

North Renfrew
Family Health Team

THE ZINGER

Newsletter for the Deep River and District Hospital
Four Seasons Lodge and North Renfrew Family Health Team

February 2021



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DRDH BEGINS DISTRIBUTION OF COVID-19 VACCINE WITH CLINICS FOR PRIORITIZED GROUPS

The Deep River and District Hospital (DRDH) held its first COVID-19 vaccination clinic over the weekend. Staff and physicians from the Four Seasons Lodge and North Renfrew Long-Term Care Centre (NRLTCC) were elated to be the first people of the day to receive a dose of the Pfizer-BioNTech COVID-19 vaccine.

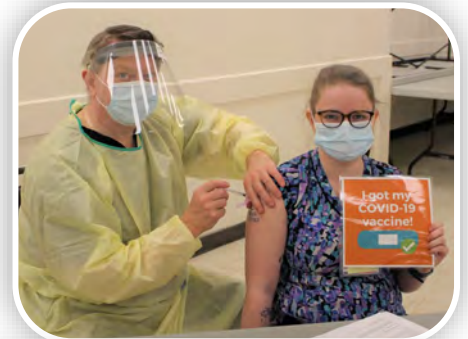
A collaborative effort between DRDH, Canadian Nuclear Laboratories (CNL), and the Renfrew County and District Health Unit, Saturday's clinic was the first of a number of scheduled clinics for groups in the hospital's catchment area who have been prioritized to receive the vaccine at this stage of the vaccine rollout. Prioritized individuals at this stage include long-term care staff, essential caregivers for long-term care residents, and health care workers at high risk.

"The arrival of the COVID-19 vaccine across our region provides optimism and confidence to everyone that the spread of the virus can be controlled", said Janna Hotson, incoming President and CEO of DRDH. "The launch of our clinics has been a significant milestone for everyone involved, and we are now one step closer to controlling the virus and keeping our community safe from COVID-19."

The Renfrew County and District Health Unit, Canadian Nuclear Laboratories, the North Renfrew Long-Term Care Centre, Algonquin College, and community volunteers partnered with the team from DRDH to give the first dose of the COVID-19 vaccine to approximately 300 eligible people at Saturday's clinic.

Tabitha Kearney, incoming DRDH Chief Nursing Executive, credited the work of all those involved for making this first clinic happen. "We are so thankful for the close community we are a part of, and the strength of our partnerships with such supportive organizations in our area. Working with our Health Unit, CNL, students from Algonquin College, NRLTCC, and the many others in our health care community who stepped up to provide assistance allowed us to stand up these clinics quickly, and ensure we can provide excellent and compassionate health care to our patients, residents, and community."

Kearney described preparation for the launch of the clinics as an "all hands on deck" collaborative effort involving many throughout the organization and beyond.

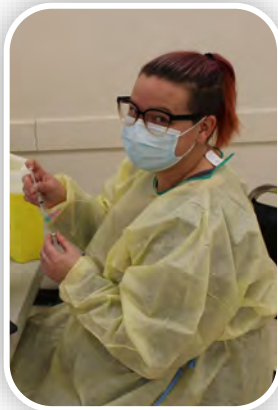


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“Hosting clinics for our healthcare partners, our staff, and eventually, for the public means a lot to those who have been working very hard behind-the-scenes over the past year to care for our community,” Hotson said. “The first clinic on Saturday ran exceptionally smooth, and sets the stage for the team to continue to deliver further vaccinations in the fight against the COVID-19 pandemic. Thank you to everyone involved for their incredible efforts.”

Across Renfrew County, in alignment with the provincial distribution framework, all reasonable steps are being taken to complete first-dose vaccinations for the populations in the ‘immediate priority’ groups. After the ‘immediate priority’ groups have been completed, vaccinations may be made available to the remainder of the Phase One populations, which includes adults 80 years of age or older.

Dr. Rob Cushman, Acting Medical Officer of Health for the Renfrew County and District Health Unit said vaccine shipments are now arriving quickly in the region. With clinics beginning to be held across the County, Dr. Cushman said that, “[t]he healthcare sector has pulled together like never before for priority number one, to control the pandemic by vaccinating as many residents as quickly as possible. The commitment and the enthusiasm are unparalleled. On behalf of the general public, I want to thank all those involved.”



NEWS RELEASE

FEBRUARY MANDATORY EDUCATION — PAST DUE

February education was assigned as below. It was due to be completed by **February 28, 2021**.

All Staff

- Joining a Zoom meeting
- Zoom meeting control overview
- Tips for keeping hands hydrated and healthy
- Evacuated training video

Maintenance & IT

- Slips and Falls
- Ladder safety fast facts
- Storage rack safety tips

RNs, RPNs, PSWs & RDs

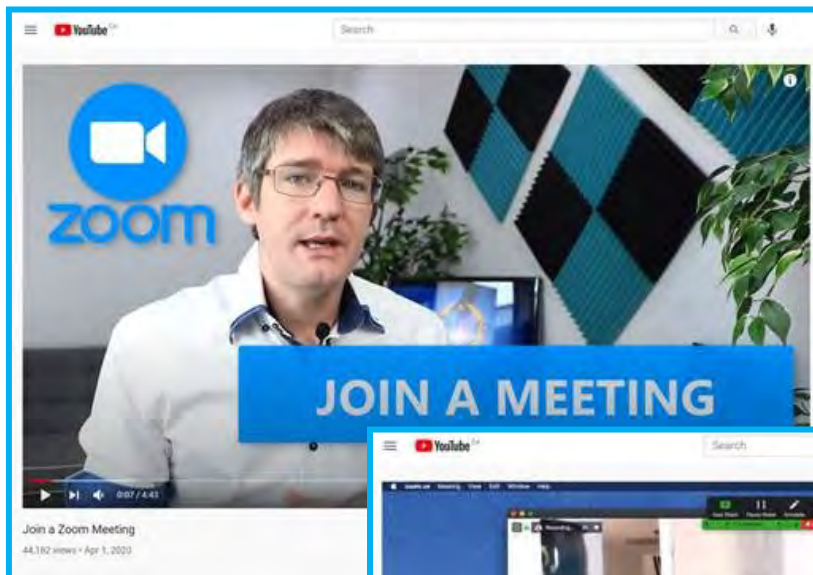
- Guidelines for Management of Hypoglycemia

Clinical Managers, IPAC Team, FSL RPNs

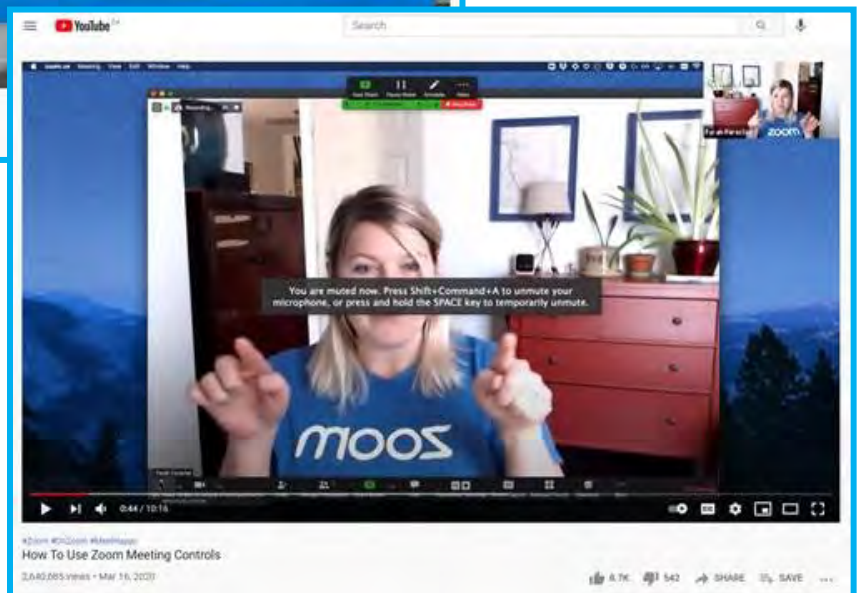
- COVID-19 Vaccine Storage, Handling and Administration

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Don't forget to stay caught up on your mandatory education each month!



FOUR SEASONS LODGE NEWS—COVID-19 VACCINES



February 9 was an exciting day at the Four Seasons Lodge as residents received their first dose of COVID-19 vaccine!



COVID-19 Vaccination Day!



We were also able to vaccinate a number of our dedicated Four Seasons Lodge staff members, pictured below.

Residents and staff were excited to celebrate this achievement, which is an important step in keeping our residents and staff safe from COVID-19.



COVID-19 Vaccination Day!



We look forward to this group receiving their second dose of the COVID-19 vaccine in the coming weeks.



FOUR SEASONS LODGE NEWS—VALENTINE’S DAY



Residents were feeling the love this Valentine's Day!

Thanks to Mr. Joyce's Grade 5 class at St. Mary's and the other thoughtful kids who took the time to create home-made cards for residents in the Four Seasons Lodge.



FOUR SEASONS LODGE NEWS—HAPPY RECREATION THERAPY MONTH

In honor of Therapeutic Recreation month, which is recognized each February, we would like to highlight the positive impact of Therapeutic Recreation on our residents in the Four Seasons Lodge. Therapeutic Recreation is a profession which supports all individuals to achieve quality of life and optimal health through meaningful participation in recreation and leisure.

We would like to recognize Abbie Verch for her dedication to ensuring our residents have pleasurable experiences by incorporating person-centered approaches to leisure and fun.



Thank you Abbie for everything that you do!



Thanks to *Sweetened by Shelly* for the adorable recreation themed cupcakes!

(THE SECOND) CNL TRAILER ARRIVES



On the morning of February 18, a team from Canadian Nuclear Laboratories braved the frigid temperatures to deliver us an enhanced trailer that will soon act as our COVID-19 Testing Centre!

Thank you so much to CNL for working with us in such innovative ways to support our community throughout this pandemic.

We look forward to making this new trailer fully operational. In the meantime, COVID-19 testing still remains available at the Deep River and District Hospital twice a week in the previous trailer.



JOIN THE BOARD – YOU CAN CHANGE THE FUTURE OF HEALTH CARE

For people looking to contribute to their community, serving as a member of a health care board can be an incredibly rich, rewarding, and meaningful experience. To ensure that health care organizations meet the needs of their stakeholders, they need guidance and direction from the communities they serve. The guidance and direction provided by volunteer boards is an integral part of a properly functioning healthcare system.

The global COVID-19 pandemic and its rapid evolution has placed enormous pressure on health care organizations as they seek to adapt and respond to the situation. It is crucial that boards and management collaborate to find the best way forward for the communities for which they provide care. Boards provide oversight to support management in discharging their accountabilities, assist in establishing strategic goals, and monitor progress, which helps the organization uphold its mission, vision and values.

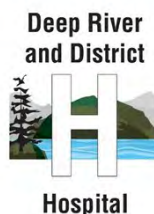
The Board which governs the Deep River and District Hospital, the North Renfrew Family Health Team, and the Four Seasons Lodge Long-Term Care is looking to appoint Board Members with complimentary skills and expertise to act on behalf of our communities and be ambassadors for the organization.

There are opportunities for individuals to join as Board Members, or as Patient / Resident Representatives on a Board Committee. The Board Committees seeking Patient / Resident Representatives are the Strategic Planning and Relationships Committee, the Resource and Audit Committee, the Quality, Risk, and Safety Committee, and the Patient and Family Advisory Council.

The Strategic Planning and Relationships Committee is responsible for ensuring a strategic plan and goals are in place with planning into the future. The Committee oversees the development of relationships and partnerships with stakeholders to address strategic directions.

The Resource and Audit Committee oversees the effective use of resources of the organization (financial, capital, and Human Resources) and appraises the Board on financial issues/risks and recommends appropriate actions for maintaining financial viability of the organization.

Get involved! Join the Board



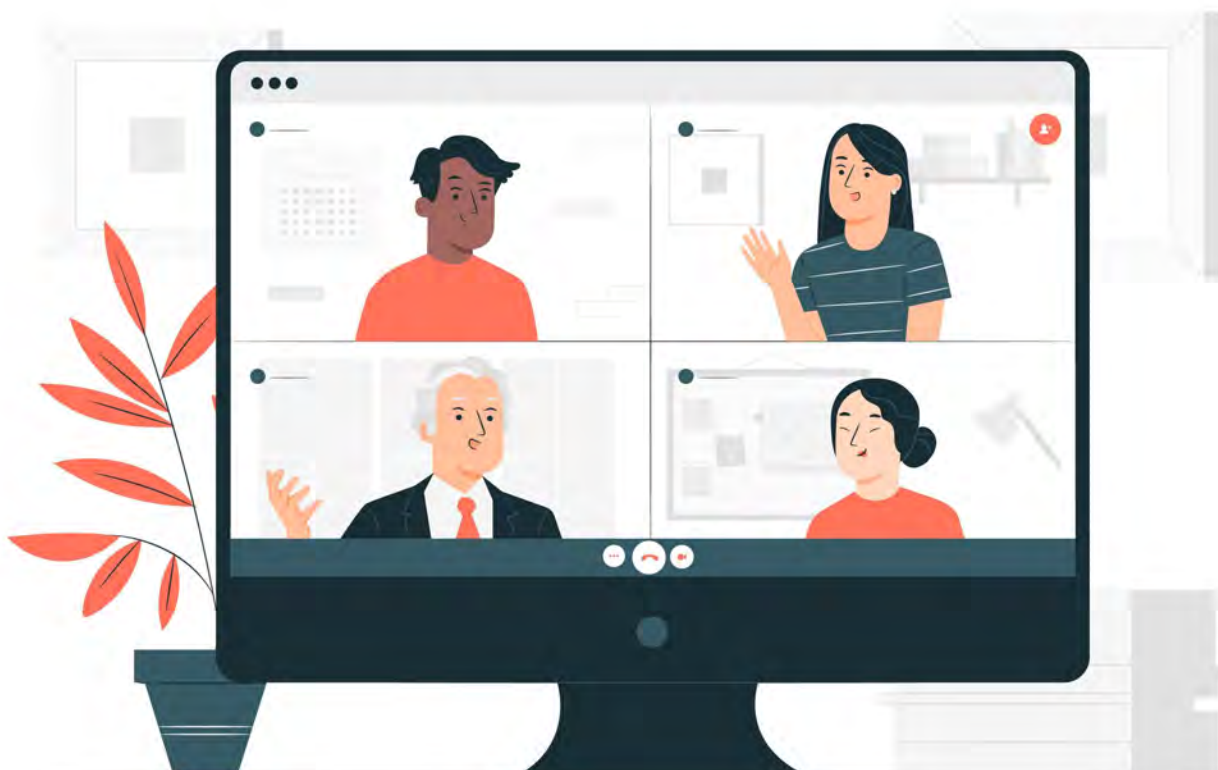
Deadline for applications is April 15, 2021
613-584-3333 x 7100
www.drdh.org

The Quality, Risk, and Safety Committee is responsible for monitoring and reporting on quality performance of the organization to ensure that the quality of care and safety are at their highest achievable levels. The Committee also ensures appropriate risk management processes are in place to identify and mitigate risks.

The Patient and Family Advisory Council (PFAC) reports to the Quality, Risk, and Safety Committee and serves in an advisory capacity providing feedback and input related to the experience of patients, residents, and their families at the hospital, long-term care, and family health team.

All Committees of the Board meet quarterly or at the call of the Chair, and the Board typically meets monthly – except for July and August. In order to reduce possible transmission of the COVID-19 virus, meetings of the Board and Committees are currently virtual. Board Members are elected for volunteer terms of up to three years. Board Members sit on at least two Committees in addition to the Board itself. Joining the Board as a Patient / Resident Representative, which are appointed annually, can be a great way to learn about the functioning of the Board before joining as a Board Member.

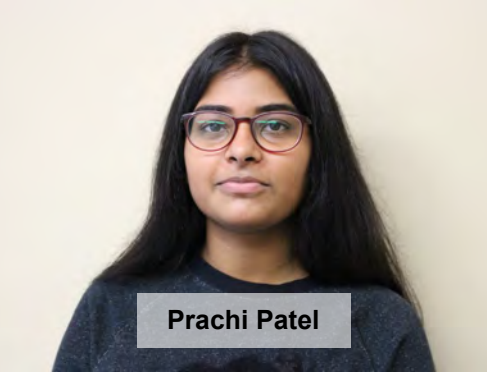
Join the Board to help ensure we achieve our vision of an excellent, compassionate health care experience, every time. Those with a deep interest in health care, a passion for improving the patient / resident experience, and an openness to learn are invited to apply. Applications can be accessed on the DRDH website (www.drhd.org) or by calling 613-584-3333 x 7100. Kindly submit your application to Amy Joyce before Thursday, April 15, 2021.



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NEW HIRES



We are pleased to welcome back Prachi Patel to the organization this month. Prachi was previously a high school co-op student in registration, and she is now a student working in Dietary.

welcome

MARIAN SAVES THE DAY

We would like to recognize Marian Walsh, Dietary Superhero, for saving the day on February 12. When some unanticipated staffing challenges arose, Marian was able to problem solve very quickly to ensure all of our residents and patients had nutritious breakfast, lunch, and dinner. Marian did an amazing job coming up with ideas in a pinch, and knowing exactly which freezer treasures were on-hand to make sure everyone was well fed. Also, a huge thank you to the students who provided support and The Bear’s Den for providing catering for a dinner option with very short notice!

Sorry for the silly photo Marian—but you really are super!



FIT TESTING WITH CNL



Thank you to our partners at Canadian Nuclear Laboratories, who came back this month to provide more quantitative N95 mask fit testing for designated staff members.

We are grateful to our partners at CNL for working with us to ensure our staff are fitted as accurately as possible!

STAYING CONNECTED

Regular meetings are continuing to take place with the Mayors of our surrounding municipalities, including Mayor Sweet from Petawawa, Mayor D’Eon from Deep River, Mayor Reinwald from Laurentian Hills, and Major Grills from Head, Clara and Maria (not pictured). These meetings help to make sure our municipalities are kept ‘in the loop’ about everything COVID-19 related at our organization.



Performance Appraisals

In 2018, the Board of Directors identified one of our organization's strategic priorities as People. One objective under this priority is to create a supportive workplace culture to improve employee engagement, retention and recruitment. An Employee Development Program has been developed, which includes Performance Appraisals for staff as a formal process for regular feedback.

During 2019, our organization participated in an on-site survey from Accreditation Canada as part of their Qmentum Program. The hard work of everyone within our organization resulted in our organization meeting 99.4% of criteria outlined by Accreditation Canada for a result of Accredited with Exemplary Standing. One of the areas for improvement identified during our survey was performance appraisals for all staff.

The standard best practice in all areas of a healthcare organization is that "team member's performance is regularly evaluated and documented in an objective, interactive, and constructive way." Out of the 1,678 individual criterion, we were assessed against during the survey, 6/10 unmet related to the absence of this best practice of having regular performance assessments. This is a significant area of improvement for us, both to ensure we are meeting established standards in healthcare, supporting employees and organizational development with evidenced based practices, and in meeting our strategic objectives to maintain healthy, supportive workplace, and enhance recruitment, retention and engagement.

Performance appraisals provide many benefits to both employees and the organization. Appraisals are an opportunity to measure performance and provide clarity on duties, responsibilities and expectations of assigned jobs. In addition, performance appraisals assist with identifying employee training and development needs in alignment with organizational and strategic priorities and support employee development and career planning.

Performance Appraisals are not intended to be a "report card", rather an opportunity for you and your manager to exchange information, discuss goals and potential plans to attain them. It is a two-way process to improve communication and collaboration.

Through 2019 and into 2020, a performance appraisal program was re-developed internally for our organization. This program was developed to re-establish a formal feedback process, foster self reflection and assist with identifying areas for growth. This program establishes the goal to have performance appraisals completed on a regular schedule. In 2020, management and executive members trialed the re-developed performance appraisal process and it is time to continue this program with staff participation.

The Organization launched the Employee Development Program to all staff in August 2020 where Managers commenced the Performance Appraisal process. Based on valuable early staff feedback on the tools used we have revised the Employee Evaluation and Leader Evaluation Tools and will be continuing the Performance Appraisals through 2021.

Departmental leaders will be continuing to schedule Performance Appraisal meetings over the course of 2021. Departmental leaders will schedule a time for the formal Performance Appraisal meeting during regularly scheduled shifts, and will forward documentation that must be completed and returned in advance of the booked meeting time.

Continued on next page...

Performance Appraisals Continued...

Three documents are included in the Performance Appraisal process, with the goal to guide discussion between the leader and staff:

- Employee Evaluation Tool (completed by employee)
- Leader Evaluation Tool (completed by supervisor)
- Employee Development Plan (completed by employee)

Employees are required to complete the two documents and return to their supervisor in advance of the booked meeting. The evaluation tool and development plan are designed to encourage self-reflection on current performance, and identify possible areas of growth and development. An updated policy is available on Policy Medical – Employee Development Program – Performance Appraisals. Further information will be included with your individual message from your Departmental leader.

Departmental leaders, in addition to having their own performance appraisals completed, have had guidance and training on this process. As a guideline for completing evaluation tools for both leaders and staff, the baseline is “Meets work performance requirements” on the evaluation tool. Ratings varying from this baseline should be supported by specific examples to validate a score exceeding expectations, or requiring development or improvement.

Performance appraisals will begin with full and part-time staff with over one year of service, with the goal of 100% appraisals completed by December 2021.

Further information and direction will be provided by the departmental supervisors. Should you have any questions please do not hesitate to reach out to Mary Goodchild, Human Resources Officer.



DRDH ANNOUNCES NEW CHIEF NURSING EXECUTIVE

The organization is pleased to announce the appointment of Tabitha Kearney as Vice President of Clinical Services and Chief Nursing Executive (CNE) of the Deep River and District Hospital, the Four Seasons Lodge, and the North Renfrew Family Health Team, effective April 2021.

Tabitha holds a Registered Nurse designation and is a member of the Canadian College of Health Leaders. Over her three-year tenure at DRDH, Tabitha has held several positions of increasing leadership overseeing quality and risk, as well as clinical operations across the organization. Tabitha coordinated preparations for DRDH's 2019 Accreditation Survey, where the organization was recognized with the highest rating, Accredited with Exemplary Standing, for the first time. Throughout the COVID-19 Pandemic, Tabitha has assumed the role of 'Operations Chief' within the organizational Incident Management System. As Operations Chief, Tabitha has been responsible for coordinating core service delivery related to emergency response, as well as ensuring continuity of daily operations. Tabitha has demonstrated immense dedication to the organization and to ensuring patients and residents have an excellent, compassionate health care experience, every time.

Tabitha is the successor to Janna Hotson, who in December 2020, was announced as the next President and Chief Executive Officer of the organization, commencing in April 2021.



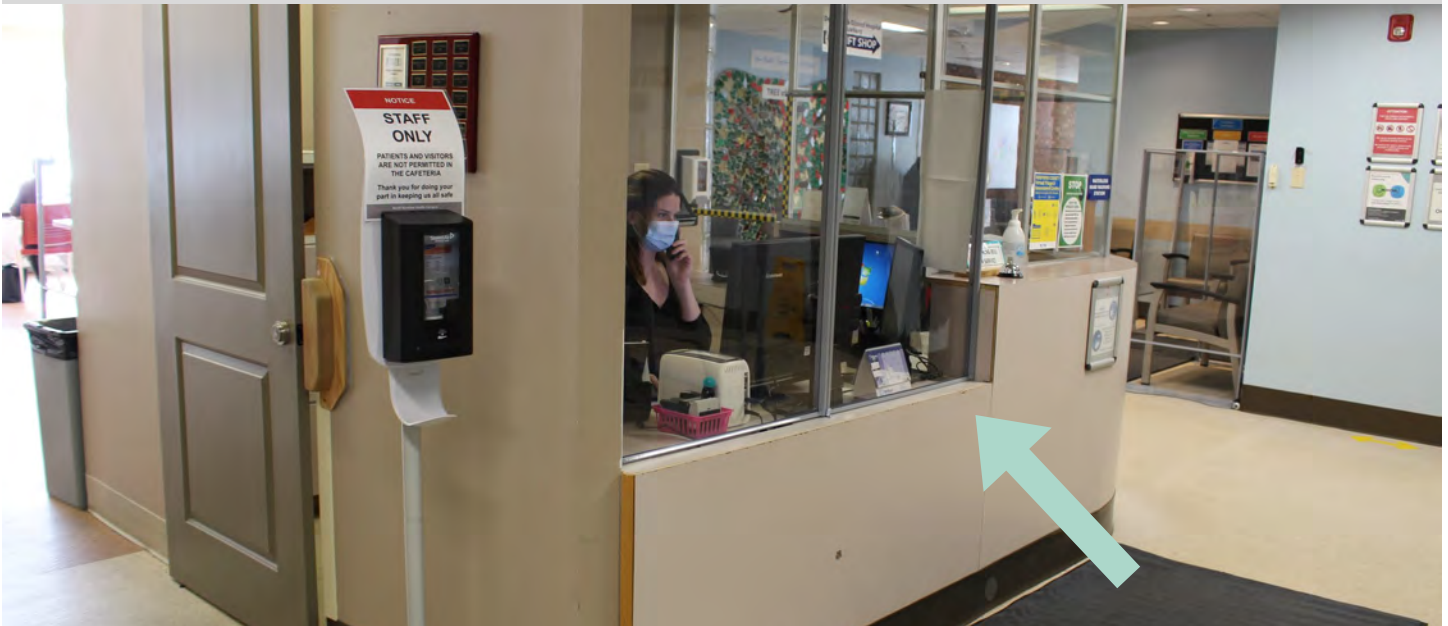
The organization is very pleased with the results of this recruitment process, and extends a warm welcome to Tabitha as she assumes the position of Vice President of Clinical Services and CNE. Janna Hotson, incoming President and CEO, looks forward to Tabitha assuming her new role and expressed that, "having Tabitha transition into the Vice President of Clinical Services and Chief Nursing Executive role ensures continuity of leadership and continued progress towards achieving our strategic goals. Tabitha has shown her leadership abilities during her time with our organization and I look forward to her continuing to do so in this increased capacity."

Please join us in congratulating Tabitha Kearney on her appointment as Vice President of Clinical Services and Chief Nursing Executive.

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REGISTRATION IMPROVEMENTS



The registration desk has been lowered in order to increase accessibility. It is planned that further upgrades will be made in the future—but for now, this is a great start!

NEW IT EXTENSION

We are pleased to share that the IT department has implemented a new help desk extension.

To directly access IT support, please dial extension **7888**. This new extension will access all IT department phones, providing you a better opportunity to connect with a member of the IT team through a single call.



THANK YOU MESSAGE FROM MACKENZIE COMMUNITY SCHOOL

“Once again the staff, students, and administration of Mackenzie Community School would like to express their thanks to the Deep River and District Hospital for participating in our Co-operative Education Program. Your involvement makes it possible for our students to acquire experiences and skills that are not always available in a conventional classroom setting.

Your contribution has helped students bridge the gap between school, post-secondary education, and work. This involvement has helped our students gain skills and knowledge that will better prepare them for their future careers.

I hope that your participation in the program was a positive experience and that you will consider taking another student at some time in the future. The students of Mackenzie cannot thank you enough for all of your time and effort.” - Mr. Gaffney

We look forward to hosting high school co-op students again when it is safe to do so!

HOW TO CREATE A SUCCESSFUL MORNING ROUTINE AND STICKING TO IT

Have you ever said, “I’m not a morning person”? If you’re the type of person who wakes up at the crack of 10-minutes-before-they-have-to-leave-for-work, struggling to open their eyes after hitting snooze ten times, then you’re not alone. Studies show that approximately half of the people don’t identify as morning people, preferring to either sleep in or stay up late to tackle their to-do lists.



And can we talk about those morning people? We’ve heard countless stories of those who leap out of bed at 4 am, working out for an hour, meditating, making impossibly velvety smoothies, studying, and showering before most other people are even crawling to their coffee makers. You don’t need to have near-mythical morning habits to have a successful day. But those who are successful have been found to have strong morning routines. The reason for this success is that they own their morning. They set their own agenda and create the mindset for a productive day.

SO HOW CAN YOU CREATE A MORNING ROUTINE THAT WORKS FOR YOU, AND MOST IMPORTANTLY, THAT YOU CAN STICK TO?

Decide what one habit you will create or adjust for the week – if you try to change too many things at the same time, you’re setting yourself up for a potential downfall. Start small. It could be that you’ll stretch for five minutes. Or that you’ll write a gratitude list. Even little victories can have a great effect. These baby steps will give you the satisfaction and confidence to not only keep going but also add new habits.

Get up earlier – obvious, I know. But you can’t have a great morning routine when you’re rushing to get out the door with barely any time to even brush your teeth let alone plan your day or meditate. Start by setting your alarm 15 minutes earlier than normal. Keep doing this weekly until you are getting up at a time that serves you best. And when you wake up, get up. Lingering in bed is not only counter-productive, but it messes with your sleep cycles!

Find your “why” – there is no point in creating a routine if you have no plan on sticking to it. Why are you deciding to create a healthy and productive routine now? What is your overall goal? What are you hoping to achieve by getting up early and building certain habits? If you can connect to the reason that is driving you, getting emotionally attached to it, then you have a much greater chance of sticking to it when you feel like going back to bed and old habits. Write down your why and keep it nearby your bed for that added motivation.

Be patient – you’re not going to nail it right away. Life will get in the way – a sick child in the night, a project that went late into the evening, etc. If your routine gets disrupted in some way, resist the urge to scrap all the progress you’ve made. Just get back into your routine as soon as you can.

Make your routine about you – that is, don’t jump right onto social media or into your inbox the moment you awaken. When you do that, you are immersing yourself in other people’s energy. Your morning routine is about setting yourself up for success, however way you define it.

Mind your evening time – what sets up a good morning routine is an even better evening routine. Create habits in the evening that will relax and calm your mind, body, and spirit. Meditate, journal, do light stretches, light incense, do energy work, turn the screen off...or whatever will get you a state of rest and ease.

Remember that creating new habits takes time and that any progress forward is still progress. So, make the adjustments as needed and keep your goals in mind as you go through this powerful new way of living and starting your day!

Article adapted from LifeSpeak: <https://wellness.lifespeak.com/expertblog/5255>

WHAT YOU NEED TO KNOW ABOUT COVID-19 VACCINES

This guidance provides basic information only. It is not intended to take the place of medical advice, diagnosis or treatment, legal advice or legal requirements. All information has been sourced from Government of Ontario documents and has been condensed to provide you with key details.

VACCINE ROLLOUT BEGINS IN THE RENFREW COUNTY

Things are moving quickly with the roll out the COVID-19 vaccination across Ontario. DRDH is working with federal, provincial and local authorities to ensure the vaccine is given safely and efficiently in our area. As background, **the provincial government is responsible for the deployment of vaccines and identifying which groups get vaccinated when.** It has laid out a three-phase rollout strategy and released an ethical framework, which includes:

PHASE 1 – Residents and Health care workers in Long-Term Care homes throughout the province, retirement homes, hospitals and other congregate care setting in high risk areas and remote indigenous communities.

PHASE 2 - Starting in early 2021: Increasing stock of vaccine available to all health care workers, residents in retirement homes and other congregate settings, ALC patients waiting Long-Term Care placement, home care patients with chronic conditions and additional indigenous communities.

PHASE 3 - When supply allows: Vaccine available widely across Ontario to anyone who wants to be immunized.



IN A NUTSHELL

We are fortunate that COVID-19 vaccines were developed and tested in record time. Studies show they are safe and effective.

It will take many months for everyone to be vaccinated – this will be rolling out over much of 2021. As vaccines are available at DRDH, we encourage you to get your vaccine as soon as possible.

While we have firm details and evidence about the vaccine itself, work is still happening on the rollout plans. This means that some of the information about where, when and how might change, but we will update you frequently and are here to answer questions.

WHAT IS THIS VACCINE?

The first vaccine to be approved in Canada is the Pfizer-BioNTech, which uses a method called messenger RNA (mRNA). The mRNA is like a code that tells the cells in your body how to make a piece of the outer lining of the virus, for a short time. This piece of the virus is not harmful to you, but it is enough for your immune system to learn how to recognize and be ready to fight off the virus.

This mRNA method is not new – there is more than a decade of research and development behind it and it has been successfully used in cancer treatments.

All vaccines work by presenting our body with something that looks like the infection so that our immune system can learn how to produce natural protection. This natural protection then helps to keep us from becoming sick if we come into contact with the real virus in the future. You cannot get COVID-19 from the vaccine.

HOW WELL DOES THE VACCINE WORK?

In a large study, people who received the Pfizer vaccine were 95% less likely to become sick with COVID-19 compared to the group that did not receive the vaccine.

Based on the results of the clinical trials, the best protection is not achieved until 7 days after the second dose, but it remains unknown how long the protection will last.

The Moderna vaccine, which is the second vaccine approved, is also proven to be 95% effective.

VACCINE SAFETY & SIDE EFFECTS

The two types of vaccine that we are expecting to receive in Renfrew County are Pfizer-BioNTech and Moderna. Ongoing studies indicated no serious side effects found to-date for these two vaccines. People involved in these studies continued to be monitored for any longer-term side effects.

SIDE EFFECTS

Like all vaccines, there can be some side effects. Studies of the 40,000 people showed that:

- Only some people will experience side effects from the vaccine
- Side effects are typically mild to moderate
- They usually only last 1-2 days

Some of the symptoms are part of the body's response to developing immunity and indicate that the vaccine is working. The most common side effects in trials were:

- pain at injection site
- tiredness
- muscle and joint pain
- redness and swelling
- headaches
- chills
- mild fever
- swollen glands

Most side effects will not impede your work. You can continue to work if:

- You feel well enough
- It is within 48 hours of your vaccine
- If you only have non-respiratory symptoms (i.e. headache, fatigue, muscle pain)

IS THE VACCINE SAFE?

You can be confident. Top experts, scientist and medical professionals carefully reviewed all the scientific data and evidence for the vaccine, for safety and effectiveness.

This is not a live vaccine and does not contain the virus; therefore, the vaccine cannot give people COVID-19.

More than 40,000 doses were administered, with minimal side effects reported to date. However, you may experience some mild symptoms on the day or two after receiving the vaccine.



BEFORE THE VACCINATION

- Wear short sleeves or loose clothing that you can roll up.
- Have something to eat to prevent feeling faint while being vaccinated.
- Take any regular medications.
- Bring your health card.
- Only bring what you need to your appointment to avoid having extra items to hold onto or set down.

AFTER THE VACCINATION

- You will need to sit and wait 15-30 minutes after your vaccine before you are able to leave the designated area.
- Information will be provided to you after the vaccination on “when to seek medical attention”.
- If you are experiencing mild non-respiratory symptoms such as headache, fatigue, muscle aches or joint pains, you may continue to work as long as you feel able.
- If you experience fever or respiratory symptoms please stay home and self-isolate for 24 hours to wait and see if your symptoms improve before getting a COVID test.
- Your second dose will be scheduled at a future time.
- Masks and physical distancing - you will need to continue to wear PPE at work and physically distance yourself as directed. There are no changes to our PPE protocols.

WHEN WILL I GET MY VACCINE?

- Staff/Physician distribution will be based on priority groups as outlined by the province and local authorities.
- We expect doses to come in batches and we are not likely to get enough for the entire team all at once. Sometimes this information comes to us on short notice.
- Please continue to monitor your staff email for updates on when you can receive your COVID-19 vaccine.
- Please sign and return your consent forms to Alana Hawley in Occupational Health as soon as possible in preparation.

KEEP CHECKING THE COVID-19 UPDATES!

Please continue to refer to COVID Update emails from Janna Hotson, or other memos, for the latest information, updates, and direction related to COVID-19.

These update emails are being saved on PolicyMedical for staff under Communications and Memos —> All Staff Memos —> 2020-2021.

*Is there something you would like to see appear in the next issue of the Zinger?
Please submit photos and information to amy.joyce@drdh.org.*