

DECEMBER 2020

CALGARY

ECAT

Employee & Client
Assistance Team
403-819-0583

Phones do not accept text
messages— staff need to call
ECAT.

**INSIDE
THIS ISSUE:**

VIRTUAL TRAININGS	2
HEALTH AND SAFETY	5
COVID-19 AND FLU SEASON	6

**TIME SHEET
HAND-IN**

• **December 15th 2020**

For all shifts worked
between December 1
and December 15.

• **December 31st 2020**

For all shifts worked
between December 16
and December 30.

UPCOMING

• **Health & Safety—**

December 10, 2020
@ 1:30PM

• **RPAC Meeting –**

December 8, 2020
@10:30AM
(teleconference only)

ICE PAGE

Making it Happen!- Supporting Social Inclusion

Travis N.

Travis is a likeable and kind young man who began services with ICE in June 2019. Travis is Indigenous and grew up on the Piikani First Nation. He was living with his youth mentor in Lethbridge for several years and transitioned to a Support Home when he turned 18.

Travis enjoys being active and participating in cultural activities. His youth mentor frequently involved Travis in outdoor activities including kayaking and hiking. Travis continues to be active in the community with his support staff. Travis has faced many adversities including the loss of many family members within a short period of time. Travis continues to persevere and maintain positive connections within his reserve and the community. Travis has expressed interest in signing up for an 8-week fitness challenge that is being offered by AHS through Piikani First Nation. He will be required to participate in many activities and challenges throughout that time.

Taking part in physical activities helps Travis remain healthy and happy. Staff motivate Travis and remind him of the benefits he gains from his participation in community activities. Travis and staff recently got a gym membership at the YMCA and attend the gym about three times a week to play basketball.

Staff noted that initially Travis was very quiet and would often respond to questions with only one-word answers. As Travis continues to build trust and rapport with his support team, he has become more vocal and expressive with his thoughts and feelings. Travis has made great strides over the past year, and we cannot wait to see what the future holds for him!



Employee Spotlight



Michael joined ICE in March 2020. He joined ICE at the start of the pandemic and jumped right in. He is someone who shows initiative and finds creative ways to motivate the clients he works with. Michael is successful in creating fun, meaningful experiences to help his clients participate in community activities. ICE appreciates Michael's ability to provide client connection to the community over this past year.

Thanks Michael!

**ICE OFFICES WILL BE CLOSED
Friday & Monday,
December 25th & 28th
for Christmas Day and Boxing Day**



**Please direct all calls to the Em-
ployee Client Assistance Team for
that day.
403-819-0583**

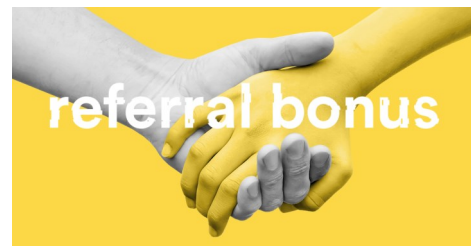
Ice Calgary Congratulates Long Term Employees:

Staff	Years	Date
Linda D	13	December 3
Anamarie B	8	December 31
Lori J	6	December 17
Hazeline A	5	December 9
Joji P	5	December 9
Rosalind C	3	December 2
Kristine C	3	December 19
Rona D	3	December 30
Uduak A	2	December 3
Steven F	2	December 5



Referral Incentive Program

**Employees or Support Home Operators
who refer a person to ICE who successfully
meet our hiring requirements and
completes their three month probation with
a minimum of 120 hours worked qualify for
a \$100 incentive bonus!**



ICE THANK YOU CARD INCENTIVE WINNERS

Lucille Walters received a thank you card from her supervisor for her quick follow-up on an EQA, willingness and flexibility to pick up extra shifts. She won a heated blanket.

Congratulations!



Other Thank You Recipients

Gbemisola O received a thank you card for going above and beyond by cleaning the carpets in a residential home.

Alaba O, Gillianne C, Mona C, Parminder K, Jisna M, Sahar A, received thank you cards for picking up extra shifts.

Elise R received thank you cards for her excellent attitude and willingness to complete any additional duties.

Virtual Training

Pre-Employment Training
December 1, 8, 9, 15, 16, 2020 (9:30AM - 4:30PM)

Epilepsy Training
December 1, 2020 (10:00AM - 12:00PM)

Hoarding Training
December 3, 2020 (1:30PM - 3:30PM)

Incident Investigation Training
December 4, 2020 (9:30AM - 1:30PM)

OCD Training
December 7, 2020

Autism PDD Training
December 8, 2020 (10:00AM - 12:00PM)

Trauma Informed Care Training
December 8, 2020 (1:00PM - 4:00PM)
December 18, 2020 (3:00PM - 5:00PM)

Brain Injury Training
December 9, 2020 (10:00AM - 12:00PM)

Anxiety/Depression Training
December 9, 2020 (1:00PM - 3:00PM)

ASSIST Training
December 10-11, 2020 (8:00AM - 5:00PM)

CN Abuse Training
December 14, 2020 (1:00PM - 3:00PM)

Psychosis Training
December 15, 2020 (10:00AM - 12:00PM)

Schizophrenia Training
December 15, 2020 (1:00PM - 3:00PM)

Diabetes Training
December 16, 2020 (10:00AM - 12:00PM)

APRP Training
December 18, 2020 (1:30PM - 3:00PM)



HURT AT WORK?

Employees and Support Home Operators are reminded of their responsibility (as per legislation) to report **all workplace injuries immediately to an ICE supervisor or manager**. In the event of an injury, the employee will follow all agency policies and procedures.

While not all injuries are reportable to WCB, all injuries and work related health concerns are required to be reported within the company. This is done so that health and safety investigation and follow up may be completed for the safety of all parties.



Payroll Updates !

Is your Personal Information Up to Date in Payroll?

As the end of 2020 approaches it is important that employees log into Dayforce to review their personal information in this Payroll software.

If you have not previously logged into Dayforce: Click the Dayforce link at www.dayforcehcm.com or go to www.icenterprises.com. Click the link on the bottom left corner of the home page or the link in Facebook under Independent Counselling INC.

Enter the Company Name ice (in lower case), your Username and Password

Click Login

Your Dayforce credentials:

If employed before August 1, 2020 Your username is your First name.Last name as it appears on your current pay statements with the first letter of each in lower case.

If employed on or after August 1, 2020 Your username is your First name.Last name as it appears on your current pay statements with the first letter of each in upper case.

Your initial password is your last name (as it appears on your current pay statements and in lower case) followed by the last 3 digits of your Social Insurance Number (without any spaces between). You will be prompted to change your password.

Review your Profile. Any changes and additions can be made by completing the applicable menu item and entering the desired information in the fields below. Review the information you have entered and select Submit/Save.

If you experience difficulties contact a **Payroll Assistant at the Edmonton ICE Office 780-454-9500** for assistance.

Looking for Answers? Below are some online links you may find of assistance:

<https://www.canada.ca/en/health-canada.html>

Health Canada is responsible for helping Canadians maintain and improve their health. It ensures that high-quality health services are accessible, and works to reduce health risks.

<https://www.albertahealthservices.ca/findhealth/service.aspx?Id=1001957>

Linking Albertans to a wide range of health information and service options.

<https://work.alberta.ca/occupational-health-safety.html>

<https://work.alberta.ca/occupational-health-safety/ohs-publications.html#laws>

Alberta Occupational Health and Safety works in consultation with industry to help prevent work-related injuries, illnesses and fatalities. The OHS site provides access to a wide range of information bulletins and on-line training options

<https://work.alberta.ca/occupational-health-safety/resources.html>

**Health and Safety Committee Meeting Minutes
November 12, 2020
(Minutes edited for publication)**

3.1 Review of 'Regional Health and Safety Meeting Minutes' Review other region's minutes especially sections 3.2 and 3.3.

3.1 A) Review of Regional Health and Safety Meeting Minutes – Section 3.2. Incident Investigations for Injury, Health and Property Damage

Edmonton – October 14, 2020 - Meeting Minutes

July 17, 2020

Client was becoming increasingly aggressive verbally after shopping trip – used racial slurs and progressed to telling staff they should commit suicide and then punch staff member in shoulder then once arrived back at program, client blocked staff from leaving. Staff used lifeline and CR manager spoke to police, who then spoke to client. After client returned to regular routine and evening staff attended program 1 hour early. Follow-up: staff to continue PRP, be consistent with use of client funds, review PRP by manager, TC and BC, review risk assessment with all staff, update psychiatrist to violent outburst

Incident Investigation Recommendations: provide staff with follow-up & retraining on client protocols, RA & reminders regarding keeping a safe space, utilize lifeline.

August 8, 2020

Staff attended work after going for COVID test and AHS later called and informed ECAT of the positive test for the staff member, several days later 2 clients in the home and 2 staff also tested positive. Follow-up: retraining on all COVID 19 protocols (prevention, risk management, Donning/doffing PPE, cleaning); poster posted on door re staff to don full PPE prior to entering home; increased supervision of home (phone calls to assess health and status of employees and clients, ensuring new symptoms are reported to management and AHS, reminders re PPE and masking with staff.

Incident Investigation Recommendations: provide copy of Eliminator 42 Quat instructions and SDS to the program, review with worker the importance of keeping mask on until fully left the program, staff re-training in all COVID 19 protocols, including risk assessment and screening processes, as well as cleaning and PPE Donning/doffing process, including before entering home. Put posted reminding about full PPE (masks, gown, face shield, and gloves) Increased supervision of home

September 18, 2020

On sidewalk in front of ICE staff had one foot (L) in the top of parking block and the other foot (R) in between parking block (constricted space), looking up at sky staff felt equilibrium was off and tripped onto sidewalk bruising the right ankle. Follow-up: review safety precautions and hazard ID and taking into consideration any health and stability challenges the employee experiences. Incident Investigation Recommendations: review with employee the importance of being cognizant of the conditions where stability can be compromised.

September 21, 2020

Client became agitated when he was not heard about needing nasal mist and punched staff member in the mouth. Staff sustained minor abrasion on lip. Follow-up: continue to observe and speak with client to identify triggers and learn indicators of agitation, consult with RPAC, staff to review positive approaches, manager debriefed with staff and removed him from scheduled shift for safety. Staff was offered transport to medical attention but declined indicating he had only minor abrasion that did not need medical attention.

Incident Investigation Recommendations: manager will review client positive approaches and risk assessment with staff and complete staff participation forms.

South- October 6, 2020 – Meeting Minutes

No Completed Incident Investigations to Review (no incident investigations occurred as there were no incidents during this time frame)

North West- October 8, 2020 – Meeting Minutes

September 23, 2020 (2 incidents)

Staff was completing paperwork work when client became obsessed with the pen (known issue). Client attempted to grab the pen and struck both staff. Staff have been resetting the boundaries that were in place prior as previous staff allowed the boundaries to lapse and client attempts to control entire house.

Incident Investigation Recommendations: Meeting to be held with all staff from the program regarding consistency with boundaries and communication between staff.

3.1 B) Review of Regional Health and Safety Meeting Minutes - Section 3.3 (Near Miss Incidents)

Edmonton – October 14, 2020 - Meeting Minutes

No Completed Near Miss Investigations to Review (no near miss investigations occurred as there were no miss incidents during this time frame)

South- October 6, 2020 – Meeting Minutes

No Completed Near Miss Investigations to Review (no near miss investigations occurred as there were no miss incidents during this time frame)

NorthWest- October 8, 2020 – Meeting Minutes

No Completed Near Miss Investigations to Review (no near miss investigations occurred as there were no miss incidents during this time frame)

3.2 Evaluation of current Internal Incident Investigations for Injury, Health and Property Damage:

July 31, 2020

Support Home Operator (SHO) observed that client was wearing their dirty clothes from the day previous which had a strong odor. SHO went into the bathroom to turn on shower taps. SHO could hear noise coming from the client's bedroom. SHO observed that client was standing beside their bed and noticed that the television screen was cracked. Client continued throwing items on their night stand. Client threw empty water cups and hats toward SHO but missed SHO. Client threatened to throw a small bench toward SHO/SHO spouse. SHO gave space for client to calm in their bedroom. After a few minutes, SHO and client discussed situation. There were no injuries. Follow-up: RPAC consultation, SHO will take PBI when offered next, emergency response plan to be utilized in future incidents (i.e. calling police) and SHO to offer more choices when communicating to client.

Incident Investigation Recommendations: SHO to complete PBI training, RPAC involvement, Emergency responder to be utilized by SHO, and update client's personal profile to include history of aggression.

September 8, 2020

Staff was entering workplace with purse on one shoulder and laptop bag on the other shoulder. The strap of the laptop bag was stretched excessively and the laptop bag was hanging past the

knees of the staff. Staff started ascending the main entrance stairs and tripped over the laptop bag that got in the way of staff's foot. Staff tripped and fell on the concrete stairs resulting in injury. Follow-up: Staff sought medical attention immediately. Incident Investigation Recommendations: Employee will use bag handle in future. Staff could also make two trips, use the handrails or call other employee's for assistance to carry items safely.

3.3 Evaluation of near miss investigations.

July 7, 2020

Staff went to use the washroom and found that the client did not flush the toilet after use. Staff reminded client that is not hygienic and poses a risk to both client and staff. Client was engaged in adjusting their phone case and became frustrated that staff 'distracted' them. Client quickly escalated and charged toward staff and attempted to land a punch on staff's midsection. Staff re-directed the blow with an open palm and indicated to client that they would be ready to contact the police. Client attempted to pursue staff; however, staff exited the apartment and client called CSC. Follow-up: Consultation with RPAC, staff reminded of use of approved restrictive procedures (i.e. calling 9-1-1 and use of Panic button) and staff retrained on client's Planned Procedure.

Incident Investigation Recommendations: Incident was addressed and discussed at the monthly team meeting. RPAC involvement.

3.4 Health and Safety Committee Inspections

3.4 A) Inspections held as a result of health and safety concerns - include name of committee member(s) completing, program, issue, inspection type (E.g. RI) and # workers involved: N/A

3.4 B) Inspections completed - Include name of committee member(s) completing inspection, inspection type (E.g. EQA, RI, Office Inspection), # of inspections and # of workers involved for each inspection type: Chioma (Rita) O booked to participate in EQA on November 18th & 30th 2020. Stephanie M booked to participate in EQA November 23rd, 2020. Gillianne C booked to participate in EQA November 17th & December 15th, 2020.

3.5 COR Audit Review: The HSC reviewed Element 4 & 5. The HSC reviewed processes in place for the HSC to make health and safety recommendations to management. The HSC furthermore discussed how there is a subcommittee (that was formed a few months ago) to address how managers/supervisors are provided with training to support them in their role.

3.6 Hazard Assessment and Control document (H.A.C.D.) – Review section (and provide recommendation(s) for changes if needed):

Calgary:

The Calgary HSC reviewed Office HACD pages 5-8 (Office Cleaning [general cleaning, mopping, sweeping, vacuuming etc.], Use of telephones, paperwork-writing and Computer Use)

Office Cleaning [general cleaning, mopping, sweeping, vacuuming etc.] recommendations: It is recommended to replace psychological hazards to physical hazards (typo), use of quat solution and Quarterly Office Inspections under safe work practices.

Use of telephones recommendations: It is recommended to add chemical hazard as phones are being sanitized with Lysol wipes or quat solution. It is further recommended to add wrist strain to physical hazards, or risk of falling and tripping over phone cord. It is recommended to add information overload/multi-tasking to psychological hazards. Additionally, it is recommended to add Quarterly Office inspection to Administrative controls.

Paperwork-writing recommendations: It is recommended to add a Biological hazard which includes Exposure to viruses (COVID-19), bacteria, infectious diseases from shared equipment use. It is also recommended to add eye strain, or cuts from prong fasteners to physical hazards. It is recommended to add follow COVID-19 Office Safety protocol and cleaning checklist as well as using your own pen under Administrative controls.

Computer Use recommendations: It is recommended to add stiffness (carpel tunnel syndrome) to physical hazards. It is recommended to add psychological hazard category that includes 'stress can lead to lack of concentration, decreased attention span, dizziness or burnout/fatigue.'

Edmonton:

Pgs. 25 & 26 – Food Storage, 27-28- Handling Raw Meat, & 63 – 64 Snow Shoveling

No recommendations from the HSC for these HAs

South:

Reviewed 'Personal Care of Client' (pgs. 77-78). Recommendations include:

Adding COVID-19 as a biological hazard under viruses as well as adding all of the applicable controls related to COVID-19.

Northwest:

Reviewed pages 39-40 Manual Dishwashing: no changes noted

3.7 Policy review: 3.5.9 Eliminating/Mitigating/Controlling Worksite Hazards.

COVID 19 Pandemic Response

Discussed the COVID 19 Response Prevention Protocol

Continuous masking continues to be in effect. It is especially important as the numbers continue to rise

CMOH is working on other communications to reach Albertans in a different way, especially those that have not been following the guidelines over the last 8 months

Critical juncture in pandemic with mental and physical toll on many over the last 8 months. Do not let guard down and slow on following guidelines and do not give up

Virus is more deadly than influenza, and there is no vaccine. Peak flu deaths are 92 (on average) – 338 deaths in the last 8 months from COVID.

4.0 Other Business

Health and Safety Committee Updates: Stephanie M has been re-elected as Health and Safety Committee co-chair (worker). Congratulations Stephanie!

Health and Safety training updates: Gillianne C still requires Incident Investigations trainings and HACD trainings. She will be booked to attend these trainings when it is offered next. Stephanie M already has the mandatory 16-hour training for health and safety committee.

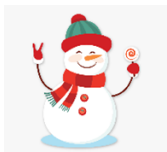
ICE Page Ideas: mask hygiene (i.e. how to take care of skin after wearing mask for long periods of time) or self-care strategies due to additional covid-19 pressures.

NEXT MEETING DATE: December 10, 2020 @ 1:30 p.m.



COVID-19: ADVICE FOR SAFE HOLIDAY ENTERTAINING

2020 Holiday Season is going to look very different due to the COVID pandemic. The measures put in place will in part contribute to what the holiday season will look like for many Albertans. To protect ourselves, our loved ones, and our communities, we must be mindful of the role we all play in helping to reduce the spread of COVID-19 during holidays.



COVID-19 is highly transmissible in social settings. One infected person could cause many people attending the same gathering to become ill. We urge you to be diligent, follow public health guidance, and have safe and happy holidays. **Please be mindful of gathering sizes in your community.**

- Consider virtual options or keep things small with your cohort – think about how many people the space can accommodate safely.
- Ensure there is enough space for physical distancing between people from different cohorts.
- Be clear about what your boundaries and expectations are with your guests ahead of time.
- Try to limit contacts in the two weeks prior - Encourage your guests to do the same.
- Remind guests who are not feeling well to stay home. Ask all guests to complete the Daily Symptom Checklist prior to attending.
- If you are feeling unwell (even if your symptoms are minor) cancel and make alternative arrangements.
- Ensure proper cleaning and disinfecting of high touch surfaces, limit shared items and dishes.
- Wear a mask (when not eating or drinking) if you are going to be in close contact with people not in your household or cohort.
- Have hand sanitizer, hand soap and alcohol wipes available for guests to sanitize their hands at common touch points and encourage its use by all prior to eating.
- Avoid last-minute shopping at peak times by planning ahead, or shopping online. This includes curbside pickup for groceries instead of being in the store with multiple individuals.
- Set up separate seating areas for different groups at mealtimes.
- Seat people who live in the same household or are in a cohort together.
- Seat higher risk guests in places where they can have more distance from others, while still participating in the festivities.
- Have one individual plate everyone's meals so people are not sharing serving utensils. Ensure they wear a mask and follow proper hand hygiene.
- Consider having pre-portioned food, ordering take-out, or asking guests to bring their own meals.

FOLLOW ALL DIRECTION FROM PUBLIC HEALTH FOR YOUR REGION!

Christmas Food Recipe

Fiddle Diddles

Ingredients

½ cup butter or hard margarine
2 cups white sugar
½ cup milk
6 tbsp unsweetened cocoa powder
3 cups quick cooking rolled oats
½ cup coconut
½ cup walnuts* (optional)
pinch of salt
1 tsp vanilla flavoring

Instructions

Put the butter or margarine, sugar and milk into a large pot. Heat on medium, stirring often, until it comes to a boil. Remove from heat. Add remaining ingredients. Stir well. Drop by rounded teaspoonfuls onto waxed paper. Cool completely.



Source: Wordpress Recipe Plugin by Easy Recipe

Christmas Songs

Try checking out these unusual Christmas Songs!

Song: "Disco Christmas"

Artist: Universal Robot Band

Song: "The Santa Clause Boogie"

Artist: The Tractors

Song: "Dominick The Donkey"

Artist: Lou Monte

Keep up to date with information about COVID-19 transmission through the Government of Alberta website: <https://www.alberta.ca/coronavirus-info-for-albertans.aspx>.



Message from the President – December, 2020

The holiday season is upon us once again. The year was very different than all other years for Independent Counselling Enterprises, as it was throughout the community and country, and around the world.

The ICE Christmas celebrations will not be held as a result of our responsibility to practice the Alberta Health Services requirements in addressing the COVID 19 pandemic. It is regretful that we cannot come together as a group; however, our obligation to protect ourselves and each other takes precedence over the typical celebrations.

The ICE Christmas celebrations were, historically, an opportunity to visit one another and catch up. The primary purpose of the celebrations is to acknowledge and honor ICE employees for their diligence and hard work. That acknowledgement remains a priority. The selected employees will receive their award and acknowledgement in a different format, being featured in the ICE Page.

The employees and teams receiving the recognition awards were selected through a nomination process and the ICE thank you card incentive program, as well as recognition and health and safety award recipients. Employees who received multiple thank you cards from the individuals they serve, families, guardians, colleagues, and supervisors were considered for awards.

In addition, a special draw is held each year as part of the ICE Health and Safety program. Those individuals who received a minimum of 3 thank you cards from various sources related to practicing Health and Safety processes have their names entered into a draw for special recognition. The Health and Safety draw includes employees from all four regions where ICE provides service.

Next month we will be featuring the long service award recipients, who are employees whose tenure has reached service milestones.

All of us have many accomplishments to reflect on as the 2020 year closes out.

In September, ICE completed our Certificate of Recognition audit. This was an external audit, conducted by a professional auditor and in partnership with Continuing Care Safety Association. The process was completed virtually and required significant evidence of the ICE Health and Safety program effectiveness and commitment from all levels. ICE achieved a score of 98%, of which we are extremely proud. The results are proof of our continuous practices of the health and safety processes. ICE received special recognition for the actions taken to address the pandemic.

As always, I encourage all employees to continue to follow the Health and Safety policies and procedures including working safely, identifying hazards, reporting hazards to supervisors, mitigating hazards, and complying with Occupational Health and Safety legislation and ICE policy. The goal is to provide a safe environment for all employees, people in service, visitors and the community so each of us can go home at the end of our shifts and be proud of our work.

In July 2020, ICE completed the CET level 2 accreditation survey including complex needs and respite services. This accreditation through Alberta Council of Disability Services was completed virtually. Many of the people we serve, their families, and their staff participated in virtual conversations with qualified CET surveyors. This virtual survey method presented a learning curve for all of us. The audit occurred in the 4 PDD regions where we provide service including Edmonton, Calgary, South, and Northwest regions. In all 4 regions, the results of the level 2 accreditation were 100%. Again, we should all be proud of that accomplishment - it is a direct reflection of the quality of service we deliver.

I urge everyone to maintain their knowledge and practice of our Health and Safety policies as required in the OHS legislation. The COVID 19 pandemic has been a strong focus of ICE and all service providers. You were all prepared to address the multiple and frequently changing pandemic obligations while maintaining your obligations to OHS legislation and ICE policy. You should be proud of that accomplishment.

Our success is possible through maintaining positive relationships with experts to steer us in the right direction. Those people include:

Disability Services PDD division – providing feedback and resources to enable us to do our work.

Alberta Health Service – Public Health – providing education and resources to assist in keeping our individuals and employees safe.

ACDS for providing direction and expertise on the CET standards and COVID 19 preparedness.

The year ahead will continue to challenge all of us, but our resilience and creative spirit will help us overcome those challenges.

In conclusion, thank you to the people who we serve, their families, direct service staff, supervisors, and managers for allowing ICE to serve the community. On behalf of ICE, I hope all of you celebrate the holiday season and end of the year safely.

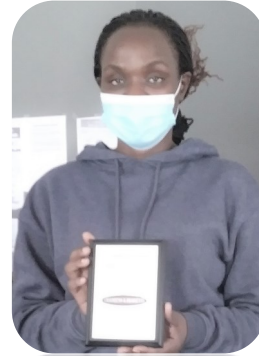


2020 ICE CALGARY EMPLOYEE AWARD WINNERS



**Award of Excellence
Jeff Schwarzer**

Jeff is a caring and outgoing member of the Albert Park Team. He is keen to learn and is great at connecting with the individuals he supports and promoting social inclusion. He is diverse in his approaches and motivated to help the clients he supports succeed. It is a pleasure to see Jeff win the award of excellence because he truly deserves it.



**Community Connector Award
Chadress**

Chadress has set a precedent for what it means to connect a client to their community and the things they love. Chadress is a member of the Shawville Home Team and has demonstrated a passion and desire to help her clients connect with the things they love. Chadress supported her client in getting a volunteer job at the Kerby Center and at the Salvation Army. Chadress also taught her client how to connect with her community via Zoom so she could participate in online cooking and art classes. Chadress is resourceful, motivating, and great at taking initiative. We are grateful to have such a dedicated employee.



**Health and Safety Award
Opeoluwa Fletcher**

Opeoluwa (Ope) has been a Health and Safety member since the beginning of 2019. Since then, she has been consistent in attending all meetings, and has provided stellar recommendations to the committee/ICE which subsequently helps build a stronger foundation in health and safety at ICE. Ope also has juggled many additional tasks since the pandemic took place in March 2020. Congratulations, and thank you for all your hard work and dedication to the health and safety Ope!





**Incentive Thank-You Card Winner
Noah Sawe**

Noah began his employment with ICE South in June 2019. Over the past year Noah has received many thank-you cards from his supervisors and managers for his exceptional involvement with the ICE Health and Safety programs; he has been accommodating and flexible with his schedule despite the COVID restrictions, he has helped the office with the shipments of PPE, and he continuously works hard to ensure the programs he works in run smoothly. His dedication and strong work ethic make him incredibly deserving of this reward. Thank you for all you do Noah!