



PHH Media

Message from Toby

I hope that everyone had a fantastic Thanksgiving!

The offices have been very busy, as PHH is growing at a fast pace. Please keep in mind that we have an abundance of staff in the Tyler area and surrounding counties. If you know of any families that may need our services please pass our information along.

Remember PHH looks at our services as that we have two clients. Our families that we take care of, and our nurses that we want to be happy. **We are a team**, and if there is any thing that you need our door is always open. We have invested in many education classes that will be announced soon. I challenge you to take advantage of these great opportunities. These will improve your skills and instill confidence in your clinical abilities. PHH is devoted to being the best agency a nurse can join and continue to grow with, while providing top notch care to our kiddos.

We will have **Christmas gifts** for you in each office. We will notify you when the gifts arrive. Please stop by and pick those up. Thank you for all of your hard work.

Have a **Merry Christmas!**

Toby Price
President / CEO



Fort Worth Office

Volume I : Issue 25: 2013

December

Special Points:

- ☺ Message from Toby, President & CEO
- ☺ Community Events
- ☺ Nurse of the Month

Inside this issue:

Points from QA	2
Message from the crew	3
Honors & Celebrations	3
Director Review	3
Events	4
PHH Family	4

Points from QA

In a 2006 report "Preventing Medication Errors" from the Institute of Medicine, it was noted that medication errors injure 1.5 MILLION Americans each year and cause \$3.5 BILLION in lost productivity, wages, and additional medical expenses.

As nurses, we are responsible for ENSURING that the five rights of medication administration are followed **EVERY** single time we administer a medication. We must remember that pharmacies will occasionally change a medication strength, but it our responsibility as nurses to read the RX labels and compare them to the MAR's.



As a reminder:

RIGHT INDIVIDUAL

RIGHT MEDICATION: ALWAYS compare the MAR to the RX label, if you are giving predrawn medications, it remains YOUR responsibility to ensure the medication, the dose, and the strength are correct; it is NEVER a good idea to give medications drawn up by someone else.

RIGHT DOSE: ALWAYS double check the medication strength on EVERY RX!! Pharmacies will sometimes substitute different medication strengths. It is your duty as a nurse to ensure that the strength of the dose you are giving your patient is the dose that has been ordered by the physician. We were all taught in nursing school how to calculate dosages. If you have questions about calculations, please contact the office clinical staff, we are happy to help out.

RIGHT TIME: Medications must be given within a $\frac{1}{2}$ hour of the time that is listed on the MAR ($\frac{1}{2}$ hour before to $\frac{1}{2}$ hour after). This time frame does NOT apply to PRN meds; i.e.: PRN Tylenol Q4 hours CANNOT be given until 4 hours have passed since the last dose. Meds ordered AM, PM, and HS have more leeway, depending upon the medication. Meds ordered QD, BID, TID, and QID can often have times adjusted to better suit the patient's schedule.

RIGHT ROUTE: There is a reason a physician selects a specific route, medication absorption and action change when the route changes. Giving a medication via a route other the route ordered is a medication error.

We've noted that many of you are now documenting teaching, Thank you! State requires us to do teaching every shift, or to document a valid reason why teaching was not performed. Teaching can be done with the Pt, the PCG's, family members, etc. and can be as simple as discussing medication side effects. Please also make sure that we are charting based on sections 21 and 22 of the POC. If PROM is ordered, it needs to be documented in your narrative.

Thank you all for the continued awesome care that you provide to our patients and families! I wish you all the **Happiest Holidays**, and a prosperous and blessed **New Year!!**

Lois Cantrell, LVN & Jodi Simpson, LVN

Quality Assurance

Merry Christmas and a **Happy New Year** everybody!

This month we are striving to do even better than the Thanksgiving schedule. Please let us know if you need off work for any days this month or next month. The **sooner we can get the dates the better** we can accommodate the kiddos. This month we are working on the redundancies in the nursing paperwork. There have been some complaints on writing the same information in multiple locations. We are working on cutting this down and would love any feed back to assist in this process.

Remember, **Christmas** is on a **Wednesday** this month. We typically run payroll on Wednesday so we will need notes in sooner for the week of **Christmas**. If you mail in your notes please be mindful.

Let's end this year on a great note. Have a great month!

Mike Stine
Account Manager

Directors Directive

Season's Greetings!

We hope everyone had a wonderful Thanksgiving! We are certainly thankful for the wonderful nurses that make up our PHH family and their dedication to our special patients!

Though the holidays are meant to be a time of love, happiness and cheer, the reality is that the even the joys of the season can bring about stress. Even if you don't have a long list of gifts to buy or places to be, it is impossible to escape the hustle and bustle in the surrounding environment and weather changes. We ask that you anticipate changes in traffic, weather and holiday plans and make the necessary changes in your routine to ensure our patient needs are met.

We would like to take this time to underline the importance of taking care of **you**. We're sure you excel at taking care of your patients and families, but caregivers can be notorious for putting the needs and desires of others before their own. Please be safe, take care of your health and sanity. We count on you to do so. As always, we are here to help you! We truly depend on you and so do our special kids, so please let us know if there is anything we can do. Your success and satisfaction are important to us. Our Kids Come First!

Rebekah Diaz, RN
Director of Patient Care Services



Message from the crew

To all of our nursing staff,

During this busy holiday season, we wanted to send out a friendly reminder about payroll for the weeks of Christmas and New Year:

For Christmas: All notes for the week of 12/15-12/21 must be turned into the office by Monday, December 23, 2013, by 5:00 pm. Notes turned in on Tuesday, December 24th or later will not be paid out on Friday, December 27th, but will be paid out the following Friday instead.

For New Year: All notes for the week of 12/22-12/28 must be turned into the office by Monday, December 30, 2013, by 5:00pm. Notes turned in on Tuesday, December 31st or later will not be paid out on Friday, January 3rd, but will be paid out the following Friday instead.

Also, if you have any questions or are looking for some extra work, please don't hesitate to call the office. Thank you for all of your hard work!

Staffing Coordinator/Recruiting Team

December

Honors and Celebrations

Nurse of the Month for September: **Susan Brickey**

Susan is extremely hardworking and has been a great asset to **PHH**. She's done an excellent job in patient care and documentation. Susan has also been a great help to our clinical staff and always been prompt for her shift. Thank you **Susan** for all of your hard work!

CONGRATULATIONS, MICHAEL!!

Our very own **Michael Gilder, RN** is graduation with her **BSN** in December!! **And.....**
She is graduating **VALEDICTORIAN** of her **CLASS!!**
All of us here at **PHH** are very proud of you!



You can receive a **referral bonus**:

After a nurse works 160 hours, you can receive a referral bonus of \$400 for RNs or \$200 for LVNs.

The staffing coordinators can provide job applications and answer any questions. We have part-time, full-time, and PRN work available. If you are looking to work any additional hours or have any schedule changes, please notify the office.

Staffing Coordinator/Recruiting Team



We are still in **RSV season** please keep your hands washed and all bedding, toys, etc. often!

SIGNS and SYMPTOMS

If you see any of these RSV disease warning signs, call your baby's doctor right away:

- Coughing or wheezing that does not stop
- Fast breathing or gasping for breath
- Spread-out nostrils and/or caved-in chest when trying to breathe
- A bluish color around the mouth or fingernails
- A fever



To get more information visit www.RSVprotection.com

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Where Kids Come First!



<https://www.facebook.com/PHHcare>

Events & Training

Trach & Vent

Dec. 18th 10a-3p - Please contact your local office for more information & sign up prior to attending

CPR:

Make an appointments in Dallas office (\$50 cash)

Schedule with: candice@pediatrichomehealthcare.com

We have holiday gifts for you!! Please come by your local office to pick up your gift later this month. **Merry Christmas!!**

We also welcome any feedback regarding trainings you would like us to provide in the future.

Meet one of our newest Dallas patients, Ricky! We are very excited to work with him and his family!!

