

Therese is a proud mother of three from Cameroon, Africa. In Cameroon, Therese ran a small business that sold baby clothes and accessories. Four years ago, shortly after her third child was born, Therese immigrated to Canada and lived in Toronto for a year. There were not many jobs available in Toronto at the time so she contacted several agencies in Grande Prairie and was told, "If you get yourself here, you have a job". She quickly relocated to Grande Prairie. Shortly after her arrival in Grande Prairie, ICE was lucky to have received a resume from Therese.

Therese quickly found full time hours with ICE because of her flexibility and her ability to work well with almost all of ICE's clientele. She has been working very hard and sending money home to support her family, who still live in Cameroon. She plans to bring them to Canada either this winter or next spring. Therese said that she came to Canada for the opportunities, jobs, and better life Canada offered and she is very excited to share that with her family. "Life will be much better when my kids are here," she said. If her children come to Grande Prairie this winter she will be waiting at the airport with jackets, boots, mitts, and toques ready to educate them about winters in Canada. She remembers last winter when a friend's children saw snow for the first time and ran outside in bare feet. Chuckling, she decided that, rather than intervene, she wouldn't say anything, knowing that, "They'll be back in no time."

EMPLOYEE *Spotlight* Therese

What people likely don't know about Therese is that, in contrast to her bubbly personality while out with others, when she is home she loves peace and quiet. She chooses not to own a television or radio and spends her time reading and talking on the phone to friends and family in other cities. Her living arrangement with roommates who are often away in the oil fields suits her perfectly. Therese is a valuable and appreciated employee of ICE.



After Hours Supervisor

403-819-0583

MEETINGS

Health & Safety Meeting
Oct 20, 1:30 PM

Team Leader Meeting
Oct 12, 1:30 PM

RPAC
Oct 14, 1:30 PM

TIME SHEET HAND-IN

Hand-in day will be:
October 15th, 2010
for all shifts worked between
October 1st and 15th
and
November 1st, 2010
for all shifts worked between
October 16th and 31st

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Client Success Story – Shelley

Shelley has been with ICE in the south Region for almost 5 years. Shelley lives in a supported home with a family she really enjoys the company of. Recently, Shelley welcomed a new addition to her family, Snowball the kitten, a 50th birthday gift from her support home family. Shelley is responsible for taking care of him. She feeds him, changes the litter box, and makes sure he is well loved!

Shelley is very active in the community, she and her staff are always busy volunteering, working out, and visiting with others in the community. Shelley lane swims three times weekly, and she volunteers at the Lethbridge Senior Citizens Organization two times a week. She has completed all the Building Healthy Lifestyle courses that Lethbridge has to offer and has maintained a healthy lifestyle over the past year by losing weight and eating right.

Shelley is an active member in the Red Hat society and attends their monthly planning meetings as well as all of their social activities. Shelley also happily volunteers for other local organizations on a project by project basis when the need arises. These include the LSCO, the Good Food basket, and Building Healthy Lifestyles just to name a few.

Shelley loves music and can often be found at dance and karaoke sessions at the LSCO. She loves the movie Mamma Mia! and could sing you all the songs word for word. She and her ICE staff can be seen driving around town singing along to the CD in the car. She and her staff attend polka



dancing classes weekly and have great fun singing and dancing along to the music. Shelley has also won many trophies through Special Olympics 10 pin bowling. Way to go Shelley!!

Maintaining relationships with people is very important to Shelley; she loves to spend time with her family and extended family. She loves to talk on the phone and to visit with people face to face.

Congratulations Shelley! Your willingness to help others is an inspiration to us all.



Please direct all calls to the After Hours Supervisor for this day.

All ICE offices will be closed
Monday October 11,
for Thanksgiving

ICE has a TD Group RSP plan!

If you are eligible, ICE will match your contributions!

Refer to Policy 3.4.18. ICE Savings/Pension Plan.

To sign up, please contact Linna Roem at (780) 453-9664.



TRAINING

PET

Oct 6 & 7th , 9 am – 4 pm
As per website.

Mission Possible Part 2 Winter and Distraction Modules

Oct 27th, 1pm – 4 pm
Note part 1 (Sept 29th) must be
attended first to attend this session and
complete the course.

Thank You!

Incentive Thank-you Card Draw Winner

Andrew Idahosa received 3 thank-you cards this month. The first one was for diligently following medication policy while covering a relief shift in a home. The second one was for the excellent paperwork that is always handed in on time. The third one was for being so flexible in picking up relief shifts on short notice. Great work Andrew!!!!

Other Thank-you Cards Received for May Draw

Philana Blackburn-Morin received a thank-you card for recognizing a hazard in the home and submitting the necessary near miss report. Thanks Philana!!!!

Caineth Usengimana received a thank-you card for always being willing to cover extra shifts in the home when needed!!! Thank You Caineth!!!

Amal Souraya received a thank-you card for ensuring the freezer was defrosted in the home. Thanks Amal!!!!

ICE Calgary CONGRATULATES Long Term Employees !!!

Staff	Years	Date
Jennifer Plimmer	7	Oct 7th
Elaine Marshall	7	Oct 17th
Mussie Gebreeziabher	6	Oct 3rd
Mary Moritz	5	Oct 20th
Mohammed Ayedi	4	Oct 20th
Beverly Jerrett	3	Oct 10th
Rachel Ndayubaha	2	Oct 3rd
Carol Gieck	2	Oct 22nd



3.6.3 EMPLOYEE APPEAL PROCEDURE

Any employee with an appeal will follow this procedure:

1. A verbal discussion should be initiated with the appropriate supervisor within 24 hours of the events leading to the appeal. The supervisor will attempt to resolve the appeal to the satisfaction of all parties. Informal documentation is required to be entered into C-Views at this stage.
2. If the supervisor and the employee cannot reach resolution, they can meet with the appropriate Manager for a further meeting. This meeting will take place no later than 72 hours after the original meeting with the supervisor. Minutes of the meeting will be documented.
3. Should the appeal require further mediation due to extraordinary circumstances, the Manager or the employee may request an additional meeting with the Alberta Manager of Operation or Chief Operating Officer. This meeting should take place no later than 72 hours after the Chief Operating Officer receives the request. The President is to be notified of the meeting and of the outcome. If a final resolution is required the President will make the decision. The President's decision is final and all parties are bound by his decision.
4. Should the situation warrant (e.g. harassment, abuse) the employee has the option to bypass his / her immediate supervisor and be heard by upper management.
5. The employee may request to be supported by a co-worker or by mutual agreement a neutral third party will be sought at any step in this process.
6. Employees who have been terminated do not have the right to the Appeal Procedure.

Updated October 2009

Thank you to all 2010 Certificate of Recognition (COR) Audit Participants!

ICE targets continuous improvement. As part of that process our Health and Safety program is audited through the Certificate of Recognition (COR) program annually. This year the COR audit was conducted internally and involved multiple site observation tours and 82 employee interviews in three regions of the province including Nanton (South region), Calgary and Edmonton. **ICE would like to express a heartfelt thank you to all participants of our internal 2010 COR audit. Your cooperation in attending appointments, touring sites and sharing feedback was appreciated so much!**

What happens after the audit?

After each COR audit either internal or external, the information is summarized into a written report. This report covers eight key areas of an effective Health and Safety program: Management Leadership and Organizational Commitment, Hazard Identification and Assessment, Hazard Control, Ongoing Inspections, Qualification, Orientation and Training, Emergency Response, Accident / Incident Investigation and Program Administration. This report is made available to all ICE employees in the Health and Safety Binders at ICE programs and ICE offices.

How is the COR report used?

The COR audit report summarizes areas of strength where the agency is doing well, and identifies areas where employee health and safety may be further enhanced. The auditors make recommendations for how system improvements may be made and then the ICE management team develops a plan to put the recommendations into action. The company's efforts to implement the action plan are reviewed during the following COR audit.

Thank you again to all participants. It was a pleasure to meet with you. Please continue to promote safety daily!

Your ICE COR auditors:

Corinne Stasiewicz – Health and Safety Specialist

Greg Lane – Quality Assurance and Risk Management Consultant



CHEST INFECTIONS & RESPIRATORY DISTRESS

In our community residences and in our own home settings, it is essential that we all are able to recognize the signs and symptoms of chest conditions which need immediate medical attention. With the approaching flu season, this early detection of lung or airway complications is even more critical. Those of you who work in homes which have clients with a known history of chest complications, tube feeds or swallowing difficulties, compromised immune systems, chronic immobilization or other stressors should be particularly alert.

Respiratory distress symptoms include:

1. shortness of breath
2. rapid breathing (over 20 breaths per minute) or apnea (stopping breathing for 15 seconds or longer)
3. cyanosis ("turning blue" – including finger nails, tips of toes, lips)
4. repeated coughing (does not stop during eating, drinking or sleeping)
5. chest pain or complaints of tightness or heaviness
6. noises such as wheezing or whooping
7. fever (oral temperature over 38.5C or 100F)

Any of these signs should, at least, indicate taking the sufferer to a Mediacenter or doctor for medical assessment. If the symptoms are severe, or if breathing is interrupted, call 911.



Remember the basic ABC's of First Aid:

A = airway **B** = breathing **C** = circulation

Health and Safety Minutes

3.1 Review of Regional Health and Safety Minutes

South Region–Meeting minutes date: July /10

Injury Investigations

June 1st, 2010- Client made toast for herself. Staff went to move the toaster and put away, but the toaster wall was very hot and the staff burnt her finger. Index finger on right hand. Staff immediately ran her fingers under cold water to cool the skin. No blisters appeared. Skin is intact. Incident Investigation completed.

Recommendation/s:

To prevent future incidences, let appliances cool down all the way before attempting to move them.

Additional Recommendation/s: Check age of toaster

Near Miss Investigations

No Near Miss Investigations

Northwest Region – Meeting minutes date: July 8 /10

Injury Investigations

None

Near Miss Investigations

None

Edmonton Region – Meeting minutes date: July 7 /10

Injury Investigations

June 13th, 10 –After a client had a bath, staff was cleaning the bathroom wall when they slipped on the wet floor and fell hitting their rib cage. Note: Non-slip mats had been taken out for cleaning after the client’s bath.

Recommendation/s:

Wear proper shoes

Ensure floor surface is dry, or do not remove non-slip mats before cleaning walls.

Use of an engineering control to extend staff reach for cleaning the back wall of the tub, i.e. a wall mop.

Near Miss Investigations

June 12 /10 - During a random inspection a sharps container was found to be left out in the common area of a residence (Breach of policy).

Recommendation/s:

Store sharps in the office or in a secure location as per policy.

Train and review proper handling of sharps as per policy with the team at the next meeting

Use of corrective actions to enhance staff performance if required after re-training.

June 30 /10 – New / relief staff came to work at a program where a client has a Planned Procedure for Aggression. The client was expecting the TC not relief staff and became agitated and attempted to hit the staff. (No injury occurred).

Recommendation/s:

Client has a Planned Procedure in place which identifies the need for informing the client of changes to routines. Staff should have explained the plan for relief staff to come rather than the TC. Review the planned procedure with the Team to ensure pro-active steps of the plan are consistently followed.

3.3 Evaluation of Near Miss Investigations

July 8 /10 – staff person backing out of parking stall at same time as another driver was backing out of parking stall. No inju-

ries. No damage to vehicles.

Recommendation/s:

Staff attending next Mission Possible training

July 27 /10 – A water cooler leaking in office and flooded kitchen area.

Recommendation/s:

After replacing water bottle, check operation before leaving area

3.4 Review of COR Audit Action Plan. (2008)

The group reviewed Section 6.4 and 6.5

3.5 Review of Master Hazard assessment and Control Document

Reviewed Master Hazard Assessment and Control Document

Group reviewed “Driving” and “Driving with clients”

3.6 Policy Review

The group reviewed Policy 3.5.9 – Hazard Assessment and Control Document

4.1 Internal COR Audit dates

ICE internal COR audit is set to occur between September 13th – 24th. Calgary is scheduled for September 14th and 15th.

4.2 Training

Mission Possible – Distraction and Winter Modules

Part 1 – Sept 29th 1-4

Part 2 – Oct 27th 1-4



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www.icenterprises.com

YOU ARE INVITED TO JOIN US FOR OUR

HALLOWEEN HOWLER

**COME JOIN THE SPOOKTAKULAR FUN
WEAR YOUR COSTUME AND ENTER
THE COSTUME CONTEST
BRING A PUMPKIN TO CARVE AND ENTER THE
PUMPKIN CARVING CONTEST**

**11AM TO 2PM
OCTOBER 28, 2010
6021 MADIGAN DRIVE NE
(SMALL HALL)**

PLEASE RSVP BY OCTOBER 25, 2010 @ (403) 219-0503

****Please note that only light snacks will be served so please bring your own lunch**