

Employee Health Beat

From the desk of Jamey Keen, RN, employee health

Back to School Safety Tips

School is back in session! The following health and safety tips are from the American Academy of Pediatrics.

Backpack Safety

- Choose a backpack with wide, padded shoulder straps and a padded back.
- Pack light. Pack heavier items closest to the center of the back. The backpack should never weigh more than 10-20 percent of your child's body weight.
- Always use shoulder straps. Using one shoulder for backpack support can strain muscles.
- Adjust the pack so that the bottom sits at the waist.
- Consider a rolling backpack if your school allows it. Remember that a rolling backpack still must be carried up stairs.

- Be realistic about your child's pedestrian skills. Small children are impulsive and less cautious around traffic.
- If your children are young or walking to a new school, walk with them until you're sure they know the route and can do it safely.
- Bright-colored clothing will make your child more visible to drivers.

Eating During the School Day

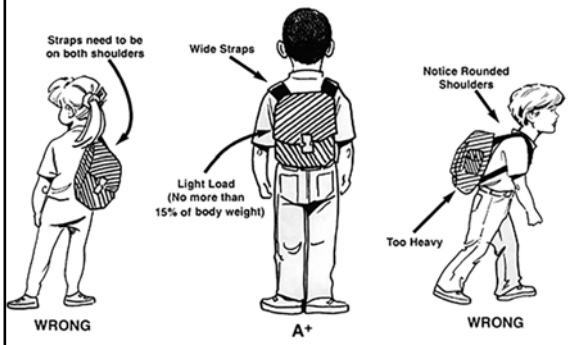
- Studies show children who eat a nutritious breakfast function better.
- Plan on packing a lunch on the days when the main course is one your child prefers not to eat.

Bullying

When Your Child is Bullied

- Alert school officials of the problem, and work with them on solutions.
- Teach your child when and how to ask a trusted adult for help.
- Recognize the serious nature of bullying, and acknowledge your child's feelings about being bullied.
- Teach your child how to:
 1. Look the bully in the eye
 2. Stand tall and stay calm in a difficult situation
 3. Walk away
- Teach your child how to say in a firm voice:
 1. "I don't like what you are doing."
 2. "Please do NOT talk to me like that."
 3. "Why would you say that?"

Is Your Child's Backpack Making The Grade?



Riding a Bike to School

- Always wear a helmet, no matter how short or long the ride.
- Ride on the right (same direction as auto traffic); use bike lanes if present.
- Wear bright-colored clothing to increase visibility.

Walking to School

- Ensure your child's route is safe with crossing guards at every intersection.
- Identify other children with whom your child can walk to school.



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- Encourage your child to make friends with other children.
- Support activities that interest your child.
- Make sure an adult who knows about the bullying can watch out for your child's well-being when you cannot be there.
- Monitor your child's social media or texting interactions so you can identify problems before they get out of hand.

When Your Child is the Bully

- Be sure your child knows that bullying is never ok.
 - Set firm and consistent limits on your child's aggressive behavior.
 - Be a positive role model; show children they can get what they want without teasing, threatening or hurting another person.
 - Use effective, non-physical discipline, such as loss of privileges.
- (Continued on pg. 2)

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Back to School (Continued)

- Develop practical solutions with the school principal, teachers, social workers or psychologists, and parents of the children your child has bullied.

When Your Child is a Bystander

- Encourage your child to tell a trusted adult about the bullying.
- Encourage your child to join with others in telling bullies to stop.
- Help your child support other children who may be bullied.
- Encourage your child to include these children in activities.

Before and After School Child Care

- During elementary and middle school, children need supervision. A responsible adult should be available to get them ready and off to school in the morning and supervise them after school.
 - If a family member cares for your child, communicate the need to follow consistent rules set by the parent regarding discipline and homework.
 - Children approaching adolescence (11- and 12-year-olds) should not come home to an empty house in the afternoon unless they show unusual maturity for their age.
 - If alternate adult supervision is not available, parents should make special efforts to supervise their children from a distance. Children should have a set time when they are expected to arrive at home and should check in with a trusted neighbor or with a parent by telephone.
 - If you choose a commercial after-school program, inquire about the training of the staff. There should be a proper staff-to-child ratio, trained persons to address health issues and emergencies, and the rooms and the playground should be safe.

Developing Good Homework and Study Habits

- Create an environment that is conducive to doing homework starting at a young age. Children need a consistent work space that is quiet, without distractions and promotes study.

STUDENT BULLYING

bullying
Physical, verbal, or psychological attacks or intimidation against a person who cannot properly defend himself or herself. It includes two key components: 1. Repeated harmful acts 2. Imbalance of power

EFFECTS OF BULLYING
Bullying can have a significant impact on both child and teenage students. Students who are bullied often suffer from anxiety, fear, withdrawal, low self-esteem, and poor concentration. A bullied student will often avoid school, have lower grades, and become socially isolated. There have been numerous reports of suicide due to bullying.

EFFECTS ON BULLIES
Bullying is often a warning sign that children and teens are heading for trouble and are at risk for serious violence. Teens (particularly boys) who bully are more likely to engage in other antisocial/delinquent behavior (e.g., vandalism, shoplifting, truancy, and drug use) into adulthood. They are four times more likely than nonbullies to be convicted of crimes by age 24, with 60 percent of bullies having at least one criminal conviction.

WORST STATES TO LIVE IN FOR BULLYING K-12
1 OUT OF 4 STUDENTS WILL BE ABUSED BY ANOTHER YOUTH

1 OUT OF 5 ADMIT TO BEING A BULLY, OR DOING SOME "BULLYING"

SOURCES:
HTTP://WWW.COPS.USDOJ.GOV
WWW.KEEPSCHOOLSAFE.ORG
WWW.BULLYPOLICE.ORG
PRODUCED BY:
BUCKFIRE & BUCKFIRE PC
WWW.BUCKFIRELAW.COM
http://bit.ly/studentbullyinginfac

STATES WITHOUT BULLYING LAWS
FIRST STATE WITH BULLYING LAW

280,000
STUDENTS ARE PHYSICALLY ATTACKED IN SECONDARY SCHOOLS EACH MONTH

160,000
STUDENTS MISS SCHOOL EACH DAY FOR FEAR OF BEING BULLIED

77%
OF STUDENTS ARE BULLIED MENTALLY, VERBALLY, & PHYSICALLY. CYBER BULLYING STATISTICS ARE RAPIDLY APPROACHING SIMILAR NUMBERS

43%
FEAR HARASSMENT IN THE BATHROOM AT SCHOOL

MOST COMMON TYPES OF BULLYING:
HITTING, THREATENING, INTIMIDATING, MALICIOUS TEASING AND TAUNTING, NAME-CALLING, MAKING SEXUAL REMARKS, AND STEALING OR DAMAGING BELONGINGS OR MORE SUBTLE, INDIRECT ATTACKS (SUCH AS SPREADING RUMORS OR ENCOURAGING OTHERS TO REJECT OR EXCLUDE SOMEONE).

PLAYGROUND SCHOOL BULLYING STATISTICS
EVERY 7 MINUTES A CHILD IS BULLIED

MORE YOUTH VIOLENCE OCCURS ON SCHOOL GROUNDS AS OPPOSED TO ON THE WAY TO SCHOOL
ADULT INTERVENTION: 11% PEER INTERVENTION: 4% NO INTERVENTION: 85%

- Schedule ample time for homework.
- Establish a household rule that the TV and other electronics stay off during homework time.
 - Watch computer and internet use.
 - By high school, it's not uncommon for teachers to ask students to submit homework electronically and perform other tasks on a computer or the Internet at home; work with teachers to develop appropriate accommodations.
 - Be available to answer questions and offer assistance, but never do a child's homework for him or her.
 - Take steps to alleviate eye fatigue, neck fatigue and brain fatigue. It may be helpful to close books for a minute, stretch and take a break periodically.
 - If your child is struggling with a particular subject, speak with your child's teacher for recommendations.
 - If your child is having difficulty focusing on or completing homework, discuss it with the teacher, school counselor or health care provider.
 - Consider a tutor.

Five Cute & Healthy After School Snacks for Children (photos on pg. 3)

Sometimes it is a long wait between school lunch and supper at home. Try these cute after-school snacks to help your child get through until supper, courtesy of superhealthykids.com.

1. Frozen Yogurt Grapes

Dip grapes in yogurt, roll in favorite topping such as coconut and place on baking sheet in freezer until set. Store in plastic freezer bag.

2. Inside Out Cucumber Sandwiches

Cut a cucumber into slices. Spread on some spreadable cheese, such as Laughing Cow cheese or cream cheese. Cut circles out of deli meat, tomatoes and cheese. Layer a cucumber slice, then meat, cheese, tomato and top with second cucumber slice (the cucumbers take the place of the bread to make it look like a sandwich). Store covered in refrigerator.

3. Octopus Hummus Snack

Cut top stem portion off a whole green pepper, and remove all of the seeds and the white part. Cut the pepper into strips (tentacles). Spread a generous layer of hummus on a plate. Cut the ends off a zucchini. Take a cheese peeler or knife and cut strips from the zucchini. Roll the zucchini up into a spiral. Assemble your octopus! Place the bell pepper with the cut side down on the hummus. Place the pepper strips all around to look like tentacles. Then add your embellishments. Cut an olive for eyes, and use a little hummus to make the eyes stick.

4. Mini Fruit Pizza

This can be a "build your own" type of snack. Using a whole-wheat tortilla and a mason jar ring or round cookie cutter, cut circles out of the tortillas.

(Continued on pg. 3)

In the Spotlight

Patient and Family Advisory Council Formed

Norton County Hospital has recently identified volunteers to serve as advisors on a new Patient and Family Advisory Council (PFAC). The council consists of patients, family members of patients and health care staff, who will discuss and provide ideas for improving the patient and family experience at Norton County Hospital and its clinics, Norton Medical Clinic and Logan Clinic.

Those currently on the PFAC include Gina Frack, RN, NCH's interim CEO and PFAC sponsor; Jennifer Schoenberger, RN, Norton Medical Clinic and PFAC co-chair; Jamey Keen, RN, NCH Infection Prevention and Quality Improvement, and PFAC coordinator; Melody Renzelman, LPN, NCH Utilization Review and Discharge Planning; and the following community members: Ward Foley, PFAC co-chair; Rita Speer; Amber Sheley; and Lori Duscher. ●●●



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Back to School (Continued)

Next, mix up the frosting, which includes plain Greek yogurt, drop of vanilla, a teaspoon of honey, and fresh-squeezed orange or lemon juice. Spread frosting on the tortilla rounds. Decorate with your favorite seasonal fruit combinations such as bananas, strawberries, kiwi, blueberries, raspberries, grapes, mandarin oranges, etc. This is the part where your kids can really get involved and personalize their own pizza.

5. Pretzel Bites and Fruit Dip

Ingredients for Pretzels:

- 1-1/2 c warm water
- 1 t yeast
- 2 T honey
- 1 t salt
- 3 c flour
- 1 c whole wheat flour
- 2 c warm water
- 2 T baking soda

1. Dissolve yeast in warm water and honey. Let sit for 10 minutes.
2. Add salt and flour to yeast mixture.
3. Mix and knead for 5 minutes. Cover and let rise 30 minutes.
4. After rising, roll and cut out desired shapes (stars, hearts, etc.)
5. Dip shapes in baking soda water solution of 2 cups warm water and 2 T baking soda.
6. Place on greased lined cookie sheet, and let rise again for 1 hour.

7. Bake at 450 degrees for 10 minutes or until pretzels begin to turn brown and are cooked through.

Super Easy Fruit Dip

- 1/2 c plain yogurt
- 1/2 c berries

Blend in a food processor, and pour it into a bowl. ●●●



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Mental Health Awareness

According to the Centers for Disease Control and Prevention (CDC), mental health is “a state of well-being in which the individual realizes his or her own abilities, can cope with normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.” Only “17 percent” of adults are considered to be in an “optimal” state of mental health.

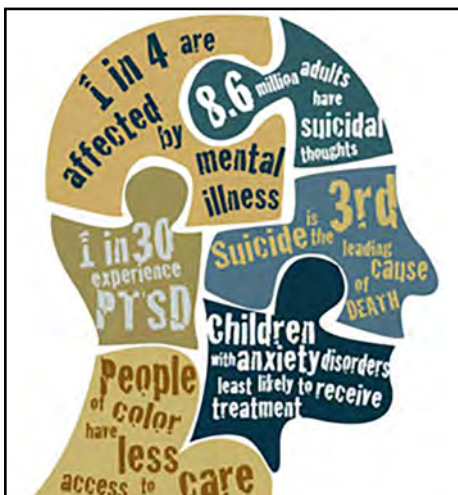
Mental illness is defined by CDC as “collectively all diagnosable mental disorders or health conditions that are characterized by alterations in thinking, mood, or behavior (or some combination thereof) associated with distress and/or impaired functioning.” “Depression” is the most common type of mental illness.

Signs and symptoms of a mental illness, according to CDC, include the following that are present “for at least two weeks or more”:

- Report of feeling sad or blue
- Uninterested in things previously of interest
- Psychomotor retardation or agitation
- Increased or decreased appetite

Surprising facts about the stigma of mental illness, according to the CDC, include:

- Most adults with mental health symptoms (78 percent) and without mental health symptoms (89 percent) agreed that treatment can help persons with mental illness lead normal lives.



- 57 percent of all adults believed that people are caring and sympathetic to persons with mental illness.

- Only 25 percent of adults with mental health symptoms believed that people are caring and sympathetic to persons with mental illness.

Source: <https://www.cdc.gov/mmwr/preview/mmwrhtml/mm5920a3.htm>

Asking for Help

According to Dr. Gail Robinson of the American Counseling Association, you should seek counseling when you:

- Are having difficulties at work
- Have diminished concentration
- Have uncomfortable pain

Further, counseling is recommended when you:

- Feel unhappy 5 out of 7 days
- Cannot sleep
- Think of hurting loved ones
- Have lost someone or something
- Have a chronic/acute illness
- Can no longer prioritize
- Can't manage stress

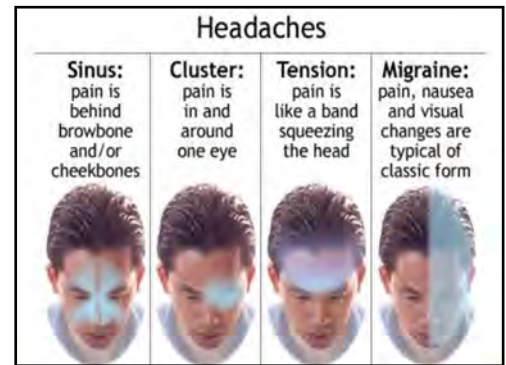
Dr. Robinson states, “You don’t have to be sick to benefit from counseling. Some difficult issues we face in life are part of normal development. Sometimes it’s helpful to see what you’re going through is quite normal.” ●●●

Dealing with Migraines

What is a migraine? What causes it, and how can I treat it?

A migraine begins as a dull ache and develops into a constant throbbing and pulsating pain that you may feel at the temples, as well as the front or back of one or both sides of the head. The pain is sometimes accompanied by a combination of nausea, vomiting, and sensitivity to light and noise. Fifteen percent of migraine sufferers experience an aura, or neurological symptoms, before an attack.

The cause of a migraine is believed to be chemical reactions in the brain.



What is an aura?

With an aura, you may see wavy or jagged lines, dots, or flashing lights; or, you might experience tunnel vision or blind spots in one or both eyes. The aura can include visual or auditory hallucinations and disruptions in smell, taste or touch. Other symptoms include a “pins and needles” sensation or difficulty recalling or speaking. An aura may last as long as 60 minutes and fade as the migraine begins.

What triggers migraines?

The environment, foods, hormonal changes, weather and stress can lead to a migraine. Triggers are different for everyone. Bright sunshine; hot, humid conditions; and drastic changes in barometric pressure may also lead to a migraine.

When to see the doctor:

According to the Mayo Clinic, sometimes a headache can be a symptom of a serious condition. Go to the emergency room or call 911 if you are experiencing the worst headache of your life, a sudden severe headache or a headache accompanied by:

- Confusion/trouble understanding speech
- Fainting
- High fever, greater than 102-104 F
- Numbness, weakness or paralysis on one side of your body
- Stiff neck
- Trouble seeing, speaking and/or walking
- Nausea or vomiting

Further, you should see a doctor if you experience headaches that:

- Occur more often than usual
- Are more severe than usual
- Worsen or don’t improve with appropriate use of over-the-counter drugs
- Keep you from working, sleeping or participating in normal activity
- Cause you distress, and you would like to find treatment options that enable you to control them better

Source: www.headaches.org ●●●

Engage the Community

From the desk of Katie Allen, communications and foundation



Teaching Proper Ways to Exercise

On Aug. 9, Define Gym and Salon in Norton hosted an “Ask the Expert” night. Kellen Jacobs, Norton County Hospital physical therapist, presented information on how to stay healthy and reach your maximum potential in exercise. He also discussed returning to safe exercise after injury or surgery and demonstrated how to use equipment in the gym. This program was open to all members and non-members of the gym. (Photo top right)

Norton Regional Health Foundation Participates in Norton County Match Day

Donors made their donations go farther by participating in the first-ever Norton County Match Day on July 20 at the Heaton Building, located in downtown Norton. Norton County Match Day was meant to support our county’s charitable organizations, give back to those making a difference, and encourage the continual giving and recognition of those who make Norton County a great place in which to live, work and play.

The Norton Regional Health Foundation received \$2,153.40 as a result of this event! More than \$39,000 total was given to local charities that day, which included the Norton County Community Foundation (NCCF) match of \$10,000 for donations made that day! The NRHF would like to thank those who contributed to support projects of the hospital and Live Well Norton. (Photo bottom right)

Funds Secured for New Trail on Armory Drive

Live Well Norton, in collaboration with the Norton Regional Health Foundation, has secured funding to complete a trail that will run east to west along the north side of Armory Drive in Norton. The trail will stretch a half mile from Highway 283 by the National Guard Armory to West Street.

The project will cost a total of \$128,815. However, the City of Norton is supplying equipment and some concrete forms, while the Norton Correctional Facility is providing the labor to bring down costs. The

remaining costs, primarily for concrete, total \$25,000. Live Well Norton and the Norton Regional Health Foundation secured that funding with the help of the Dane G. Hansen Foundation providing a grant of \$15,000, Norton County Community Foundation providing a grant of \$5,000, and Norton Trails Fund coordinated by Kristine Posson and Tonya Stover contributing \$5,000.

Live Well Norton collaborates with the newly created Norton Regional Health Foundation, in that all grant dollars are housed within the 501(c)(3) foundation for specific wellness projects. The foundation’s board works with the Live Well Norton committee to fulfill a variety of health and health care projects in Norton and the surrounding region. While the board primarily focuses on the health care needs of Norton County Hospital, Norton Medical Clinic and Logan Clinic, by working with Live Well Norton the board is focusing on community health needs as well.

Live Well Norton and the Norton Regional Health Foundation would like to extend sincere appreciation for those who are helping make this project come to fruition. Trail construction will begin once city and corrections crews finalize a timeline; the expectant start is fall 2017 with completion by winter. (Photo at left) ●●●

In the News

From the desk of Katie Allen, communications and foundation

NCH Hires New Director of Nursing



Norton County Hospital has hired a new director of nursing to join its staff. Sonya Cap, RN, began her position on Aug. 8.

A native of Penokee, Kansas, which is in Graham County, Cap completed her associate's degree in nursing at Dodge City Community College and Bachelor of Science in nursing from the University of Phoenix. She is currently in a master's degree program in nursing administration and management with Aspen University.

Cap was most recently a surgery clinic and anesthesia administrator in Omaha, Nebraska, but her overall medical career is quite extensive. In fact, she has worked in several areas that include inpatient bedside caregiving; surgery: pre-operative, recovery and post-recovery; intensive care units; coronary care units; emergency; labor and delivery; trauma; interventional radiology; and management.

"I moved into management from bedside caregiving, because I wanted to make a difference in not only the lives of the patients but in the staff as well," Cap said, "and felt I could do that best from a leadership position."

Cap is moving closer to where she grew up by joining Norton County Hospital. She said both of her brothers were actually born at Norton County Hospital – Rick in 1949 and Ron in 1951.

"I am thrilled to be joining such a dedicated group of professionals who believe in the mission of 'Caring,

Commitment and Community' to make Norton County Hospital the best it can be," Cap said. "Since the early 1900s, NCH has provided premier services and outstanding care to the members of the Norton community, and I look forward to uniting with a team who desires to see that tradition continue."

"Sonya brings a wealth of medical and management experience to Norton County Hospital, and we feel very fortunate to have her join our staff," said Gina Frack, Norton County Hospital's interim CEO. ●●●

NCH Hires New Practitioner



Norton County Hospital has hired a new physician assistant to join its medical staff. Taylor Bieberle is tentatively set to begin seeing patients at Norton County Hospital and Clinics in fall 2017.

Bieberle is from Claffin, Kansas. He is a graduate of the University of Idaho, where he obtained his bachelor's degree in biology and minor in business. While at the University of Idaho, he also played tennis for four-and-a-half years. He graduated in spring 2017 with his Master of Physician Assistant Studies from the Massachusetts College of Pharmacy and Health Sciences in Boston.

A well-studied practitioner, Bieberle said he is interested in all aspects of medicine and has training experience in general surgery, emergency medicine, pediatrics, women's health, family medicine, internal medicine, orthopedics and psychology.

"I am very much looking forward to

working at Norton County Hospital," Bieberle said. "Before starting my journey in becoming a physician assistant, my passion has always been to practice rural medicine. My foundation is rural; I understand rural, and I owe my rural roots for molding me into the person I am today. I am here to provide patients and the community with the highest level of care and respect."

Bieberle added that he and his wife Natalie, along with their dog Briggs, are excited to be a part of the Norton community. Natalie Bieberle is a physical therapist who started working at Norton County Hospital in 2016.

"We are thrilled to have Taylor join our medical staff," said Gina Frack, Norton County Hospital's interim CEO. "I appreciate his knowledge and enthusiasm as he grows his medical career with us in Norton." ●●●

NCH Receives Statewide Grant to Improve Internal Communications

Norton County Hospital and Clinics will soon have a new intranet to support staff by improving internal communication, making important documents more accessible and streamlining internal processes. The new intranet is being developed with HospitalPortal.net, a software company that specializes in health care intranets and policy management systems for all types of health care organizations such as small and rural hospitals, large health networks, clinics and long-term care facilities.

The opportunity to work with HospitalPortal.net was made possible by recent grant funding awarded to Norton County Hospital. A total of \$23,224 in funding for this project was provided by the Sunflower Foundation: Health Care for Kansans, a Topeka-based philanthropic organization with the mission to serve as a catalyst for improving the health of Kansans. (Continued on pg. 7)

NCH Receives Statewide Grant to Improve Internal Communications (Continued)

“We appreciate the financial support from the Sunflower Foundation, as this funding has helped make a long-term goal a reality,” said Gina Frack, Norton County Hospital’s interim CEO. “As with any organization, we constantly want to improve our communications and processes. This new system will allow us to have all our forms, policies and other documentation in one place that is easy to search and user-friendly. Our hospital’s many departments will be able to connect on a single platform so we can work together more effectively and efficiently.”

Frack added that a new intranet will help improve patient care as well: “When we’re able to communicate and connect with one another better as staff members, we are able to find appropriate information quickly for patient care and will be able to dedicate more time and attention to patients’ needs.”

In addition to Frack, another leader in bringing a new intranet to Norton County Hospital was the hospital’s employee education director, Anita Lyon. Lyon hopes the intranet will allow for an internal gathering place, where employees can also share information related to local events and volunteer opportunities, as examples, on a platform that is interactive and inviting.

“Technology is such a huge part of health care and our world today, so it is exciting to think that we will soon have a tool available to keep our facility up to date with our policies and compliance requirements, electronic scheduling and workflows for all kinds of requests,” Lyon said. “With this new intranet and its capabilities, hopefully we can do away with some of the paper processes of the past.”

The Norton County Hospital wishes to extend its sincere gratitude to the Sunflower Foundation for financially supporting this project. Plans are in place to implement the new intranet by fall 2017.

Congrats to Ruth Mizell for winning the HospitalPortal staff naming contest! The name chosen is “The Heartbeat of Health Care.” Thanks to those who submitted name suggestions! ●●●



In the News

From the desk of Katie Allen, communications and foundation

Hospital Provides Update on Surgical Services

At its regular monthly meeting Aug. 16, the Norton County Hospital Board of Trustees decided to continue orthopedic surgical services at the hospital. Originally, the board and administration had announced phasing out orthopedic and general surgeries due to the planned surgery expansion and renovation project being indefinitely suspended and financial losses the hospital has faced from surgical services. This latest decision means orthopedic surgeries performed by Dr. Greg Sarin will continue. Dr. Sarin visits Norton at least twice per month for his orthopedic clinic and performs some surgeries on site. Although he is from Colorado, Dr. Sarin travels to some Kansas hospitals – including NCH – to see patients.

Dr. Sarin’s clinic has grown over the past several months and has allowed patients to seek specialty orthopedic services close to their homes. Two other items helped make the decision to continue these services. One is the addition of a new physician assistant, Taylor Bieberle, who comes to Norton County Hospital with orthopedic training among other areas of family practice. Bieberle signed with the hospital after the original decision to phase out orthopedic surgeries had been made, so his addition required another look at orthopedics. Bieberle will begin seeing patients at the hospital and Norton Medical Clinic later this fall.

Another service line at the hospital that could benefit from an orthopedic surgeon visiting Norton is the addition of a new special testing system, called the Physical Capacity Profile®, at NCH. This is a proven system that allows health care staff to medically document that a new employee has the strength to perform requirements of a new job, therefore helping reduce the opportunity for injury on the job.

While orthopedic surgeries will continue, the plan remains in place to phase out general surgeries performed by Dr. Pamela Steinle, whose last day of employment with NCH will be Aug. 31. The hospital’s interim CEO, Gina Frack, said this decision remains in effect due to lack of volumes for general surgeries but that she sincerely appreciates the work Dr. Steinle has done for patients and the hospital.

“Dr. Steinle has been with us since 2015 working about three days per week,” Frack said. “While we don’t want to discontinue services, we have not experienced enough patients needing scheduled general surgeries. We wish Dr. Steinle nothing but the best, as she has offered our hospital a lot of knowledge and experience in her field.”

Patients should know that endoscopy procedures, such as colonoscopies and upper endoscopies, will continue to be available at NCH by Dr. Tom Kriley, family practice, and the hospital’s surgical nursing team. The hospital will also continue to provide women’s health services, including labor and delivery. Cesarean sections will continue to be available, as well as services offered by Dr. Todd Pankratz, a visiting OBGYN specialist, who performs some surgeries in Norton. ●●●

Meet the Team!

Norton County Hospital and Norton Medical Clinic are excited to announce our new employees. Please say hello, and welcome them to our team!

	<p>Hailey Branek Environmental Services</p> <p>Hailey joined our Environmental Services Department on June 26th. She will be helping during her school breaks during college.</p>
	<p>Bethany Christiansen Nursing—LPN—Night Shift PRN</p> <p>Bethany joined our Nursing department on June 26th after completing her LPN program and moving back to the area.</p>
	<p>Alisha Simmons Nursing—CNA—Night Shift</p> <p>Alisha joined our Nursing department on August 7th.</p>
	<p>Sonya Cap Director of Nursing BSN, RN</p> <p>Sonya joined NCH as Director of Nursing on August 8th.</p>
	<p>Taylor Bieberle Physician Assistant</p> <p>Taylor joined our medical staff in August.</p>

Recent Milestones!

Join us in celebrating these employees and their dedication to NCH!

July

Ty Bruton	30
Pat Michael	28
Deb Bowen	25
Dr. Glenda Maurer	20
Lana Jones	17
Bill Campbell	9
Kayla Weigel	5
Brenda Dole	3
Tami Elms	2
Katie Allen	1
Michelle Pollock	1

August

Lynne Lewis	20
Mitch Bartels	15
Ashley Wonderly	14
Kim Green	10
Sherry White	9
Amy Griffey	8
Elsa Temmel	4
Dannay Rhein	2
Dr. Tom Kriley	1
Monica Dial	1
Anita Lyon	1
Karen VanSlike	1

Human Resources

From the desk of Shannan Hempler, human resources

Employee Handbook Update

The current employee handbook, as well as some policy drafts such as social media policy, PTO policy, attendance policy and updated substance abuse policy, have been sent to an outside consulting firm for a complete review and update.

This will most likely also involve the development of new policies that need to be added to the Handbook. This process will take a few months as we update and change our current policies. We will keep you informed as we reach milestones in the process. When complete, the new policies will be made available to all staff for their review and acknowledgment. ●●●

Human Resources

From the desk of Shannan Hempler, human resources

BCBS ID Cards

Receiving a new BCBS ID card is easier than ever. Make sure this information is readily available for your family members. Something to think about is if you and your spouse are on separate plans, do each of you carry both cards? Also, do your kids who are in college or living somewhere else while on your plan carry their own card? Make sure they have their own card ready and available at all times.

Through Blue Access, you can order an ID card at any time. The process is quick and easy, and you can do it anywhere with Internet access. Simply log in to your BCBS account, and click the "Order ID Card" link then follow the online instructions. If you need assistance, please see the HR staff, and they can assist in ordering for you. The ID card will be mailed directly to you.

Here is a link to the Blues Access login page:

<https://secure.bcbsks.com/bcbsks-member/facelets/login/MemberLogin.faces>

P.S. Don't forget that all ID cards now have a sticker on them inviting you to call to confirm the receipt of your new (or replacement) card.

KPERS Optional Life Insurance Open Enrollment

Life insurance provides financial protection for you and your family. During open enrollment, you can apply for guaranteed member, spouse and child coverage without answering health questions.

Open Enrollment Dates

September 1-30: Cities, counties and school employers
Coverage starts January 2018

Coverage at a Glance

Guaranteed coverage for open enrollment:		
Who's Covered	Coverage Options	Guaranteed Coverage
Member	In \$5,000 increments, up to plan max \$400,000	Add up to \$50,000 without health questions (to \$250,000 guaranteed max)
Spouse	In \$5,000 increments, up to plan max \$100,000	Add up to \$25,000 without health questions (to \$25,000 guaranteed max)
Child	\$10,000 for \$1/month \$20,000 for \$2/month	\$10,000 or \$20,000 without health questions

If you would like to find out how much life insurance is recommended for you and your family, the life insurance carrier has a calculator available on its website.

Estimate Life Insurance Needs

<https://www.standard.com/individual/insurance/group-life/estimate-life-insurance-needs>

Special Notes Regarding Coverage:

- You cannot cover your spouse if he/she is an active member of KPERS, KP&F, Judges or Kansas Board of Regents Mandatory Retirement Plan. KPERS retirees are not eligible for member coverage.

- Definition of an eligible child: The insured employee's children, stepchildren and legally adopted children who are unmarried and dependent on the insured for financial support. Children are eligible from live birth to the attainment of age 26. Children age 26 or older are eligible if they are physically or mentally incapable of self-support, incapable of self-support prior to age 26, and financially dependent on the employee for more than one-half of their support and maintenance.

If both parents of a child qualify as eligible employees under the group policy, the child shall be considered a dependent of only one parent for this purpose. If any child qualifies as an eligible employee under the group policy, he or she is not eligible to be insured as a dependent child.

Employee Discount on Hospital Services

We currently have a policy regarding an employee discount for hospital services. It states as follows: "A \$25 discount is available for all employees (except PRN) for medical services they receive as an inpatient or outpatient of the Hospital. This discount does not include supplies. If the employee has insurance covering the service, the discount will be applied to the balance due after the insurance payment has been received." This discount only applies to full- and part-time employees, not PRN, not family members, not clinic bills and only during the employee's term of employment. Over time, this benefit has become increasingly difficult to provide to our staff due to the changing workforce.

How you can help: When you receive your statement from the hospital, make sure to include the remittance advice with your payment, and write a note on the remittance paper to check whether the employee discount was applied if applicable. When our business office receives this note, staff can check the billing.

Future for this discount: This discount is in place with the current Handbook. Administration is looking into different discount options to replace this benefit. We do foresee that this \$25 discount will be discontinued in the future and replaced with other options. Employees will be notified when any changes are made. ●●●

Other Celebrations

OK Kids

NCH was well-represented on OK Kids Day June 3 at Prairie Dog State Park. Thanks to Julia Thompson, Dr. Maurer, Anita Lyon, Sherry White and Lana Jones for being there! Our staff volunteers handed out goodie bags and bottled water, had X-rays for the kids to look at, had posters on healthy habits and injury prevention, took blood pressures, and had "Anatomy Jack" available, where kids could pin body parts where they thought they belonged. We also had several pamphlets with information, as well as play-dough and place-mats for the kids to learn about the food groups and healthy eating. We saw at least 150 kids, so it was a great success!

Water Aerobics

Thanks to the NCH Rehabilitation department for putting on water aerobics this summer in Norton. This is a great way to get people active in the community.

Chemo Care Totes

Thanks to those who donated chemo care totes to our hospital! We know these

will be greatly appreciated by patients who are undergoing chemo treatments here. Each tote contains items such as blankets, comfy socks, crossword puzzles, mints, hand sanitizer and much more.

Blankets for Newborns

Thanks to the Heritage Quilt Club for the beautiful quilts that will be wonderful gifts to babies arriving at our hospital!

Relay for Life

Norton County Hospital had a team at Relay for Life on June 10! Thanks to all who braved the heat and showed their support for the fight against cancer.

Free Sports Physicals

Norton Medical Clinic offered free youth football physicals Aug. 16 as a service to the community! Thanks to all our staff for their work in this important effort.

Early Childhood Literacy

Norton Medical Clinic is now participating in the Turn a Page. Touch

a Mind. ® (TAP-TAM) program! This means the clinic will be one of more than 85 reading sites throughout Kansas in which pediatricians and family physicians give out books and early literacy advice to children and their parents at every well-child visit from 6 months to 5 years old. Norton Medical Clinic started handing out books this week! Fun fact: TAP-TAM has distributed more than 750,000 books to Kansas kids since 2004!

Local Meal Deliveries to Continue

Meal deliveries can continue to homebound citizens of Norton, as the Andbe Home has agreed to start preparing and delivering meals effective Aug. 1. NCH recently decided to end its Meals on Wheels program due to financial losses associated with the program. The hospital's end date was July 31. The Andbe Home will be taking over the program and working out details to make it work for its facility. The Norton Senior Center is another option for local homebound residents to receive a delivered meal. ●●●



Department logos and new letterhead

Now available are department/service specific logos along

with the general hospital and clinic logos. Using these new logos is important so NCH has consistent branding. These are located on the shared drive in the "Communications" folder. Within that folder, access "Logos," where you will find various logos to use for NCH, both clinics, departments and the foundation.

There is also a PDF available to showcase the logo hierarchy and when you might consider using the various logos. If you have any questions, please feel free to ask Katie Allen. If you need a white logo on a colored background, Katie is able to accommodate those requests. Additionally, letterhead for NCH and both clinics is provided in the "Communications" folder. If you want department/service specific letterhead, Katie can do that upon request. See examples of the new logos above. ●●●

