



July 2021

Dear MWC Families,

Here is what is happening at the Wasmond Center since my last Family letter in April...

Retention – Selection – Recruitment Project

Retention is on an increase for not only MWC but for all Marklund facilities and even healthcare in general. Indeed states “most competitive market in over a generation” and we are entering a “turnover tsunami” where three out of five employees are actively looking for a new job. In a market where “68% of employees want a hybrid remote/onsite position” and nurses are searching for “work from home” positions, Marklund is ramping up retention and recruiting efforts but applications are at an all-time low. In June, MWC had six PSP interviews scheduled and four of those did not show up for the interview. Our recruiting department continues to search for quality candidates. Marklund is currently sponsoring job listings, offering a referral bonus for current staff and also offering a sign-on bonus for new staff.

MWC Positions

There has been a change in our PSP positions. MWC previously had a combined PSP/Unit Aid position. This position provided care to the residents from 5:30-9:30 a.m., and from 9:30 a.m.-1:30 p.m., would perform housekeeping tasks. Beginning July 1, this position was split into completely separate positions. MWC residential created a Breakfast Club from 5:30-9:30 a.m. for only resident care tasks. Support Services created its own positions that focus only on housekeeping. This change in positions has increased our staffing numbers, creating a gap in our current staffing as we begin to hire into these positions. Our staff continues to go above and beyond to assist in filling these gaps.

Open Positions

PSP Positions:

3.5 FTE Breakfast Club PSP (8 part-time day shift)

1 FTE Day (1 full-time)

8.6 FTE PM (8 full-time and 5 part-time)

2.6 FTE Night (2 full-time and 2 part-time)

Nurse Positions:

0.6 FTE Day (3 part-time positions)

2.4 FTE PM (3 full-time and 1 part-time)

0.7 FTE Night (2 part-time)

CDS Update

Staffing: Shannon is the DI for room 1 and 2. Lindsey is the DI for room 3 and 4. Nadine is the DI for room 5. CDS will no longer be hiring two additional DIs. They have also added staffing positions. CDS has hired three additional PSPs under the CI title, which are for Community Integration. They will be trained to schedule and carry out community outings with the residents. They will also be able to provide resident care as needed.

CDS is running temporarily in the residential area of MWC due to the construction, as described below.

Construction

Our CDS pool renovation is in full swing! Things are on track and looking good. We are still hopeful this will be completed by the middle of August.

The construction of the new residential bathing area located on the North side of the building has started and is progressing. We do not have a solid timeline currently with each step requiring inspections. This new bathing area will add two additional tub/shower areas for North Side residents.

QIDPs

Kimberly Rusthoven has returned from maternity leave but has decided with the addition to her family she can no longer work full-time. Kim will be on-call until we hire a new QIDP. Currently we are looking to hire two QIDPs. Once the Q department is full we will look to promote internally for the Lead position.

Nurse Case Manager

We have hired a Nurse Case Manager to join Kristy. Her name is Erika Russell. Her official start date is 7/12/2021. Kristy and Erika will be working together with all the residents while Erika learns MWC. The plan is for Erika to take over the North Side resident caseload. Her email is erussell@marklund.org and her direct dial number is 224.523.7554.

Budget Fiscal Year 2022

We have just entered fiscal year 2022. Along with the additional staff and construction; here's what we plan to purchase:

- Two new mechanical lifts
- Two additional MetaNeb Lung Expansion Systems
- One additional VOSCN Ventilator
- One wheelchair scale

We have already received approval to purchase these items:

- New dining room tables for residential and CDS
- Three new vitals machines
- New bladder scanner

Our therapy team is hoping to raise money this year to fund a new Sensory Garden with a water play area and a merry go round. This space will be created behind CDS.



Staff reviews are currently in progress and staff are eligible to receive a 3% merit increase for meeting performance standards.

Marklund continues to match 5% for employee's 403B contributions.

This year the additional cost of benefits was not passed on to the staff. Marklund will absorb the additional cost.

Clinics

Clinics are in full swing (as long as we are not in outbreak). Dr. Sullivan, Orthopedic Surgeon, rounds quarterly for residents. His last clinic was 7/13/2021. Dr. Hutchison, Pulmonologist, also rounds quarterly. His last clinic was 6/28/2021. Dr. Stewart, DDS, has clinic every other month or so. His last clinic was 7/12/2021.

We are looking to bring on an additional dentist to serve residents at MWC. Stay tuned for more details.

Technology

Marklund currently uses two separate systems for documentation. Care Tracker is used by the PSPs to document resident care and track goals. Quick Mar is used by the nurses and other disciplines for chart notes and medication administration. Unfortunately, these systems do not speak to each other making it cumbersome for staff. Marklund is in the process of converting to Point Click Care. This system will do everything for us. It also will speak directly to our pharmacy, lab and x-ray companies. This means results will be sent directly to resident charts and flagged for the nurses. The new vitals machines will also speak to this system. When staff take resident vitals, those results will be sent directly from the machine into the chart. All of these technological advances will decrease charting time allowing staff to be more hands on with our residents.

Thank you for your continued support and patience. I hope to see you all soon.

*Sincerely,
Michelle*