinic's audiologists. **Space is limited so please contact the clinic to reserve your spot now.**

Phone: 613-526-7125
Fax: 613-526-7126

icadmin@prvhc.com
www.InterprofessionalClinic.com

Committed to Excellence, the Perley Rideau partners with Nipissing University

Five years in the making, the Perley Rideau has finally become an affiliated partner with Nipissing University for their blended-learning bridging program, from Registered Practical Nurse (RPN) to Registered Nurses (RN). This is wonderful, and much anticipated, news for our nursing community because it opens the doors for our talented RPN team to advance their training and become RNs, not only from the comfort of their own home, but also right here, on campus, with us.

Nipissing University is the only school in Ontario that offers a part-time RN training program and from anywhere in the province. This program stands out for its flexibility, allowing nurses to continue practicing as an RPN while studying part-time online, with clinical experiences within the individual's current workplace and other settings close to home.

Since acceptance into this lucrative program requires RPNs to be current employees of a partnering organization with Nipissing University, our new affiliation means that our RPN team now have access to reap the benefits of this opportunity, when before they could not. Though being an employee of the Perley Rideau does not fund the program, nor guarantee acceptance into it, the leadership team does need to provide written support and recommendation for the applicant.

Of course, standing behind our nursing team is something the Perley Rideau takes great pride in, and we were more than happy to offer this support to our applicant nurses. This year the Perley Rideau supported five outstanding RPNs in their applications, which were due this month. These individuals have demonstrated, in so many ways, their ongoing commitment to resident-centered care. We have seen them live our values every day, including going above-and-beyond in their practice to foster respect, integrity, compassion and excellence within our community.

On behalf of the entire Perley Rideau team, we wish each of these individuals success and all the best in their application with Nipissing University, as well as in their future endeavours.

Lauren Feeley

Annet Kayiwa

Honey Mostoles

Ralph Palces

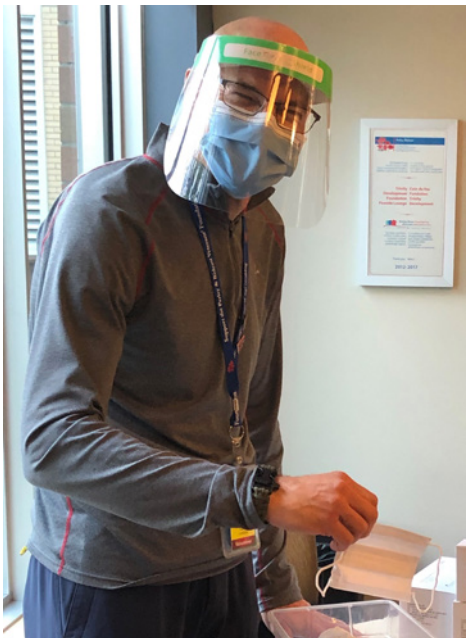
Sara Rushton

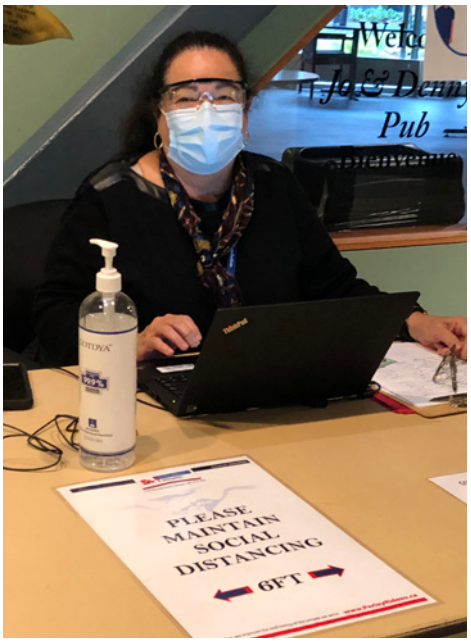
Welcome Back, Volunteers!

We wish a warm welcome back to a small group of volunteers, who graciously accepted new or modified roles supporting our staff team and residents during the pandemic. Volunteers assisted with outdoor visits through the summer and fall and continue to help with meal support, one-to-one visits, COVID test clinics, Roman Catholic mass, tenant activities and escorting clients visiting the Interprofessional Clinic. In September, Deborah's Gift Boutique reopened to staff, volunteers and residents, with reduced hours and enhanced infection control measures. And, since October, our pub bartenders have offered one "happy hour" per week, for residents of each of the three long-term care buildings.

This intrepid group follows all the same safety measures as employees, including weekly COVID testing, daily screening and Personal Protective Equipment.

Thank you to everyone involved in these efforts and to all the volunteers who have supported us from home, since April, with sewing, virtual visits, resident tax returns and other administrative projects. #ItWillTakeAVillage #PerleyUnited





Left to Right

- ***Tony Cobden – Mask Distribution***
- ***Deborah's Gift Boutique Re-Opening***
- ***MJ Coburn - Swab Clinic***
- ***Dorothy Constantineau – Screening for Interprofessional Clinic***

2020 Volunteer Service Awards

Volunteer Services hit the road in August and September, delivering service anniversary pins. While we were saddened to miss the usual National Volunteer Week gathering and the opportunity it brings to publicly recognize these long-standing members of our team, these individual reunions were a real treat. Thanks to each and every one of you for your ongoing commitment to improving quality of life for those who call Perley Rideau home. We look forward to a time when we can all be together, under one roof, again!

Dave & Terry Reeve

Spiritual Care Catholic Mass

30 Years of Service

Sheila Pitt

Spiritual Care Anglican Mass

20 Years

Pat Jackson

Physiotherapy, Feeding, Recreation

Vicki Einarsson

Feeding, Recreation, Visiting, Physiotherapy

15 Years

Kathy Mitchell
Spiritual Care
Catholic Mass

David Burke & Madeleine McCann
Spiritual Care Catholic Mass

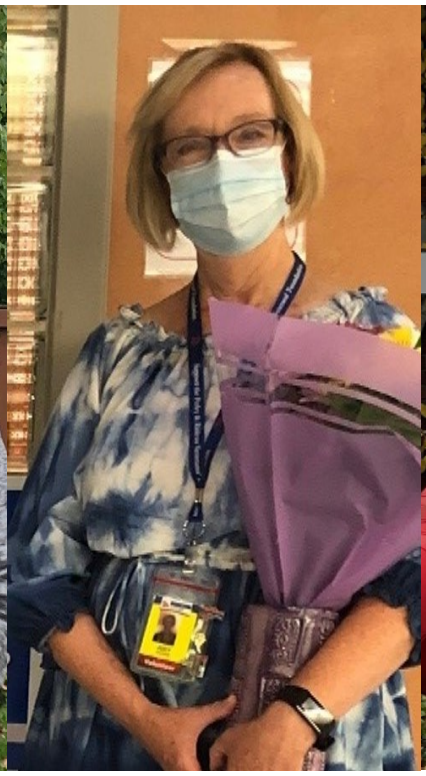
Helen McGill
Spiritual Care Anglican Mass

10 Years

Nick & Carol Stoss
Choir, Cards, Music Therapy, Family Transition, Woodworking

Paula Woollam
Feeding

Suzanne Krayer
Physiotherapy



Judy Evans
Gift Boutique, Management Team

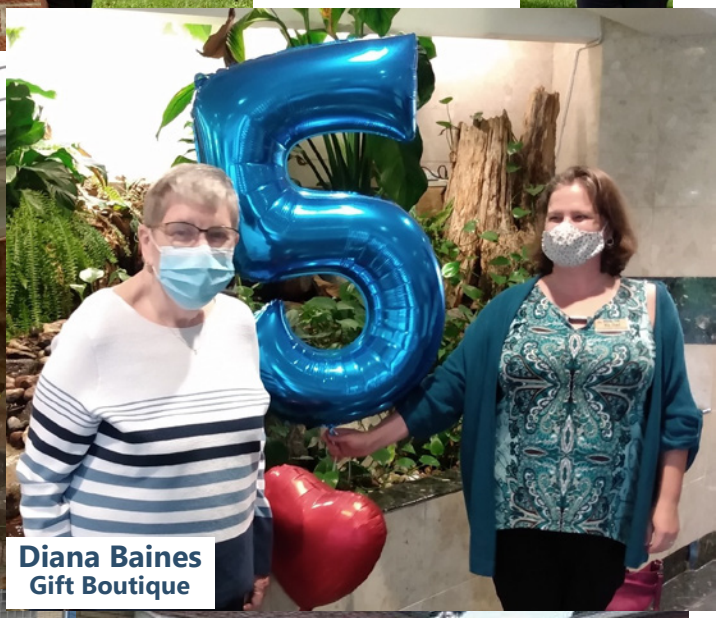
Bob Conrad, AKA "Jelly Bean"
Therapeutic Recreation

5 Years Service

Barbara Morris
Gift Boutique, Pub

Bonnie Lecompte
Volunteer Services

David Cole
Woodworking Shop



Diana Baines
Gift Boutique

Colleen Lusignan
Spiritual Care Catholic Mass, Feeding, Nursing Office

Mary Parisien
Gift Boutique

Pat Griffith
Creative Arts Woodworking Studio

Patricia Padmos
Creative Arts Gardening

Bob Gemmell
Palliative Care, Visiting, Recreation

Lisa Titley & Bobbi
Pet Therapy

Glen Simpson
Pub

Thanks to you all for your many years of service!

Joan Olinik - 5 years
(plus 2 years as an unregistered volunteer)
Family & Friends Council,
Veterans' Council, Seniors' Housing,
Clerical Nursing, Feeding, Recreation, Visiting

MEAL ASSISTANCE VOLUNTEERS NEEDED

We provide :

- **Extensive training**
- **Personal Protective Equipment**

Apply online at
http://www.perleyrideau.ca/volunteerapplication

For more information, please call
613-526-7171 ext. 2356 or
email volunteer@prvhc.com.

This is a great opportunity to help create a pleasurable dining experience and enhance quality of life for residents in long-term care.

We will continue to accept applications for other volunteer positions, but individuals may not be contacted for an interview until COVID-19 restrictions are lifted.
For more immediate volunteer opportunities in the Ottawa community, please visit www.volunteerottawa.ca

THE PUB IS BACK!

Mondays • 2-3pm:
Residents of the Ottawa building

Wednesdays • 2-3pm:
Residents of the Rideau Building

Fridays • 1-2pm:
Residents of the Gatineau Building

Socially distanced seating.

Residents only. Visitors not permitted at this time.

Visit Finance to sign up for cash-free payments

Employee Recognition Awards 2020

In light of the current situation we are facing with the COVID-19 pandemic, we do not feel it prudent to hold our annual in-person Service Awards Recognition Ceremony.

The Perley Rideau does, however, wish to recognize the years of dedication given to the Perley Rideau by its employees.

Below is a list of this year's recipients.

Recipients can expect to receive their award anytime after October 14th from their Manager or Supervisor.

5 YEARS

Recipient Name	Recipient Name
Mildred Apostol	Megan (Wai Ming) Lee
Kim Beaudoin	Bernadette Lee-Wo
Derrick Brooks	Asmene Merilus
Amanda Carkner	Nazir Noori
Ethelyn Aresta Cuaresma	Chelsey Pereira
Stephanie Deschamps	Jennifer Plant
Gayla Desjardins	Harriet Rayburn
Samantha Hallgren	Jessie Stephenson
Greg Heika	Jhoy William Sipol
James Innes	Jeanelyn William-Balangcod
Jessica Lee	

10 YEARS

Recipient Name	Recipient Name
Gnes Agyiri	Zahra Rashid-Ghader
Huria Ahmed	Permjit Sandhu
Lea Alam	Victor Sevillano Granados
Emilia Aniagyei-Mensah	Juliet Tamayo
Milkana Boeva	Russell Tattersall
Marilou Gomisa	Joelle Therien
Asha Kahin	Susan Tijani
Pamela B. Lushaka	Marlen Villalba
Margaret Nesbitt	

15 YEARS

Recipient Name	Recipient Name
Ann Andries	Zondekile S. Masimba
Margaret Atakorah	Rhoda Medina
Jessica Avalos	Silvestre Molano
Karen Baluyot	Marianne Nyirabalinda
Lori Brown	Tatjana Predovic
Fantaye Genemo	Sulaiman Rogers
Rachel Lavergne	Irmine Thelemaque
Patty Anne Lowe	Judy Woodstock
Adan Madow	

20 YEARS

Recipient Name	Recipient Name
Crystal Belanger	Cheryl Kemp
Gisele Brousseau	Avonelle Lewis
Corine Campbell	Lucyna Lisowska-Kurman
Edith Charlery	Anik Maharry
Jose Cruz	Lisa Moylan
Rita Degroot	Kimberley Ukleja
Leanne Donaldson	Norma Wilson
Winsome Hayle-Miller	

25 YEARS

Recipient Name	Recipient Name
Lisa Bigelow	Dianna Latulippe
Rosie Doyle	Guitre Lochan
Nigel Ebanks	William Potvin
Elizabeth Grum	Patricia Scollard
Susan Holloway	Evadne Wallace
Althea Johnson	Melanie Ward
Stanislawa (Stella) Knapczyk	Norma Wilson 20
Constance Laidley	

Awards

30 YEARS

Recipient Name	Recipient Name
Rosario Alvaro (Chito)	Brian Joseph Gibbard
Kristin Brown	Wendy Patterson
Brenda Evershed	

35 YEARS

Recipient Name
Peggy Thompson

Retirees

List of Employees who retired between October 1, 2019 and October 1, 2020
Must have 5 years of service as per Policy

Name	Name
Shelley Grant, R.PN. – *29.75 Years*	Doris Jenkins, Director, Nursing – 12.75 *Years*
Esther Peprah, P.S.W. – *17.5 Years*	Francois Schingh, Stores Clerk – 35.75 *Years*
Vicki Inns, P.S.W. – *19 Years*	Patricia Osamor, P.S.W. – 19 *Years*
Hai Tran, Cook – *29 Years*	Andre Charron, R.PN. – 27 *Years*
Diana Lynne Bradford, F&N Aide – *19.75 Years*	Emneh Teriaky, F&N Aide – 14.75 *Years*
Earl Thompson, F&N Aide – *27 Years*	Prisca Sharara, P.S.W. – 9 *Years*
Victor Thompson, Lead Hand, Linen – *33 Years*	Mickaelle Narcisse, P.S.W. – 8 *Years*
John Peprah, P.S.W. – *17.75 Years*	Donald Humphries, P.S.W. – 26.25 *Years*
Augustine Ebella, R.PN. – *20.75 Years*	Peter Maharaj, F&N Aide – 25 *Years*
Mayimuna Kenyi, R.PN. – *25.25 Years*	Elva Ford, R.PN. – 11 *Years*
Deborah St Hill, P.S.W. – *17 Years*	Frida Maldonado, P.S.W. – 19.5 *Years*
Susan Davidson, P.S.W. – 26.5 *Years*	Lena Nelson, Rehab. Assistant – 31 *Years*
Marie McCarthy, P.S.W. – 27.75 *Years*	

Kudos to the Outdoor Visit Support Team

Andrea Liu and Rachel Stoparczyk

The outdoor visit season has officially ended, spanning from July 4th- October 12th, 2020. During this time period, there were 1,040 outdoor visits from families and friends with residents in the outdoor visit station set-up in the Lupton Hall Courtyard. Thanks to all the staff and volunteers who worked together to make the outdoor visits possible! It was so rewarding to see how happy the residents and families/visitors were to see each other.

We wanted to give a big thank you to:

- Volunteers and staff who were stationed at Lupton Hall to screen visitors, supervise visits, and porter residents from the units
- Nursing, Therapeutic Recreation and Creative Arts, Allied Health, and Meal Helper staff who helped porter and support residents during outdoor visits
- Volunteers and staff that answered questions about outdoor visits and helped families book visits online
- The Clinical Administrative Assistant team who coordinated the outdoor visit schedules
- Support Services who helped provide an optimal setup for the outdoor visit station
- The Visit Planning team who spent many hours organizing and coordinating the visits
- And, especially, all the residents and families for their patience and cooperation during this unique experience

Without you, these outdoor visits wouldn't have been such a great success! Thanks for your contribution to a memorable outdoor visit season!

Volunteer Glen Simpson helping out on a rainy and cold day in September

Thank you for being brave and spreading love through a year of uncertainty!

Delphine Haslé

As Executive Director at the Perley and Rideau Veterans' Health Centre Foundation, let me tell you: Your support makes a world of difference as we persevere through one of the most difficult times we've ever faced.

Honestly, I struggle to find the words that express how grateful I am for your kindness and generosity. The love and bravery you've shown this year is truly indescribable. Your support helps provide the best care possible while we fight the greatest health crisis of our time!

The outcry of support fills my fellow staff members and I with so much appreciation and hope – especially with the countless words of encouragement we received. We've hung your words messages of hope up in our hallway, so we see it everyday!

COVID-19 has created a huge financial challenge for Perley Rideau. I doubt we could have made it this far without amazing people like you, but we continue to face many new expenses. From increased staffing with meal helpers and cleaners, to more personal protective equipment (PPE), to literally gallons of hand sanitizer. We know these expenses are here to stay for the foreseeable future and we will continue to need you by our side as we persevere through the second wave of this pandemic.

My office is right by the entrance of Perley Rideau. Now that we are once again welcoming visitors, even in a limited capacity, I do my best to come out and say hi and I'm always greeted by happy faces – or in this case, happy eyes as we're all masked up.

We're often told how brave we are for seeing their loved ones through this tough time, but to be honest, it's family members and supporters like you that are the brave ones. Because to me, bravery means trusting another through difficult circumstances – and the trust my fellow staff members and I feel from you is nothing short of courageous!

Caring for residents, no matter the circumstances, is simply what we do. I'm not exaggerating when I say we see everyone, residents and staff alike, like family. That's what's so extraordinary about this place! We're a family. And that's why your support is so important and meaningful to us this year. Thank you so much for your kindness!

Delphine Haslé CFRE, MSc
Executive Director
Perley Rideau Foundation

Caring for seniors living with dementia takes patience, dedication and creativity

Alyssa and Danielle Charbonneau are sisters and nurses at Perley Rideau who work in the Gatineau Residence. This fall they joined forces with the Foundation to share their story and experiences working in long-term care during COVID-19 with donors.

In a letter and "Day in the life" snapshot, Alyssa and Danielle outlined their typical workday and why they chose to care for seniors and Veterans at Perley Rideau after becoming Registered Practical Nurses. Read their full story here.

"It can be heartbreaking to see a grandparent, parent or spouse cope with the hardships of dementia. But when you find a small way to help them, when you find a solution to a problem that for a moment brings them a smile, it reminds us why we chose this career – and why we chose to work at Perley Rideau."

Alyssa and Danielle know everyday has its ups and downs – especially during a global pandemic. They're constantly finding new and creative ways to help residents and their loved one's cope with such a difficult disease. As staff they know each resident on their units on a personal level, develop individualized strategies to bring them comfort and joy, and use tools – like iPads – to keep residents connected with family during COVID-19 and limited in-person visits.

Alyssa and Danielle Charbonneau

It's because of people like Alyssa and Danielle who share their stories that our community grows and we can continue to improve every facet of long-term care. Every single one of us has a unique experience and perspective that can inspire others.

If you would like to share your Perley Rideau story – whether you're a staff member, resident, family member or donor – please contact Courtney Rock, Development Manager at the Foundation at 613-526-7180x7177 or crock@prvhc.com.

> "When you find a solution to a problem that for a moment brings them a smile, it reminds us why we chose this career."
>
> **The Charbonneau sisters**

Thank you for making the No Show Gala a success! It's because of your generosity and kindness that this non-event raised over $22,000! Thank you non-ticket holders, sponsors, donors, auction bidders and community members for spreading the word and not showing up for another event.

Thank you to all who sponsored a flag to honour Canadian Veterans at Perley Rideau, the grounds were covered in 819 flags and your support raised $16,370 for seniors and Veterans care!

SPONSOR A FLAG

REMEMBRANCE DAY TRIBUTE

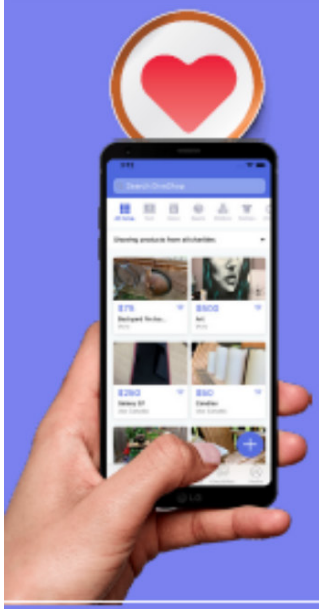
On November 11, 2020 the front lawn of Perley Rideau was a sea of Canadian flags to honour the brave men and women who served and made sacrifices for our country.

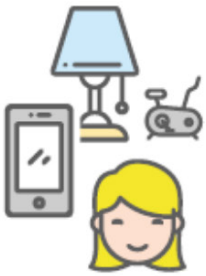
Thank you to everyone who sponsored a flag and made this possible for the 75th anniversary of the end of the Second World War

HOW IT WORKS

Perley Rideau
The Perley and Rideau Veterans' Health Centre Foundation
La Fondation du Centre de santé Perley et Rideau pour anciens combattants

DOWNLOAD THE FREE GIVESHOP APP AND EASILY START DONATING OR BUYING ITEMS, WITH PROCEEDS SUPPORTING THE PERLEY AND RIDEAU VETERANS' HEALTH CENTRE





1. Donor posts an item they wish to donate by taking a photo, selecting beneficiary charity and setting the asking price.

2. Buyers search the GiveShop product listing by merchandise category or charity.

3. Once a donor and buyer agree on price, they communicate via the app to arrange a meeting time.

4. Donor and buyer meet to exchange item. Buyer pays by credit card using the GiveShop app.

5. GiveShop remits the net proceeds to the donor's charity of choice and the donor receives a tax receipt for the sale amount.

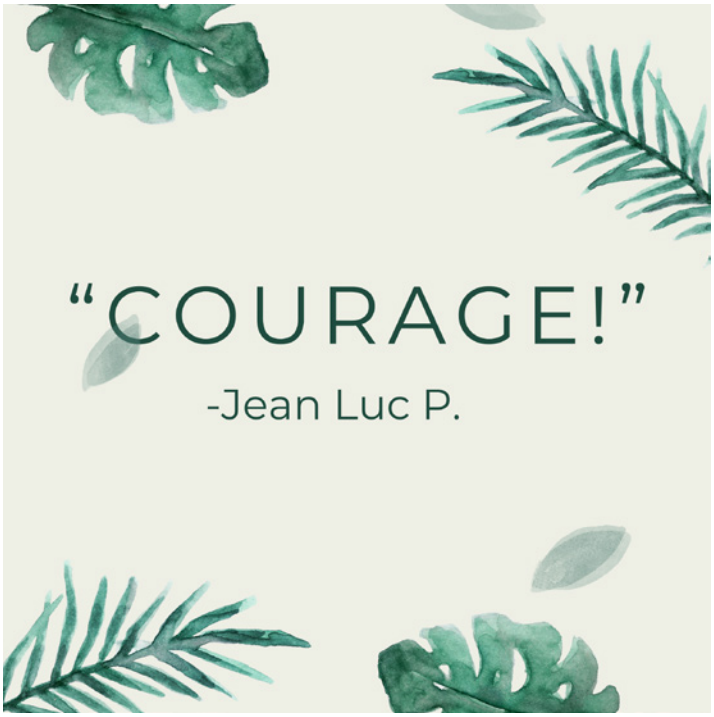
Download on the App Store

GET IT ON Google Play

STOP BY THE FOUNDATION OFFICE TO LEARN HOW YOU CAN USE THIS APP TO SUPPORT PERLEY RIDEAU

Donor Love

NOTES OF THANKS AND GRATITUDE FROM DONORS



"Thank you for all that you do to keep the Perley Rideau Staff and Residents Safe and Healthy."

Margery S.

"Wishing health and happiness for all those living and working at Perley Rideau."

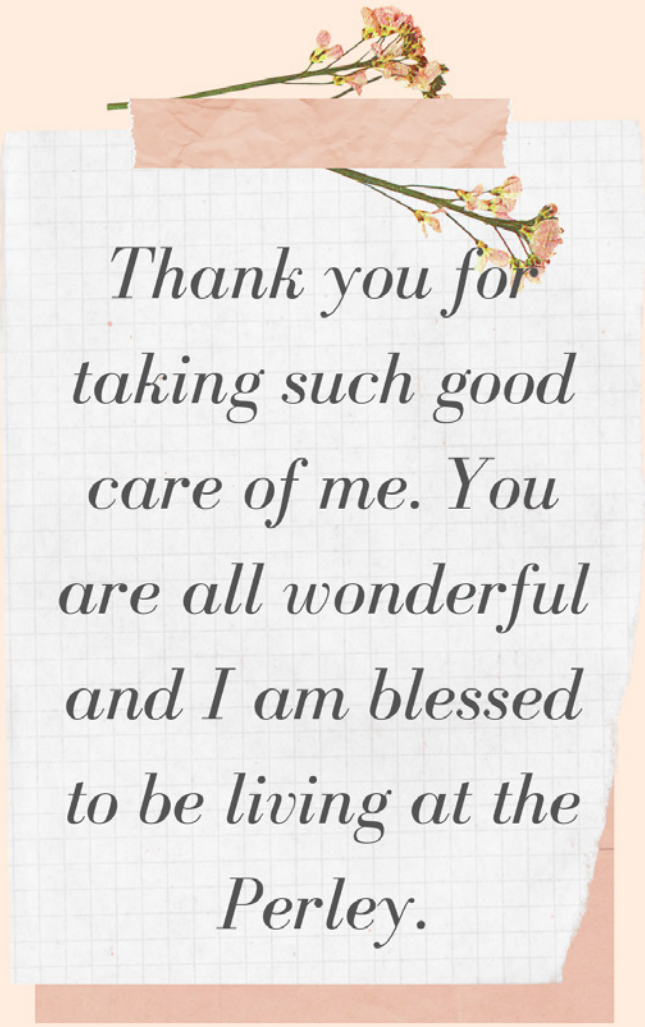
Marion B.

"Thank you to all the caregivers at the Perley Rideau!"

DON & PAMELA P.

KEEP UP THE GOOD WORK!

Adam & Joanna B.



- Mary M

TO ALL THE VETERANS THERE,
THANK YOU FOR YOUR SERVICE!
TO ALL THE HEALTH CARE WORKERS AND VOLUNTEERS THERE,
THANK YOU FOR YOUR WORK!

- JOE M

Thank you to members of Royal Canadian Legion Br. 462 Eastview for their generous donation of $20,000 to support Veteran comfort and priority needs. Pictured alongside Foundation Executive Director Delphine Haslé, is Bill Redmond, a member of Br. 462 and regular Perley Rideau volunteer.

Thank you to members of Royal Canadian Legion Br. 595 Strathcona for their generous donation of $15,000 to support the Home Sweet Home renovation project. Pictured here Delphine Haslé - Foundation Executive Director, Wanda Riddell – RCL 595 Strathcona Poppy Campaign, and Maj. Sanda Peron (Ret'd) – Foundation Board of Directors

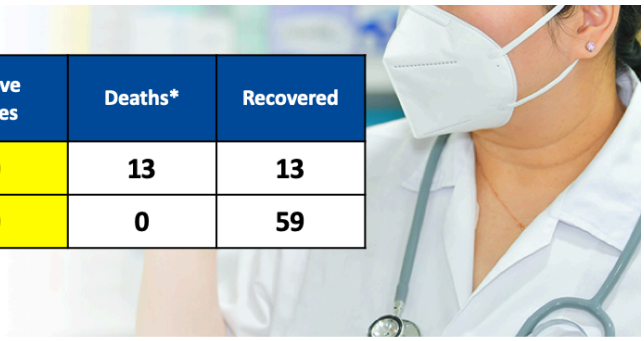
Delphine Haslé, Foundation Executive Director and Joan Olinik, regular Perley Rideau volunteer stand alongside a Silver Leaf in memory of Doris Jenkins, donated by Joan on the Tree of Life

A collage team photo of Perley Rideau participants in the virtual Ottawa Race Weekend with their race shirts and medals. The team of 35 raised over $18,070 in support of the COVID-19 Emergency Response Fund. Pictured here includes: Susan Davies, Stephanie Deschamps, Marie Gauthier, Manon Harvey, Bernadette Lee-Wo, Melissa Needham, Ryan Lawrence, Azariah Lawrence, Dan Clapin, Monica Bourque with her kids, and Leslie Behnia

Thank you to members of Royal Canadian Legion Br. 314 Manotick for their generous donation of $4,000 to support Veterans by purchasing new Hi-Lo beds. Pictured here is Steve Desroches from the Foundation Board of Directors.

COVID-19 Update

as of November 30, 2020 – Includes outbreak management onsite testing



	Tests Completed	Individuals with COVID-19	Active Cases	Deaths*	Recovered
Residents	3326	26	**0**	**13**	**13**
Staff	7629	59	**0**	**0**	**59**

Current Occupancy (beds)	330
Maximum Occupancy (beds)	450
Staff Availability	850
Leave of Absence**	123

* Tested positive for COVID-19. The virus may not be the cause of death.
** All reasons (Specific to COVID-19)

Here's the most recent COVID-19 update, as of November 30th, the day that our last staff member completed all safety protocols to return to work. Stay up to date by visiting our COVID-19 Update webpage at http://www.perleyrideau.ca/public-announcement.

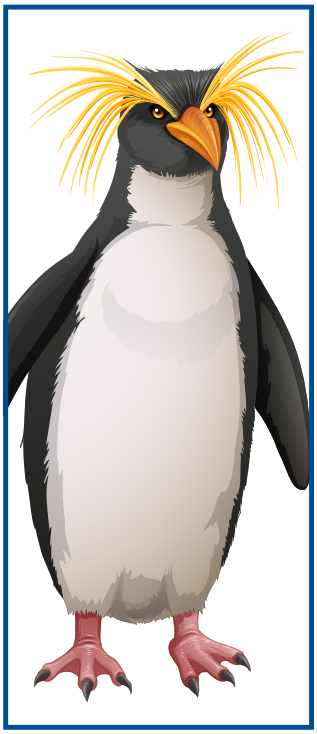
Safety Week

The Safety Week Team thank you for your participation in our quiz and we hope you enjoyed the Penguin video

Note: Curtis made a great penguin!

The following employees won prizes! *(your Manager/Supervisor will bring these to you)*

- Jessica Danielson – Rolling Cooler Bag
- Alexis Dennison- Duffle Bag
- Peter Joyce - Wine glasses and Insulated Wine Cooler
- Jamie Wyngaarden – Shoe Grippers
- Nancy Do – Zero Gravity Chair
- Annet Kayiwa - $25 for McDonalds
- Robyn Orazietti- $25 for McDonalds
- Leanne Lafrance - $25 for McDonalds
- Julisa Nedoborski - $25 for McDonalds
- Daniela Acosta - $25 for Wendy's
- Darlene Lewin - $25 for Wendy's
- Hani Abdullahi - $25 for Wendy's
- Jenna Henry - $25 for Canadian Tire
- Sousan Jabbariazar - $10 for cafeteria
- Josée Lemaire - $10 for cafeteria
- Patricia Deek - $10 for cafeteria
- Rachel Stoparczyk - $10 for cafeteria
- Rachel Powers – Perley Rideau Polo Shirt
- Olivia Kutchkoskie – Perley Rideau Polo Shirt
- Anamarija Pecek – Perley Rideau Polo Shirt



Keep penguin walking to get to and from work safely and do not forget to take time to take care of you!

Behind the Mask!

Are You Getting Enough WATER?

What water does for your body…

- Water is the major component of most body parts.
- Forms saliva (digestion).
- Converts food to components needed for survival - digestion.
- Keeps mucosal membranes moist.
- Allows body's cells to grow, reproduce and survive.
- Flushes body waste, mainly in urine.
- Lubricates joints.

- Makes up **83% of blood**.
- Composes **75% of the brain**.
- Needed by the brain to manufacture hormones and neurotransmitters.
- Regulates body temperature (sweating and respiration).
- Acts as a chock absorber for the brain and spinal cord.
- Helps deliver oxygen all over the body.
- Accounts for **22% of Bones**.
- Makes up **75% muscles**.

How Much Water Do I Need?

- Between **half an ounce** *to* **an ounce of water** for each pound you weigh, every day
  - For example, if you weigh **150 pounds**, that would be **75 to 150 ounces of water a day**
    (the higher end if active, warm climate)

Perley Rideau

The Perley and Rideau Veterans' Health Centre

The Future of Caring

2020 Q3 Update

The COVID-19 pandemic continues to threaten the health and safety of residents, staff and their families. Minimizing this threat while maximizing resident quality of life remains our top priority. Our success to date results directly from the professionalism, hard work and dedication of our staff. Check our website for the latest information.

The pandemic has affected everyone in different ways. Some have lost loved ones, for instance, while others have been forced into bankruptcy. Hard times such as these are new to many of us. Most of our residents, however, persevered through years of war and hardship. When times were tough, they supported one another. We must follow their example.

Return of (some) Volunteers

Perley Rideau's dedicated volunteers provide perhaps the best example of supporting one another during hard times. In recent months, we have begun to welcome back a few volunteers who have graciously accepted new or modified roles. These volunteers supported outdoor visits during the summer and early fall, and continue to help with meals, mask distribution, COVID testing, Roman Catholic mass, tenant activities and screening Interprofessional Clinic clients. They also reopened Deborah's Gift Boutique with reduced hours and enhanced infection-control measures. We extend our heartfelt thanks to them and to the volunteers who have supported us from home in a variety of ways, such as with virtual visits and resident tax returns. You are key members of our village!

Therapeutic Recreation and Creative Arts

Therapeutic Recreation and Creative Arts staff continue to find ways to deliver programming both indoors and outside. Staff artists have recently helped residents sculpt and paint clay flowers, for example, and create canvases using paint-filled water guns. To mark the 75th anniversary of Victory over Japan (VJ Day) musician Trudy Letourneau entertained residents with a performance of period songs. Staff have also taken residents on Trishaw rides around our campus.

Perley Staff Deployed to other Long-Term Care Homes

In late September, public-health authorities ordered The Ottawa Hospital to take over management of two Ottawa long-term care homes due to large outbreaks of COVID-19. Members of the Perley Rideau team put up their hands to support this effort by sharing leading infection prevention and control practices from the long-term care sector. We thank these staff members for helping to realize our goal of supporting our partners to benefit of the health care system.

Also noteworthy are two other examples of Perley Rideau staff sharing their skills and knowledge to improve long-term care. On September 30, Dr. Robert presented to Ontario's Long Term Care COVID-19 Commission, calling for improvements in long-term care in Ontario, particularly an increased emphasis on frailty and quality of life.

Jen Plant, Perley Rideau's Director of Clinical Practice, contributed to Clinical Nursing Leadership eLearning, a series of online modules delivered in partnership with Algonquin College, Bruyère and Ontario CLRI - Centres for Leaning, Research & Innovation in Long-Term Care. CLRI develops, delivers and evaluates educational resources and programs to train the current and future long-term care workforce.

SeeMe™: Understanding frailty together

SeeMe™
Understanding frailty together.

The SeeMe™: Understanding frailty together program, developed by Perley Rideau staff, continues to grow more successful. SeeMe™ assesses frailty as part of a person's overall health, and helps residents and their families to make informed decisions about treatment. In the first year of SeeMe, a recent evaluation found that the number of Perley Rideau residents transferred to hospital decreased by 20%. In August, Andre Liu, Program Lead for Perley Rideau Interprofessional Care, delivered a webinar about SeeMe as part of AdvantAge Ontario's summer school series. The webinar was both well attended and well received.

Centre of Excellence in Frailty-Informed Care™

CENTRE OF EXCELLENCE
IN FRAILTY-INFORMED CARE™

The Centre of Excellence in Frailty-Informed Care is increasingly busy and successful. In September, the Centre announced that the Journal of the American Medical Directors Association (JAMDA) would publish its evaluative study of the

performance of Perley Rideau's SAFE unit. The study compared the outcomes of two groups of patients: those who transfer to the SAFE unit and those who remain in hospital. The study found that SAFE patients had shorter stays in hospital, were more likely to be discharged to home, required less follow-up care, and were no more likely to visit a hospital emergency room or require hospital readmission in the following months.

The Centre of Excellence has several other research projects underway, including a few related to COVID-19. One study, for example, examines how the social isolation resulting from visitation and program restrictions impacts the psychosocial health of residents, caregivers and family members. A second project, a partnership with the Children's Hospital of Eastern Ontario, evaluates the technology that sanitizes used N95 masks. The Centre of Excellence has also enrolled in a new program initiated by the Canadian Foundation for Healthcare Improvement. The LTC+: Acting on Pandemic Learning Together program offers everything from webinars and coaching, to seed funding and research partnerships. Jen Plant, Perley Rideau's Director of Clinical Practice, is one of the program's coaches.

Read the article here: https://www.jamda.com/article/S1525-8610(20)30631-9/fulltext

New Director of Nursing

Perley Rideau is pleased to welcome Rachel de Kemp as Director of Nursing. Rachel has a wealth of experience in nursing leadership and most recently served as the Integrated Vice President of Patient and Resident Services and Chief Nursing Executive at Almonte General Hospital and Carleton Place & District Memorial Hospital. Rachel replaces Doris Jenkins, who recently retired.

Justine Evraire Earns WePRN Award

The Registered Practical Nurses Association of Ontario has named Perley Rideau's Justine Evraire as the 2020 recipient of the Michael & Werner Geidlinger Excellence in Palliative Care Award. Presented annually, the award recognizes the unique character and tremendous care delivered to patients at the end of life by an RPN, whose efforts demonstrate exemplary palliative care competencies that optimize quality of life and help families cope during illness and bereavement.

New Partnership with Nipissing University

Perley Rideau forged a new partnership with Nipissing University. Under the partnership, current Registered Practical Nurses study part-time to complete a Bachelor of Science in Nursing degree and qualify as Registered Nurses. Students complete theory-based courses online and some practical courses here at Perley Rideau.

NIPISSING UNIVERSITY

New Coin Commemorates 75th Anniversary

Three Veteran residents participated in the launch of the Royal Canadian Mint's new coin commemorating the 75th anniversary of the end of the Second World War. The Mint presented a coin to each of the three Veterans: Betty Bell served in the Women's Division of the RCAF; John Commerford served as an artillery gunner; and Carl Reiser was a flying officer in the RCAF. The $2 coin is now in circulation.

Expansion Plans Delayed

Efforts to expand the Seniors' Village are on hold due to COVID-19. We continue to explore the possibility of partnering with Algonquin College and Ottawa Community Housing to create a centre that provides long-term care and affordable accommodation for frail seniors while offering training opportunities to students and care professionals.

Interprofessional Clinic Welcomes Newborns

The Interprofessional Clinic at Perley Rideau now supports the Infant Hearing Program of Eastern Ontario. Under the program, Clinic audiologists will screen the hearing of more than 600 newborns by the end of March.

A reminder that during the pandemic, the Clinic is open only to those with appointments. Clinic staff or volunteers screen patients for COVID-19 symptoms before escorting them inside.

For the latest updates, visit our website.

www.InterprofessionalClinic.com

Perley Rideau Foundation

To mark the 75th anniversary of the end of the Second World War, a mass planting of miniature Canadian flags took place on the lawns surrounding the Perley Rideau. Supporters from across the country sponsored a flag to pay tribute and honour to those who have served. The sea of flags greeted Veterans on the morning of November 11th.

Watch the Q3 Update
www.PerleyRideau.ca/future-of-caring

Visit us online to keep up to date on all news at the Perley Rideau

www.PerleyRideau.ca

Perley Rideau

Perley Rideau

PerleyRideauSeniors; @prvhc_seniors

BPSO Perley Rideau @BpsoPerley

Perley and Rideau Veterans' Health Centre / Foundation

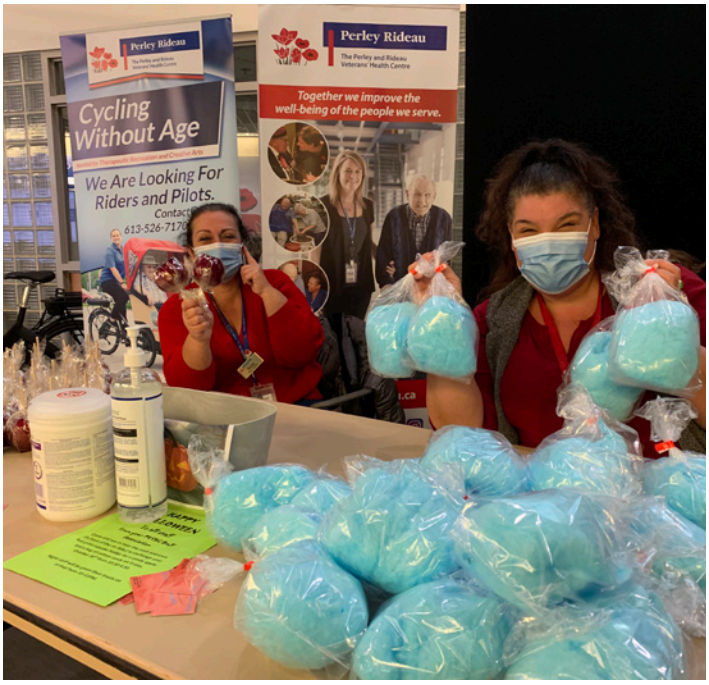
Perley Rideau

Family and Friends Council

The last Family and Friends Council meeting was held on Thursday, November 19th at 7pm using Zoom. At our previous meeting we discussed a range of topics and questions with Mary Boutette, Perley and Rideau COO. The topics included: staffing levels, changes to the processes for visits, changes for the front door screening process along with other topics raised by the families present on the call.

The Mission of the Family and Friends Council:

The mission of the Family and Friends Council [FFC] is to improve the quality of life for all residents by promoting an atmosphere of compassionate care and support amongst family members, friends, volunteers and staff. Participation is open to family of residents, former residents of The Perley and Rideau Veterans' Health Centre, and persons of importance to residents who are committed to acting as advocates. There is no membership fee. We hope this experience and broad range of perspectives may serve as sources of information, assistance and support to all members of our long-term care home community. Council traditionally meets monthly except in July, August and December. Our meetings include updates by Senior Management, presentations on topics of relevance to residents and family members, budget reports, and opportunities to learn more about life at the Perley Rideau. We look forward to welcoming family and friends of our residents and to their participation in the activities of the Council. *For questions about the Council please contact Heather Moxley by e-mail at: familycouncil.prvhc@gmail.com*



Thanks to The Perley Rideau staff association for the generous donation of treats in the last few months including candy apples, cotton candy, popcorn and ice cream.

Volume 11, 2020

fseap SOLUTIONS

Leading a Meeting with Impact

Lead a meeting with these proven but unfortunately forgotten tips so you get more done, stay on topic, wander less, get more participation, reduce confusion, end on time, and have participants walking away with a "thumbs up." Before any meeting, mentally rehearse what the meeting is about, why it's needed, what should be accomplished, and who the vital attendees are. Double the impact by telling/reminding everyone the purpose of the meeting, what the results should be, and what time you are ending. Many meetings grow sluggish with discussions between two or three members not relevant to other participants. Intervene by maintaining awareness so your meeting marches forward, while directing these smaller discussions to outside the group. Don't end a meeting without a plan of action for any unfinished business. These tips will make you a leader who raises productivity.

Should You Lend Money to a Coworker?

Should you lend money to a coworker? The question has many considerations, but the most cited axiom is, "Don't lend money to a friend unless you expect it not to be repaid." A request may indicate a more serious personal problem. If so, loaning money then equates to enabling. Does your friend need other help? Consider these steps: 1) Show empathy. 2) Don't be judgmental. Eliciting defensiveness will shut down willingness to accept help. 3) Discuss concern for your friend. Use "I" statements: "I'd like to help, but I'm just not in a position to lend. Can we talk about the situation?" 4) Have a source of help/number available, and offer it. 5) Offer to accompany your friend to the source of help. (Note: If your friend does not accept help, you will increase the likelihood of doing so in the future with this supportive strategy.)

Hidden Stress Hazards of Remote Workers

If you work remotely, reach out for help before you begin "adapting" to potential stressors of your position in unhealthy ways. Don't let frustrations drag on. Researchshows remote workers can face many unique challenges, including loneliness, inability to process stress with peers, irritability from interruptions at home, go-it-alone technology issues, worrying about completing tasks correctly, resentment from being unable to "switch off" from work to non-work, feeling frustrated at being unable to relax because of unfinished work only steps away, and parenting conflicts with guilt at being unable to attend to child needs.

Source: www.academia.edu [Search "psychological, teleworking"]

Boredom and the Pandemic

Boredom may be the least discussed experience of the COVID-19 pandemic. The international response has affected where we go and what we can do, who we can be with or even hug. Restaurants are closed or stark and bare, and more movie theaters shutter every day. Boredom is normal, but pandemic-related boredom is a bit different. Research shows it can have health effects, as it did during the 1918 Spanish flu. These can include behavioral issues, relapse of health conditions, worsening of compulsive-behavior disorders, negative thinking, depression, and even suicide. (Suicide rates increased during the 1918 Spanish flu.)

Source (1): www.news.columbia.edu [search "why being bored"];
Source (2): www.academic.oup.com [search "covid suicide"]

National Caregivers Month

November is National Caregivers Month. It's a time to recognize, support, and empower family caregivers. One of the most comprehensive sources of help is www.caregiver.org, the website of the Family Caregiver Alliance. It is an online service that provides quality information, support, and resources for family caregivers of adults with chronic physical or cognitive conditions such as Alzheimer's, stroke, Parkinson's, and other illnesses. Sixty-eight percent of caregivers are women (aarp.org) who spend an average of 20 hours per week caring for a loved one. Whether you are a caregiver or in a relationship with a caregiver, do you know the signs and symptoms of caregiver distress? These symptoms may include feeling overwhelmed or constantly worried, feeling tired often, getting too much sleep or not enough sleep, gaining or losing weight, becoming easily irritated or angry, losing interest in activities you used to enjoy, feeling sad, having frequent headaches, bodily pain, or other physical problems. These symptoms can also give way to burnout. Caregivers need physical help with tasks, decisions, meal prep, errands, and chores. They especially need emotional support to help them deal with the stress of caring for an elderly person or other loved one with special needs. Most people do not know that caregiving is one of the toughest and most stressful jobs. This is because it is characterized by high levels of "job strain." Job strain includes having high levels of stress with low levels of control over how much, how often, and when caregiving will next be required.

Source: www.unhealthywork.org/job-strain/definitions-and-formulations-of-job-strain/

Alcohol and Prescription Drugs Don't Mix

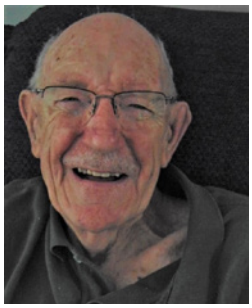
Do you take medication for a medical condition like high blood pressure, high cholesterol, diabetes, migraines, anxiety, arthritis, sleep problems, or a heart condition? The Centers for Disease Control is growing more concerned about the risk associated with drinking alcohol while taking prescription medications. More people are aging, many are taking more medications, and thousands of the new drugs have adverse effects if you use them in combination with alcohol, even a little bit. Pay attention to warning labels about alcohol. Hundreds of medications do not mix with alcohol. Over 22 medications for high cholesterol may cause liver damage if combined with alcohol. Discover whether the medication you are taking has a side effect with alcohol at www.niaaa.nih.gov. [Search "harmful interactions pdf"]

Source: www.nih.gov [search "despite risk benzodiazepine use"]

Important notice: Information in FSEAP Solutions is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. Contact FSEAP for further help, questions, or referral to community resources for specific problems or personal concerns. Source URLs may have been abbreviated for convenience and are case sensitive.

HMCS CORNWALLIS IN THE BATTLE OF THE ATLANTIC

BY Gerry Cann, friend and Perley Rideau tenant



Gerry Cann

"The Battle of the Atlantic was the only battle that really frightened me."
Winston Churchill

Located on Nova Scotia's Annapolis Basin, sandwiched between the villages of Deep Brook and Clementsport, lies what is still recognizable as a military station. People on their way to either the old Loyalist town of Digby with its ferry to St. John NB, or to historic Annapolis Royal, are apt to simply glance and look away, but they have just driven through what used to be HMCS Cornwallis, a most significant base during WWII, for it was there that young men and women came in their tens of thousands to learn the ways of the sea. When war with Nazi Germany began in early September, 1939, there was too little of everything. The strength of the Royal Canadian Navy (RCN) was six destroyers and five minesweepers, manned and supported by a complement of about 1800 men. With few ships and hardly any anti-submarine skills, the RCN was, to put it bluntly, hardly a navy at all. The United States assumed neutrality then, and Great Britain stood alone against German military might. Her great problem was logistics, everything necessary to support her population and prosecute the war had to be imported. Requirements to prosecute a war added dramatically to her requirements. These necessities could only come through or from Canada, with the 3000-mile width of the Atlantic Ocean between.

World War One (WWI) had proven the capability of German submarines, the U-Boats, to sink ships on a wholesale basis, and it was obvious that this would again be the case. Merchant ships of any nation would have little chance of getting through against that menace without warships to defend them. The convoy system (many ships sailing together protected by a screen of warships), had proven effective in WW1, and that concept was adopted anew. Halifax, with its world-class harbour would again be the assembly points for convoys.

On September 16 the first convoy sailed from Halifax, escorted for the first 350 miles by two RCN destroyers; two Royal Navy (RN) cruisers took over for the remaining distance. Soon two convoys a week were sailing from Halifax, and by the end of 1939 fourteen convoys totalling four hundred and ten ships had sailed from that port. Considering that Canada had declared war on September 10 this was a major undertaking. But the RCN had neither the ships or sailors to adequately escort them.

Ashore, everything went into high gear. Small ships with the manoeuvrability necessary to track and destroy submarines were required in quantity for convoy escort, as were vessels of every other type up to the class of destroyer.

Deep Brook, Nova Scotia

The corvette, a small ship modified to naval standards from the whale fishery had the speed and agility to be affective against U-Boats, and was selected by the Royal Navy (RN) to be the backbone of the escort force. Sixty-four of these were to be built in Canada. With its population then of just over thirteen million and a coastline bordering three oceans, the country incredibly had just a tiny ship-building capacity, which had to be greatly enlarged before construction could even begin. From a standing start, fourteen corvettes were ready by the end of 1940, and the remaining fifty were at sea in late 1941.Early in the war the United States traded 50 obsolete destroyers to Great Britain for bases in Bermuda and Newfoundland. The RCN was allotted six of these old ships. but that allotment didn't do much to add to the shortage of Canadian escort ships; four RCN destroyers, together with ten of the new corvettes were operating in British waters. New Canadian shipyards was building ships more rapidly than the RCN could trained crews to man them. The old hands in the RCN, the only instructors really capable of training them, were at sea serving in the anti-invasion fleet in the English Channel, while Canadian training facilities were scarce and scattered.

The result was great success for the U-Boats. Inadequately escorted, some one thousand merchant ships were sunk by U-boats during 1939 - 1942.

The RCN had been given total responsibility for the escort of slow convoys sailing from Sydney NS. This became known as the mid-ocean convoy run; the few Canadian ships would escort their ships to a given point in the North Atlantic where they would be met by an RN force which would escort them the rest of the way. These slow convoys were composed of ships with speeds of up to eight knots. Being slow, they were most susceptible to U-Boat attack, and losses were heavy.

The fast convoys sailed from Halifax, escorted by RN and RCN ships together with several United States Navy (USN) warships. The USN presence was ostensibly to protect American ships sailing in the Atlantic convoys, but they assumed a shooting, supporting, defensive role whenever needed. However, when war broke out with Japan in December 1941, all USN ships were transferred to the Pacific and the escort force was seriously diluted. To make things even more serious, the spring of 1942 found RCN corvettes transferred from North Atlantic escort duties to protect tankers bringing vital Caribbean oil to both Canadian and U.S. east coast war industries. The result was that only half the naval ships necessary for convoy escort were available. Merchant ship losses became unsustainable, some 1000 ships having been sunk up to 1942.

> During the Second World War, HMCS Cornwallis was the largest naval training establishment in the British Commonwealth

The influx of navy recruits necessary for an expanding RCN created an urgent requirement for a large central training base, and in May of 1942 HMCS Cornwallis was commissioned in Halifax for that purpose. It was clear that a larger training facility was necessary. the new RCN ships coming off the ways dictated a larger fitting out and repair facility, and the space occupied by HMCS Cornwallis was urgently required by HMCS Dockyard. The Department of National Defence accordingly, recommended the establishment of a new naval training station capable of accommodating 10,000 personnel in training at any one time, and Deep Brook, an area in the Annapolis Valley between Annapolis Royal and Digby, was selected as suitable, and construction of a base began immediately. HMCS Cornwallis was officially transferred there from Halifax in the early spring of 1943. Beginning with a complement of 2,539 men, this new base expanded rapidly. Until the end of the war there were seldom less than 11,000 trainees and instructors in Cornwallis. It became the largest naval training establishment in the British Commonwealth.

All specialties with the exception of Signals (communications) were taught in HMCS Cornwallis: gunnery, engines, torpedoes, anti-submarine detection (ASDIC), accountancy, cookery, physical and

recreational - the list goes on and on, to include every skill required by every branch of the navy were taught there. As new and better equipment became available as the war progressed, new training requirements were met and integrated into the system. The flow of recruits and graduates was so highly organized that, as classes of trained men were scheduled to leave and man new ships, drafts of new recruits would arrive on the same train. Most went to serve in Corvettes.

There was little rest for the instructors. Length of training varied from six to eight weeks with added time for some specialities, and then it was off to sea, the need for men was so urgent. New ships were being launched at such a rate that few fully trained men were available to man them, and a just-commissioned RCN corvette might put to sea with just a few experienced sailors in the crew. Most of these new sailors were Prairie boys who had never seen salt water before, and that was the Annapolis Basin and the Bay of Fundy. The North Atlantic was quite something else where 60-foot waves were common in a gale.

With green crews, a shortage of ships, maintenance problems and deficient equipment, the strain became too great, and, in January 1943 the RCN escorts were removed from their duties. Both ships and their crews were transferred to the RN in the UK for rest, retraining, repair and modernization. The mix of experienced RCN men and the brand-new sailors were able to benefit from both individual and group training in anti-submarine warfare by expert and experienced RN instructors. Some were trained to instructional standards to the benefit of HMCS Cornwallis. In April, 1943, the RCN escort groups emerged from their training period, and from then until the war's end, the RCN assumed total responsibility for every North Atlantic convoy. RCN sailors were now being turned out from HMCS Cornwallis in sufficient numbers to man ships with modern equipment and a base of seasoned crewmen to do the job. In terms of convoy escort, the North Atlantic became a Canadian pond. The turning point in the Battle of the Atlantic was reached in 1943, and the U-Boats lost the upper hand. While both RCN escorts and the escorted merchant ships continued to be lost in large numbers, the ratio of merchant ships lost to U-Boats sunk turned in favour of the RCN.

> In 1994 CFB Cornwallis closed, it has not received a heritage designation.

When the war ended the RCN ranked as the third-largest navy in the world. Far Distant Ships (an RCN naval history) reports that the Royal Canadian Navy grew to four hundred and twenty-seven principal ships with a complement of ninety-six thousand men and women, the majority of whom were trained in HMCS Cornwallis.

A further interesting statistic helps us to better understand the enormous contribution of the Cornwallis- trained RCN "During the Second world war, the Royal Canadian Navy convoyed 25,345 ships to Great Britain at the expense of 28 RCN escorts lost, many with their entire crews. The ships that got through contained 181,000,000 tons of cargo. Statistically, during every day of the war there was an average of 125 merchant ships on the Atlantic bound for Britain under largely Canadian escort. The delivery of that tonnage is the equivalent of 40,000 miles of freight cars, a solid band, eleven abreast stretching from the piers of Halifax right across the country to Vancouver." [1]

HMCS Cornwallis shines brightly through her contribution, both during WWII and thereafter. Normally the base would have been destroyed, but the emerging problem with Russia and the Korean war created a need for a strong RCN, and the base survived. The married quarters, a village of houses across from the base were put up for sale, creating a village called 'Cornwallis.' Following unification of the Canadian Armed Forces in 1968 all branches of the Canadian Forces trained there. In 1994 Canadian Forces Base (CFB) Cornwallis closed forever. The sum total of the men and women trained there approaches three quarters of a million men and women.

Cornwallis has never received the official heritage designation she so richly deserves. That once-proud base lies largely forgotten by officialdom, government and

military alike. Today it's a business park, and some five hundred people live in the old married quarters. The surviving military presence consists of the eastern Canadian Navy Cadets who gather to train here during the summer months. The Pearson Peacekeeping Centre (PPC) originated in Cornwallis and its headquarters remained there until 2009, when the courses and participants (sometimes representing 35 nations at once) together with the instructional staff, were relocated to Ottawa in 2005, and closed by a Conservative government in November 2013.

A group of local men and women struggled to maintain a place of remembrance to the sailors who trained there, the ships that were lost, to those who did not come home, as well as to the men and women from other service branches who arrived after unification. They maintained HMCS/CFB Cornwallis Military Museum, located in what was the Protestant Chapel. Stained-glass windows in the museum were replicas of those that once graced that chapel during WWII, paid for by graduating classes (the originals now hang in the chapel at HMCS Stadacona in Halifax). Each window, save for four which are chapel-oriented, features the crest of a different ship, memorials to the twenty-four warships sunk during WWII. Artefacts were mainly donations from former trainees and from local people. The museum stood alone, existing on membership fees, donations, and a small admission charge. It was not considered a

HMCS Ottawa stained glass window

bonifide military museum because of government regulations which state that only museums on a current military base qualify for funding. Unfortunately, as the population of the old married quarters grew old, interest in the museum sagged and the museum closed, its artefacts distributed to existing museums across Canada

The first Sunday in May was a day was set aside in remembrance of the valiant struggle waged at sea throughout WWII. It honoured the RCN ships and Canadian merchant ships sunk in that conflict, and the men and women who trained here. Each year Battle of the Atlantic Day was celebrated in Cornwallis, one of the few such services held in Canada. Now, that is no longer celebrated, giving new meaning to the words Lest We Forget

Sadly, as with HMCS Cornwallis, the significance of the Battle of the Atlantic is now largely forgotten. Canadian history is so lacking in our schools and elsewhere that most adults and fewer students know little or nothing of it. Even in Nova Scotia there is little knowledge that places like Debert, Yarmouth, Halifax, Sydney, Shelburne, some quite important military or naval bases, played an important part in that Battle of Battles. Had it been lost Britain would have starved and occupied by Nazi Germany; arms requirements, the supplies to Russia via the northern ice-free port of Murmansk could not have continued. and most military campaigns which ended the war would have been difficult, if not impossible to carry out. Indeed, the makeup of the world as we know it might now be quite different.

HMCS Cornwallis played her part.

Find out more about the HMCS Cornwallis by visiting the dedicated website:

www.CornwallisMuseum.ca

Messages of Gratitude

"My father was a resident at the Perley for several years and received the very best of care. Many thanks to all of the staff and volunteers, and especially to the staff of Rideau 1 South, for the extraordinary work that you do."

I would like to thank you and your staff for your efforts.

My family and I feel you are all doing such a great job keeping us aware and feel blessed that our parents are both in living at the PRVHC especially during these extraordinary times.

Thank you very much,
Marie

A huge thank you to all of the cleaning and support staff for your hard work and dedication during this most challenging of years. Your efforts make a huge difference to the health and quality of life of the residents, staff and visitors at the Perley- Rideau and they are very much appreciated.

"Thank you for creating a compassionate place for Sheila's joyful spirit to flourish into being loving, peaceful and happy."

Thank you for the care you provide to patients and for the support you provide to families. #VeteransMatter

Thank you for taking care of Canada's Heros

In memoriam to (R)MWO Larry RCAF who passed away today. Thank you for taking care of a retired veteran, giving him dignity especially when afflicted by Parkinson's disease.

Thank you for all you do for our veterans! May God bless you.

A huge thank you to all of the cleaning and support staff for your hard work and dedication during this most challenging of years. Your efforts make a huge difference to the health and quality of life of the residents, staff and visitors at the Perley- Rideau and they are very much appreciated.

Today I share with you long time employee Lena has retired from her role as Rehabilitation Assistant within Therapeutic Recreation and Creative Arts after 30 plus years of service. I want to express my thanks to Lena for her long service to the Perley Rideau and for her positive impact she has had on residents and families. We congratulate Lena on her well deserved retirement and wish her well in her future endeavours.

Hello Samantha,

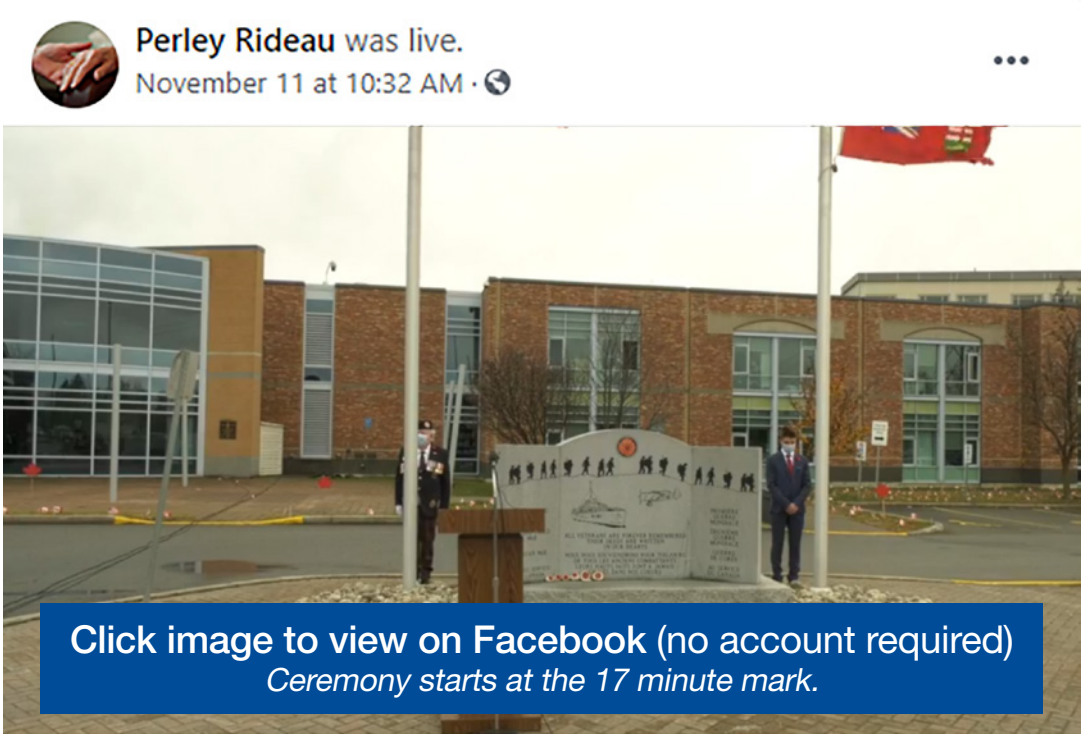
Yes, please forward this message along with our gratitude that there is even more of a legacy derived from how Dad lived during his last days. When his medicines were reduced and supplemented after your first engagement, we were blessed with gentle bonding time and experiences that were healing for all of us and indeed helps us along the road to being reconciled or more at ease with his passing even while we grieve.

Thank you and all your team sincerely

Rod

Save a space for me. You do great work and I know when my time comes, this next generation of Vets will have a place to be.

Remembrance Day 2020



Diane Amacher
Thank you Perley Home for caring for our Dear Aunt Jessie Chenevert, a Koren War Veteran. Enjoyed watching very touching ceremony.
Like · Reply · 3w · 2
1 Reply

Lynda Morgan-Elson · 15:56
Thank you to all veterans for your service
Like · Reply · 3w · 1

Top Fan
Cheryl Moore · 30:40
Thank you to all Veterans & those still serving our great country Canada.❤️🇨🇦. Thank you Perley Rideau for this beautiful service.
Like · Reply · 3w · 3

Roshene Andrew Lawson · 37:29
Thank you Donald for the great pipe playing! I remember officiating there one year and the minute you played Amazing Grace Fr Paul and I started crying.
Like · Reply · 3w · 1

Donna Williams · 1:53
Thank you for caring for our vets, they are well cared for at the PRVC, my dad is a resident as well. It has been the same, since February since I have been able to hug him. 😔xoxo.
Like · Reply · 3w · 2

Kim MacDonald · 16:39
🥰Thinking of my Dad who resides at the Perley & Rideau.
Like · Reply · 3w · 1

Sue Anderson Lurk · 8:16
We thank you for all you sacrificed....
Like · Reply · 3w · 1

Richard Sculthorpe · 21:24
Thinking of all our Veterans but particularly the late BGen. Jack Watts and Cpl Norma Watts (Tilley) with love.
Like · Reply · 3w · 2
1 Reply

Sue Andrew · 18:22
Thinking of my Dad too who resides at the Perley. Haven't hugged him since Feb. 😔 But I received a photo of him all dressed for Remembrance Day ceremonies.
Like · Reply · 3w · 4

Carol Sollows · 36:29
Thank you to all the resident veterans for your service. And thank to the staff who care so wonderfully for them. God bless you all.
Like · Reply · 3w · 1

Cathy Ma · 4:37
Thank you to all our wonderful veterans, I am forever grateful 🇨🇦❤️
Like · Reply · 3w · 1

Danielita Justine · 0:00
Beautiful ceremony!
Like · Reply · 3w · 1

Judy Neville · 19:56
Thinking about Dave & Kay Lorente and everyone at your wonderful facility. Also thinking about all those who served. LEST WE FORGET.
Like · Reply · 3w · 1

Kathy Watson-LeBlanc · 22:34
So thankful for the Perley and the care it gave my Dad
Like · Reply · 3w · 1

Judy Neville · 35:46
Beautiful ceremony.
Like · Reply · 3w · 1

The Perley Rideau Annual Remembrance Day Concert 2020

Welcome to The Perley Rideau Annual Remembrance Day Concert 2020.

We thank all our veterans and their families for their service to our country and for all their sacrifices, both now and in the past.

#remembranceday #lestweforget #honourandcare

Click image to view on Facebook
(no account required)

Together, we improve the well-being of the people we serve.

WELLNESS IN 2020

Thank you very much to those who participated in the Safety Week quiz and provided us with details around COVID coping methods.

We would like to take this one step further and SEE those coping methods because a picture is worth a thousand words!

A beautiful walk in the fog gave my daughter and I this photo and a visit to Prismatica on Sparks street can't help but make you smile. Send me your pics and I will post them for everyone to enjoy!

Outcome of staff responses to Safety Week - Coping in 2020

Send me your photos to post on the wagon!

ckemp@prvhc.com

Deborah's Gift Boutique

Come visit the Christmas Shop, aka Deborah's Gift Boutique and browse our beautiful giftware and confection items.

Don't delay as they are selling fast.

Christmas Wreaths from $9.98 to $34.98

Christmas Trees from $12.98 to $22.98

2020/2021 – 16 month calendars for only $1.98

Stocking Stuffers for children, adults, and the stockings to go with them.

Children's gift items, treats and Christmas chocolate.

Don't forget those ever important **Christmas Cards, only $1.50**

Our Holiday hours are:

December 24th.....yes we're open 11:00 AM to 2:00 PM

December 25th, the boutique will be closed

December 26th, the boutique will be closed

December 31st.....yes we're open 11:00 to 2:00 PM

The Boutique will also be open one extra shopping day**, Wednesday, December 16th Noon to 3:30 PM** for your convenience.

Perley Rideau's Famous Tourtieres For Sale Online

The Perley Rideau's famous tourtieres are now available for sale through the Perley Rideau online store.

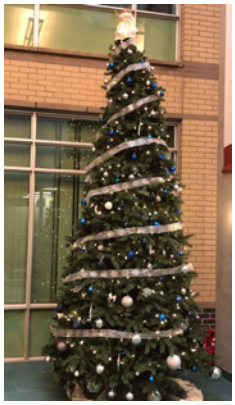
Tourtière Orders are accepted until Dec 10th.

Tourtières are ready for pick- up: December 14th – December 18th

Pick up is at the loading dock anytime from 7am until 3pm, December 14th to December 18th. Please ring bell to the left of Bay 1 and a staff member will deliver your Tourtière.

For questions or concerns please contact Katherine Malek at 613 526 7170 ext. 2606 or at kmalek@prvhc.com. She will respond to all questions or concerns within one business day.

Order at www.PerleyRideauStore.ca



The before and during photos from this week's videotaping session of our traditional holiday celebration.

COVID-19 can't stop us, we just moved the party online.

Watch for the performance on our social media channels in the coming weeks.

#PerleyUnited #seemecare.

Newsletter credits

Thanks to all who supported the newsletter with contributions and permission to share these stories and information with the general public. Excerpts from the newsletter will be treated with the utmost respect and shared through our various social media channels. For questions, concerns or to share story ideas, please contact Jay Innes at jinnes@prvhc.com. Please note that the newsletter is available online at www.PerleyRideau.ca.

All submissions are welcome.

Want to stay in touch with the Perley Rideau?

Follow us on these social media sites and watch for frequent updates:

Perley Rideau

Perley Rideau

PerleyRideauSeniors; @prvhc_seniors

Perley and Rideau Veterans' Health Centre / Foundation

Perley Rideau

BPSO Perley Rideau; @BpsoPerley