

OLOC STAFF NEWS

Our Lady of Consolation
Aged Care & Services

ISSUE 6 **DECEMBER 2022**



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- HEALTH & WELLBEING
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Barry Wiggins

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Christmas Party – managing the Covid risk

Next Thursday night, 15 December 2022, is our Christmas party at Rooty Hill RSL. There is still some Covid risk in having a staff function like this, and as you know, we did not have a Christmas party like this in 2020 or last year. However, since last Christmas the widespread access to anti-viral drugs has significantly lowered the level of any risk to residents. There is still a risk that our staffing will be disrupted if there is an outbreak from the party, but we think we can minimise and manage that risk by having a strict testing regime.

We plan to manage the risk in the following ways:

The day before the party:

- All staff will need to have a PCR test on Wednesday 14 December, the day before the party.

We will be running a PCR clinic from 7.30 to 8.30am behind the admin building. If this is not convenient, you will need to get your own PCR test done and provide it on the night of the party to show that you have tested negative. This is compulsory, so please do not forget.

The night of the party:

- All staff attending will also do a RAT test before they enter the function area.

If you have had Covid in the previous 28 days (since 16 November 2022) you do not need to do a test.

The days after the party:

- We will also need all staff who attended the party to do another PCR test on Monday 19 December. We will run a clinic onsite that day.
- Any staff member who attended the party and is working in either home care or residential care on the weekend will need to do a RAT test before each shift until they are able to have a PCR test on Monday.

We appreciate that there is some nuisance value in these measures, so we appreciate your cooperation.

Managing our own behaviour and staying safe

At Christmas time there is usually at least one story in the media of a staff Christmas party that got out of hand. When it happens in other workplaces it might seem odd or funny, but it is a reminder that at any Christmas party we do all need to manage our behaviour so we don't offend or harass other staff or staff working at the venue. Even though we are not onsite at work, this is a work function, and we all need to behave appropriately, as if we are at work. And one part of this is that we need to make sure we manage our own alcohol intake.

To help with this, there will be non-alcoholic drinks and low alcohol drinks freely available.

Venue management will ensure that there is responsible service of alcohol on the night, which means that venue staff are instructed to refuse to serve alcohol to anyone who appears to be drunk.

The bar will close and the function will end at 10.30pm and you are strongly encouraged to go directly home at that point.

We want you to have a great night and we want you to get home safely, so you need to arrive with a plan of exactly how you are getting home afterwards. Whether someone is picking you up, you are getting a taxi, or an Uber, we suggest that it is not a night to be travelling home by public transport!

Staff Service Awards

Every year the OLOC Board allocates gift card awards to staff who have achieved various long service milestones with OLOC. This year we have 14 staff reaching 5 years, 15 staff reaching 10years, 17 have worked 15 years, 13 have worked 20years, 2 have worked 25 years and one has chalked up 30 years. Congratulations to these staff who have given so much of themselves.

We will text these staff as soon as these gift cards have arrived.

Barry Wiggins
Chief Executive Officer

Staff Events

CONGRATULATIONS TO THE FOLLOWING STAFF WHO WILL RECEIVE SERVICE AWARDS THIS YEAR.

5 Years

Anu LAMICHHANE NEUPANE
Serah NJOROGÉ
Piyanan HILDER
Athena Si Wing YEO
Tessema Buta GAGA
Raisa SORIA
Marieta VALE
Editha GONZALES
Seblewein ANAMO
Jeanette RODRIGUEZ
Nishu KUMAR
Julie Ann Fatima Flores OCHOA
Jenny BELLEZA
Meenu GOEL
Monica ARZAGA

10 Years

Jeanette RUSHBY
Magda MIKHAIL
Olga ANO
Idy WU
Sarah YIADOM
Baljit KAUR
Mary MASSAQUOI
Archana SHARMA
Lyla BENNY
Ma Cynthia CALUBAD
Shari Maree THOMAS
Chooi Fong YEOW
Mercy Mamly KANU
Cherylee FITZPATRICK
Surekha PRASAD

15 Years

Saras WATI
Diana Bertha MANDALA
Gemma TAGUIBAO
Kylie Marie PAYNE
Maryann PETERS
Terry Ann TIBBITTS
Ljubica BAZINA
Sangeeta Devi LAL
Anafalesiu PITCAITHLY
Angela Annette ANDRAWES
Jeanine Wendy ARMSTRONG
Lynette Evelyn GILL
Elizabeth Ann KIRK
Sandra Leanne McMAUGH
Nadia ABU-ALI
Charmaine Mary D'SILVA
Maria Cheryl MARCELO

20 Years

Dhanwatie MIKAC
Raelene McMAHON
Lilliana Christine ECHAVARRIA
Leao MALAEFOU
Ma Nenita RONQUILLO
Christine BEASTON
Rhea CUNANAN
Robyn DICKENS
Sangeeta CHETTY
Lealyn IGLESIA
Debbie ALLEN
Mere VIKASH
Ross WHEATLEY



25 Years

Roslyn LATU
Lorraine PAYNE

30 Years

Remedios SIMBULAN

OUR LADY OF CONSOLATION CHRISTMAS PARTY 2022

Christmas GLITZ & GLAMOUR

Thursday 15th December
West HQ Rooty Hill

Tickets available from your unit manager from Thursday 8th December.

The Covid Safety requirements are outlined in the Updates on page 3.

OLOC Christmas Hampers!

Hampers will be available for collection from the main kitchen
10.00am till 11.00am
2.30pm till 3.30pm

Monday 19th December (2.30pm - 3.30pm only)
Tuesday 20th December
Wednesday 21st December
Thursday 22nd December
Friday 23rd December (10.00am - 11.00am only)

Please note that fruit hampers will not be available for collection until Wednesday 21st from 2.30pm - 3.30pm.

Wellbeing

Christmas Wellness

Presents, enjoying good food and spending time with your loved ones is only the tip of the self-care Christmas Tree. Try these tips to make sure you get the most out of this Christmas season.

Disconnect to Reconnect

Christmas is all about quality time with friends and family. This Christmas, practice keeping your phone in your pocket and really being present.

Stay Hydrated

Set yourself up for success by drinking a glass of water as soon as you wake up each morning. Staying hydrated when surrounded by festive cocktails and cold beers can be tricky!

Let it go

Don't let the stress of present buying or socialising spiral out of control. Make a commitment to yourself to just let things go and enjoy each moment as it comes.

Keep active

It can be very easy to curl up and stop your exercise routine over Christmas but try to keep active for both your body and mind. Just 15 minutes of exercise a day increases the amount of feel good hormones in our bodies which help our brain respond to stress.

The 80-20 Rule

Try to eat real, natural foods 80% of the time and 20% of the time relax and indulge. Really enjoy and truly savour every mouthful on Christmas Day.

Take time to reflect

It's easy to get swept up in the Christmas festivities however, it is important to pause and reflect. Take 10 minutes out of your week to jot down all of the things you are thankful for.

Get some sleep

Christmas can be stressful for many so its more important than normal to get a good night's sleep. Make sure you get at least 8 hours a night so your body can rest and recharge.

Make time for you

Don't get bogged down with stress and to-do lists. Make sure you take 10 minutes out of every day to pamper yourself or just have some time on your own and give yourself a much-needed break.

Drumming Circle



Wellbeing

Hello everyone,

I am running a Drumming workshop on Wednesday December 14th at 4.30pm at The Wellness Centre.

We will be using drumming, movement and voice to bring back your groove, to share rhythm and get in tune with each other and yourself.

This is a fun creative way to use drumming as a tool for energizing, healing and wellbeing and an opportunity for staff to release stress and build confidence.

All are welcome, no musical experience necessary, only an open mind and heart.



Rejoice, reconnect and restore the mind and body

Drumming

Neuroscientists have shown that playing music practically engages every part of the brain at once.

Drumming and music making has been proven to improve cognitive function, boost and strengthen your immune system particularly in relation to adults around 65 years old.

It improves body co-ordination, blood circulation and aids in reducing stress, assisting in better socialisation, and improving self-esteem.

WHAT TO BRING

Water to keep hydrated

Contact Sarah to book in 0409 918 814

Limited spots available



I hope you will join us.

Christmas 2022

Over these weeks of Advent, we prepare to celebrate the coming of God among us. In our words and our practices, both in our Christian communities and wider society, the messages are ambivalent and sometimes confusing.

During Advent we are recommended to concentrate on and practice the four virtues of *HOPE, LOVE, JOY & PEACE*.

Let us look at a few examples in today's world:

HOPE – many people of the world today live without much hope yet they continue to search for it. For example the people of Ukraine, women in Iran, the people in our own country who are fighting floods and trying to rebuild their lives.

LOVE – those who fight racism, who work with others that we might all achieve respect for one another and appreciate how we can share our gifts and talents.

JOY – looking forward to sharing Christmas with family & friends, seeing a beautiful sunrise or sunset, the birth of a baby.

PEACE – when we show compassion for others, the inner peace we feel and share when things go right, being kind to yourself and to those around you.

I ask you in the build-up to Christmas, in spite of the work you have to do, in spite of the noise around you, to take some time each day, even if it is only for 5-10 minutes, to sit quietly, look at these virtues and see how they play a role in your life.

I wish you all a very Happy Christmas, filled with joy (and one free from Covid disruptions). Please appreciate all we are fortunate to have something to share, and say a prayer for those who are less fortunate. It has been a joy to share some small thoughts with you throughout the year. Let us move into 2023 and continue to live in *HOPE, LOVE, JOY & PEACE*. May the loving Christ continue to watch over you.



- Sr Janice




Code of Conduct for Aged Care

The Code of Conduct for Aged Care was introduced on 1 December 2022.

The Code aims to improve the safety, health, wellbeing and quality of life of aged care consumers by promoting ethical, honest and respectful behaviour, building trust in aged care services and protecting consumers against workers who pose an unacceptable risk of harm.

The Code includes 8 elements that describe the behaviours expected of providers and their staff. As an Aged Care worker, you must act in a way that is respectful, kind and consistent with the behaviours set out in the Code below.

- | | |
|---|--|
| <p>A.</p>  <p>Act with respect for people's rights to freedom of expression, self-determination and decision-making in accordance with applicable laws and conventions.</p> | <p>E.</p>  <p>Act with integrity, honesty and transparency.</p> |
| <p>B.</p>  <p>Act in a way that treats people with dignity and respect and values their diversity.</p> | <p>F.</p>  <p>Promptly take steps to raise and act on concerns about matters that may impact the quality and safety of care, supports and services.</p> |
| <p>C.</p>  <p>Act with respect for the privacy of people.</p> | <p>G.</p>  <p>Provide care, supports and services free from:</p> <ul style="list-style-type: none"> i. all forms of violence, discrimination, exploitation, neglect and abuse and ii. sexual misconduct. |
| <p>D.</p>  <p>Provide care, supports and services in a safe and competent manner, with care and skill.</p> | <p>H.</p>  <p>Take all reasonable steps to prevent and respond to:</p> <ul style="list-style-type: none"> i. all forms of violence, discrimination, exploitation, neglect and abuse and ii. sexual misconduct. |

Find out more:

Aged Care Quality and Safety Commission

agedcarequality.gov.au/providers/code-conduct-aged-care-information-workers



Celebrating the Diversity of our Staff

We'll be getting to know you in each edition of the OLOC Staff News. It would be great if you would keep the conversation going and get to know one another a little better.

THE QUESTIONS

1. How would your friends describe you?
2. What are your hobbies?
3. How do you unwind after a long week?
4. What was the last movie you watched?
5. What is your favourite family tradition?
6. What's on your bucket list?

Reshmi
Nursing Home Care Staff



1. Funny, hardworking and always helpful.
2. I love to cook. I make snacks and meals; no type in particular. I love to learn new dishes to cook as well. And travelling overseas, of course.
3. Spending time with my family, going to parties or the movies.
4. I love thriller and horror movies but I watch cartoon movies with my daughters.
5. Diwali is the best festival. We make food, spend time with family, pray, laugh, decorate our houses with lights and let off firecrackers.
6. Go to Paris and the USA.

Mina
Assunta Care Staff



1. Noisy! Lovely, makes people laugh and that I am passionate about my job.
2. I love shopping! I love buying bags, shoes and makeup, even if I don't know how to use it properly!
3. Have some quiet time with my husband at home.
4. I don't watch movies very often but my husband and I watched 'The Big Bang Theory' and 'How I Met Your Mother' series recently.
5. When I lived in the Philippines with my family we would always drive somewhere, have breakfast and spend the day out.
6. We haven't had a honeymoon yet, but I would love to take my husband to the Philippines.

Kerwin
Bus Driver



1. Friendly guy, easy to get along with and always happy.
2. I like fishing, playing basketball, kickboxing and going to the gym.
3. I like to spend time with friends. We go out every weekend somewhere different for breakfast or lunch. I like to see new places.
4. I watched a Netflix movie, it was okay! It was called 'Falling for Christmas' with Lindsay Lohan.
5. Praying before eating. It's something I grew up doing.
6. I want to walk across the Harbour Bridge and skydive! And! Tour Dubai and Europe.

Sue
Gym Team



1. The most caring person, a heart as big as the ocean and lovely.
2. I love to make candles, paint and clean.
3. I watch movies in my recliner or bake cookies and cakes.
4. It was a Christmas movie with John Denver called 'The Christmas Gift.' It was good, happy and sad; lots of emotions.
5. Christmas! We go to my Mum's for a big Christmas seafood lunch.
6. To go to Canada for a white Christmas and the Philippines to experience the culture and the food.

Glenda
Cleaning



1. At first they think I am a snob but then they get to know me and they find out I'm nice!
2. When I'm working I love to sing. Otherwise, I like to read scriptures, garden or clean the house.
3. Go to Block Rosary every Sunday and pray. My husband and I go to couples night where we can talk to other couples.
4. I seldom watch movies but I love movies with magic in them, like 'The Avengers.'
5. My family are overseas but my spiritual family is here. So we always come together, especially for special occasions.
6. A nice simple one; be with my family and share my passion for God with them.

FUTURE EDITIONS

If you'd like to nominate somebody to be in the magazine, talk to your manager or coordinator.

The Heart Has No Wrinkles



A one-day seminar/
workshop for leaders,
health care professionals
and care staff.

Specific Learning Objectives

Participants will learn to:

1. Understand the root cause of conflict with sensitivity and compassion
2. Take everyone's needs into consideration
3. Communicate with families about unmet sexual needs in people with dementia
4. Understand one's rights and responsibilities
5. Assertively and respectfully react if approached for sexual favours
6. Avoid the fundamental mistakes
7. Solve issues specific to your team and residents

Who Is this Education For?

This day is for leaders, health care professionals and care staff working in Aged and Dementia Care, Hospitals and Community Care Services.

About the Education

The education is provided live via Zoom for a team of people in the one room/venue. There can be staff in up to 4 separate venues each with up to 20 -25 people.

Live via Zoom

Our Lady of Consolation in NSW
Wednesday 22nd February 2023
9am - 4.30pm

This program is available to all staff.
If you are interested in attending
please contact Sonja on 9832 5494.

The Heart Has No Wrinkles

This one-day seminar addresses every aspect of the question: "What do you do when people with dementia have unmet sexual needs and express them in ways that can be confronting and challenging for staff, families, and other residents?"

This is a complex subject, and it can be difficult to talk about, but it can be dealt with in a way that is respectful, shows empathy and takes everyone's needs into consideration.

Drawing on Advanced Systems Theory, Family Therapy and Neuro Linguistic Programming, Dementia Care International has developed a highly effective and unique education program on this very topic that is presented in a language that everyone can relate to.

Spark of Life® Education

The *Spark of Life* Education complements other education provided in that it fills a gap of practical skills in the psychosocial side of care - of building relationships based on compassion, empathy and kindness that transform the experience both for the staff and the residents.

The different education programs cover a broad area to prevent **Sundown Syndrome, angry, aggressive behaviours, the need for psychotropic medication, reduce falls, deal sensitively with resident's unmet sexual needs, and improve the cognitive abilities.**

Spark of Life Education provides user-friendly knowledge and skills to enrich the lives of everyone in aged and community care including palliative care and hospital services. The education is practical and gives staff the ability to enrich the lives of people with dementia as well as of each other thereby developing a genuinely caring community.



"*Spark of Life* is a very heartfelt and honest philosophy to understanding people and has proven amazing results when people are drawn out of their shells and shown to interact in ways that many people had thought were long gone."

Dr Al Power – Author of *Dementia Beyond Drugs*, USA



www.dementiacareinternational.com

RESIDENTIAL NEWS

Education & Training

EDUCATION CALENDAR

JANUARY 2023

TUESDAY 10TH Wound Management Meeting

WEDNESDAY 11TH St Joseph Staff Meeting
St Helens Staff Meeting

TUESDAY 17TH Wound Management Meeting
Alverna Staff Meeting

WEDNESDAY 18TH St Francis Staff Meeting
Assunta Staff Meeting

TUESDAY 24TH Wound Management Meeting

WEDNESDAY 25TH St Anthony Staff Meeting

THURSDAY 26TH Nursing Home RN Meeting

TUESDAY 31ST Wound Management Meeting

FEBRUARY 2023

TUESDAY 7TH Wound Management Meeting

WEDNESDAY 8TH St Joseph Staff Meeting
St Helens Staff Meeting

TUESDAY 14TH Hostel - Wound Management Meeting
Alverna Staff Meeting

WEDNESDAY 15TH St Francis Staff Meeting
Assunta Staff Meeting

TUESDAY 21ST Wound Management Meeting

WEDNESDAY 22ND The Heart Has No Wrinkles - Dementia Care
St Anthony Staff Meeting

THURSDAY 23RD Nursing Home RN Meeting

TUESDAY 28TH Wound Management Meeting



HOME CARE NEWS

Serious Incident Response Scheme (SIRS)

The Serious Incident Response Scheme (SIRS) is an initiative to help prevent and reduce the risk and occurrence of incidents of abuse and neglect of older Australians receiving Commonwealth-subsidised aged care and services.

SIRS commenced in Community Care on December 1st 2022.

Please remember that ALL incidents must be reported to your coordinator as soon as they happen.

Urinary Tract Infections 'The UTI'.

As we all know UTIs are caused by micro-organisms the usual culprit is a bug called E-coli (Escherichia coli) which lives in the digestive tract of humans and animals and is why we are taught to 'wipe from front to back' after toileting.

Risk factors include:

- **Gender:** UTIs are more common in women than men (think 'female anatomy').
- **IDC:** if a resident has an indwelling catheter.
- **Chronic Health Conditions:** for example diabetes or men who have an enlarged prostate that causes the bladder to not empty completely.

We use the MOA Benchmarking Criteria (found in all units) to determine whether a diagnosis of UTI requires antibiotic treatment.

Data indicates that 1:2 woman and 1:20 men will suffer a UTI in their lifetime however not all infections require antibiotics.

INFECTION REPORTING CRITERIA

Resident does not have an IDC and has at least 3 of the following:

- a) A fever >38 C or chills
- b) New or increased burning or pain on urination, frequency or urgency
- c) New flank or suprapubic pain or tenderness
- d) Change in character of urine
- e) Worsening of mental or functional state

OR

Resident has an IDC and has at least 2 of the following signs and symptoms:

- a) Fever >38 C or chills
- b) New flank or suprapubic pain or tenderness
- c) Change in character of the urine
- d) Worsening of mental or functional state

AND/OR

A positive MSU appropriately collected, with identified named pathogen (not contamination)



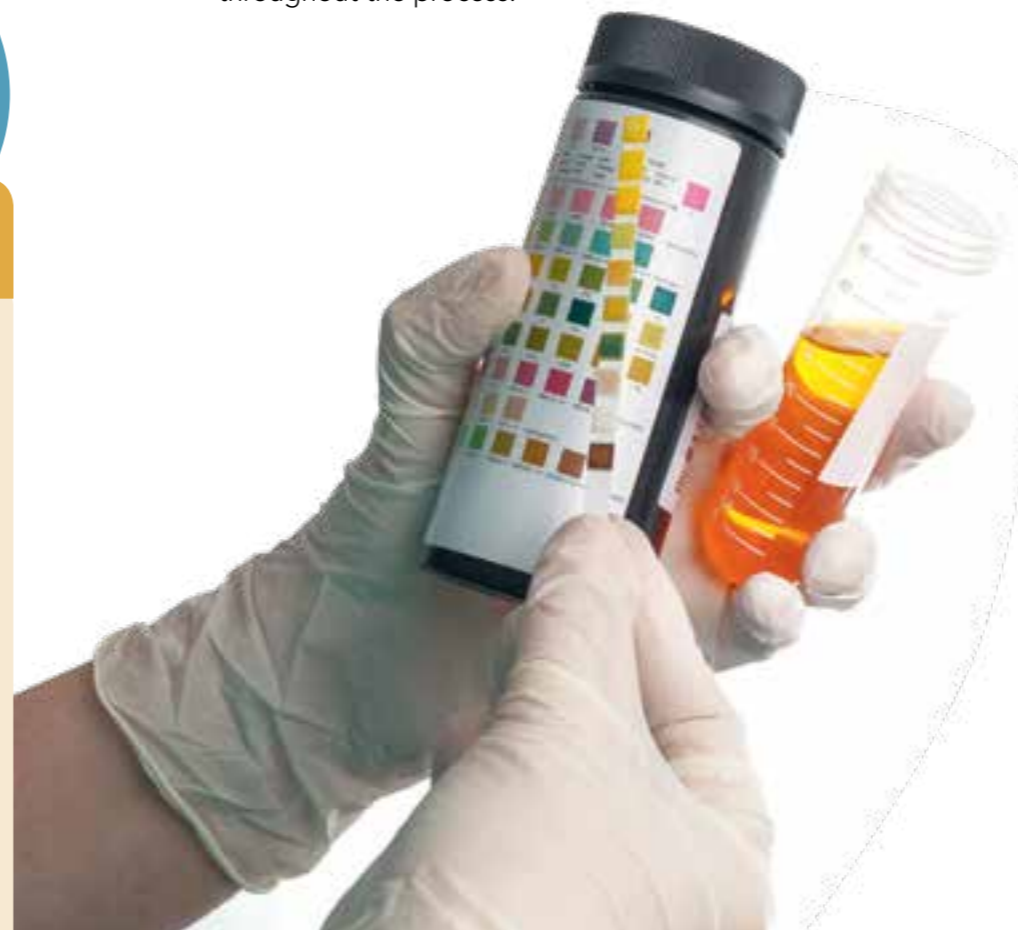
Urinalysis

A urinalysis is a test of your urine. This test detects many disorders like urinary tract infections, diabetes and kidney disease.

When conducting a urinalysis, it is important to check concentration and appearance of the urine as an any abnormality showing up on a urinalysis may detect a disease or illness.

Before You Begin

Inform your resident of the procedure and ask for their consent prior to the process. Make sure that your resident is comfortable and that they feel safe before you perform the procedure. Do all that you can to ensure your resident's privacy and dignity throughout the process.



Steps in the Process

- Explain the process and procedure to the consumer for specimen collection.
- Wash and dry hands and put on gloves.
- Collect urine specimen using the most sterile method available.
- Take specimen to dirty utility room.
- Place paper towel on the bench
- Check expiry date on 'Multi – Sticks'.
- Take out strip and replace the cap tightly.
- Place the strip in the urine and make sure the test panels are facing upwards not touching the side or bottom of the receptacle. Allow the urine to drain off the strip.
- Lay the test strip on the paper towel with panels facing upwards.
- Wait 1-2 minutes for the results
- Pick up the Multi-stick container against the test strip to identify the readings on the indicator panel.
- Observe the changes in the indicator panels and record the results.
- Discard urine into the sluice toilet.
- Discard test strip, paper towel and gloves into general waste.
- Wash and dry hands.
- Report results of urinalysis to RN and document results in MANAD.

Notice Board

SUPPORT FMM SISTERS' PROJECTS IN INDONESIA AND ETHIOPIA

Please speak to your manager or payroll officer to complete a Fortnightly Payroll Deduction Form to assist the FMM Sisters in providing HIV/AIDS Education in Ethiopia.



CHARTER OF AGED CARE RIGHTS

I have the right to:

1. safe and high quality care and services
2. be treated with dignity and respect
3. have my identity, culture and diversity valued and supported
4. live without abuse and neglect
5. be informed about my care and services in a way I understand
6. access all information about myself, including information about my rights, care and services
7. have control over and make choices about my care, and personal and social life, including where the choices involve personal risk
8. have control over, and make decisions about, the personal aspects of my daily life, financial affairs and possessions
9. my independence
10. be listened to and understood
11. have a person of my choice, including an aged care advocate, support me or speak on my behalf
12. complain free from reprisal, and to have my complaints dealt with fairly and promptly
13. personal privacy and to have my personal information protected
14. exercise my rights without it adversely affecting the way I am treated

CHARTER OF AGED CARE RIGHTS 1ST JULY 2019

EMPLOYEE ASSISTANCE PROGRAM (EAP)

ACCESS Programs have been engaged by OLOC to provide an Employee Assistance Program for staff members. They provide confidential, professional and free counselling for work related, family and personal problems. Through access to qualified counsellors, our staff have the opportunity to identify problems and find the best way to resolve them. You can contact ACCESS to make a confidential appointment on: **1800 818 728**.

PUBLIC HOLIDAYS NSW 2022/2023

Boxing Day

Monday 26th December 2022

Christmas Day (in lieu)

Tuesday 27th December 2022

OLOC nominated Public Holiday in lieu of Bank Holiday

Friday 30th December 2022

New Year's Day (in lieu)

Monday 2nd January 2023

Australia Day

Thursday 26th January 2023

Good Friday

Friday 7th April 2023

Easter Sunday

Sunday 9th April 2023

Easter Monday

Monday 10th April 2023

Anzac Day

Tuesday 25th April 2023