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Hidden

There are Snowflakes on every page in this edition, just like the one pictured here. Can you find all of them?



From the Director

EMPLOYEE OF THE YEAR



I would like to congratulate Angela Routh for being awarded Employee of the Year for 2017! Angie was the main person behind this past year's Nursing Week celebration, with the theme "Body, Mind, and Spirit." While the Nurse Manager team made a decision to celebrate it this year, the original intent was just to do a gift and a food event. With Angie's enthusiasm, hard work, persistence, and team building, it turned into a week-long special occasion. Angie was the organizer and the leader. All the Nurse Managers assisted on particular projects, but Angie personally:

- Created the daily theme and took pictures each day,

posting them on social media to promote a sense of fun, recognition and team building.

- Ensured that the flannel "Florence Nightingale" badges with a red cross were handmade and then worn by staff to reflect the nursing heritage.
- Personally purchased materials and framed "Wall of Praise" bulletin boards on each unit/ward/SNC office.
- Created and distributed a colorful schedule and memo for each day.
- Solicited volunteers and project coordinators for specific parts of the week's celebration.
- Sent multiple celebratory emails to nursing staff, along with trivia quizzes.
- Contacted two local elementary schools and made arrangement for

nursing staff volunteers to give children gift bags. Angie obtained free nursing coloring books from national nursing sites and personally bought nursing related items to put in the bags. They also read "I want to be a Nurse" as a future nurse recruitment initiative and donated the reading books to each classroom.

- Wrote an article that was published in the *Smyth County News*, complementarily reflecting on mental health nursing and our employees.
- Contacted a TV news program which provided positive publicity.

Earlier this year in a nursing staff survey and also in an exit interview, the
(cont. on pg. 2)

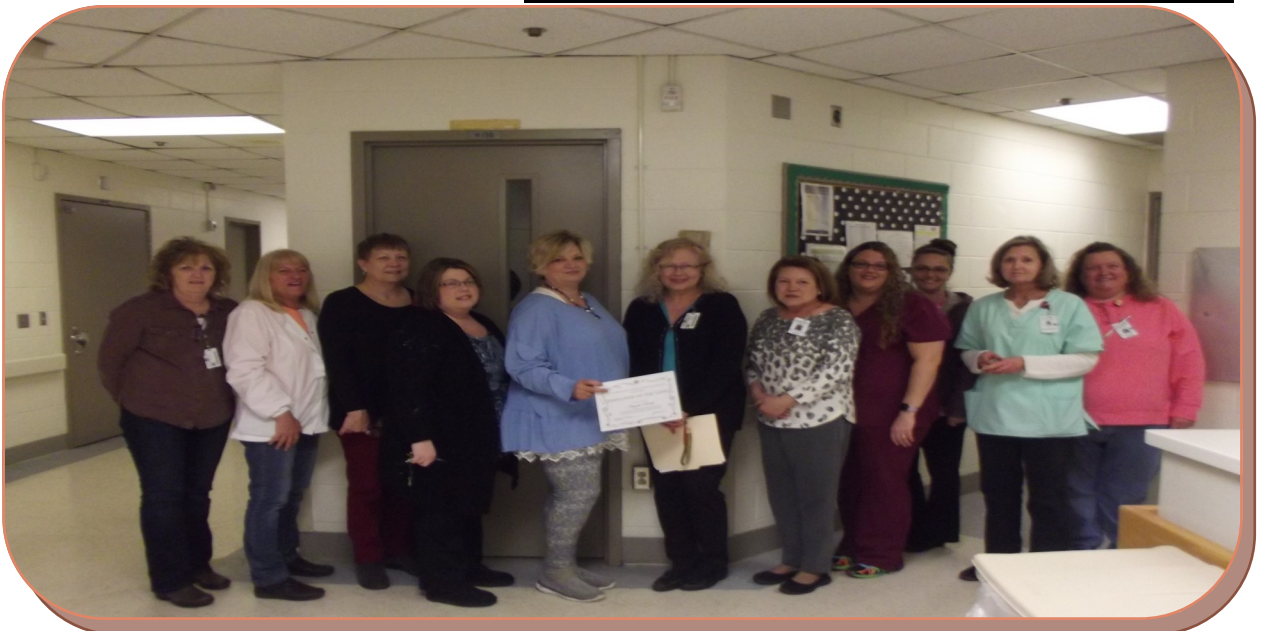
From the Director, *continued*

nursing department received feedback that nursing staff were unhappy about not celebrating nursing week last year. During and following this year's celebration, there were many comments reflecting appreciation. It turned out to be an amazing and morale building celebration!

Thank you Angie and congratulations



Pictured L to R: Ellen Bear, Angie Routh, Julie Stoots and Jim Lundy



Pictured L to R: Gerry Moore, Connie Tester, Ellen Bear, Julie Stoots, Angie Routh, Cynthia McClaskey, Joey Sword, Heather Fore, Tynne Miller, Lois Bordwine and Peggy Armstrong.





myVRS Financial Wellness: Help Employees Increase Their Financial Know-How

Managing debt, insurance and taxes, spending less, saving, budgeting, and career advancement—these are important steps on the road to retirement. To help navigate the journey, VRS offers a free financial wellness program focusing on money decisions people encounter at every stage in life.

Get a holistic view of personal finance: Powered by Enrich, an award-winning web-based platform, the myVRS Financial Wellness program helps users grow their knowledge and confidence in everyday financial decision-making through a variety of resources, including articles, videos, educational games, calculators, and budgeting tools, available to anyone visiting the VRS website.

Gain access to exclusive content: Through their secure myVRS accounts, VRS members can tap into personalized features and tools, including:

- A library of mini-courses designed to assess and improve their financial literacy.
- Customized action plans to help them pursue financial goals.
- An expanded library of videos, webinars, calculators, and quick-read articles to increase their financial savvy.
- Opportunities to earn badges by completing course modules and other financial wellness activities.

Personal finance just got personal! Take full advantage of the offerings by personalizing your myVRS Financial Wellness profile to receive content recommendations based on your interests that build on your knowledge. You can also save budget plans and other resources for future reference. Content will be continuously added, so check back often!

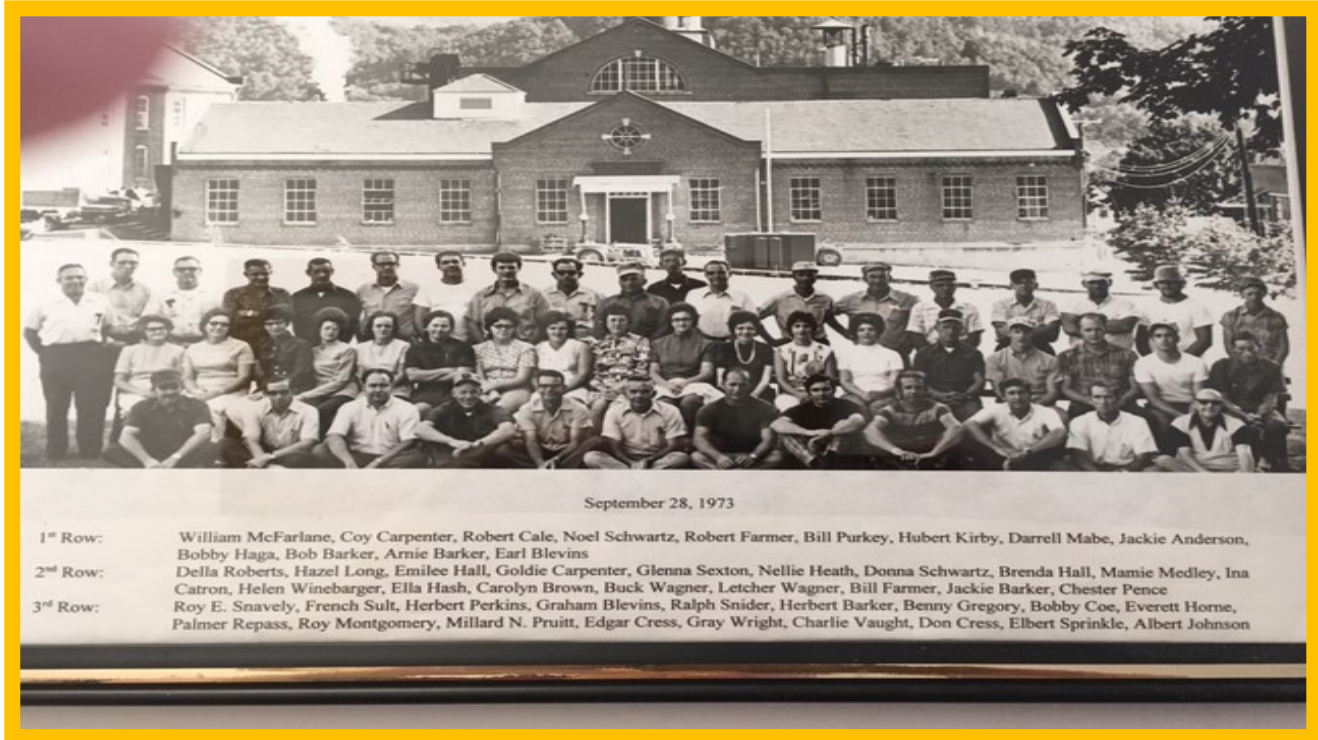


BLAST FROM THE PAST!

1995's Maintenance Staff—Maybe you recognize a few?



1973's Maintenance Staff



Safe Winter Driving Tips

Into every life a little rain must fall. And this time of year a little snow and ice may as well. Winter presents a unique challenge for everyone who must face driving in ice and snow. A little preparation and common sense will go a long way in helping make winter driving as safe as possible for everyone.

The Best Tip of All:

Stay home if your trip isn't critical. In the face of bad weather and treacherous road conditions, avoidance is the best policy. When you really don't need to go anywhere, stay off the roadways. Allow DOT personnel to do their job and clear the ice and snow. You may be the best winter driver the world has ever seen, but you can never count on others on the roadways to be as good as you are. Allow yourself more time to get where you are going, and, if possible, waiting until DOT crews have scraped or salted your road are always good ideas.

It's All About the Tires:

Successful race car drivers know that where the rubber meets the road can make the difference between first place and the back of the pack. To have adequate snow traction, a tire needs at least 6/32nd of an inch in tread depth. Tires will still pass for an inspection sticker with a lot less tread but will be almost useless in snow or ice. Tires begin their life with an average of 10/32nd of an inch of tread depth, so a tire at about half its useful life might not be a good choice for safe winter driving.

Summer-only tires should not even be considered for winter driving. These are normally original equipment on higher performance cars. The qualities that make summer tires handle so well in warm weather do not translate to driving in snow and ice. Rubber that becomes rock hard in cold weather acts like ice skates on your car when the temperatures drop.

Winter tires (with the snowflake on the mountain symbol) offer the best driving bite for winter driving, but should always be mounted in full sets of four. Mounting winter tires on the front of a front-wheel-drive car will make it prone to spinning out in snow and plowing straight off on wet or dry roads. Likewise, putting them only on the rear axles of a rear-wheel-drive car make the car difficult to turn in snow and eager to spin on dry roads.

Electronic Stability Control (ESC) and All Wheel Drive (AWD)

Electronic Stability Control found on all vehicles model 2012 and newer helps with driving in snow, but only within the limitations of the tires on your car and the speed at which you are going. It helps a lot, but isn't a magic bullet allowing you to drive at the same speed on icy roads as you would on dry roads in the summer.

All Wheel Drive also helps tremendously in allowing the vehicle to apply power from the wheels that slip to the wheels that need the power. Again, drivers sometimes get into trouble by thinking that All Wheel Drive allows them to drive like they would when the road is dry and clear. You may be able to accelerate well with AWD, but stopping distances are greatly extended when the road is wet or icy and AWD does nothing to help you stop shorter.

Visibility:

Make sure that you can see and be seen in snowy conditions. If you can't remember when you last replaced your wiper blades, it is probably time to replace them. Keep your windows clean, make sure that your wiper fluid is the kind rated for use without freezing in winter temperatures, and use air conditioner (even with the temperature set at hot) and outside air when trying to defog interior windows.

Check to be sure that all lights on your car are operational and clear of ice or snow before driving. A sheet of ice or pile of snow built up over your headlights greatly reduces the amount of light given off. Snowed-over taillights are nearly impossible for other drivers to see.

What If You Skid:

If you find yourself in a skid follow these rules. Generally, you should smoothly release the accelerator, leave your hands on the wheel where they are, and allow the car to slow down. Using your brakes during a skid usually makes things worse.

Be Prepared:

In the winter it is more important than ever to check your battery, tire tread, wiper blades, and antifreeze. To help out if you do get stuck, have on hand: a flashlight, jumper cables, kitty litter (for help getting unstuck), a shovel, snow brush and/or ice scraper, warning devices (like flares), and blankets. For longer trips add food, water, necessary medication, and a cell phone.

~Submitted by the SWVMHI Safety Committee

In Memoriam - Augusta Saucer



*In
Loving Memory*



Captain Augusta (Derrick) Saucer

US Army 2002-2006
Operation Enduring Freedom (Afghanistan)

You may have heard that one of our SWVMHI Social Work staff, Augusta Derrick Saucer, passed away suddenly at home on Friday, January 5, 2018.

Augusta was a U.S. Army Veteran (2002 – 2006) who we were proud to honor at our Veteran's Day ceremonies.

She began at SWVMHI in September, 2014, soon after earning her Master's of Social Work from East Tennessee State University. Previous experience included serving as a Human Resource Assistant in Ansbach, Germany, and as a Medical Support Assistant, at the James H. Quillen V.A. Medical Center in Mountain Home, TN.

While at SWVMHI, Augusta was primarily assigned to the ERS Unit, Ward J, although she provided assistance on other units as well. Augusta was witty, outspoken with an infectious smile, and she was not one bit shy. I don't think she ever met a stranger. We will remember her especially for her untiring hard work on behalf of the individuals we serve. Here are several outstanding examples: Augusta developed a relationship with an individual from California and then, when she was stable enough to fly, volunteered to fly to California with her to return her safely to her family. Augusta also worked diligently with the CSB liaison to find an excellent placement for an individual on ERS with specialized needs and then drove with her there to provide that extra bit of continuity of care. Augusta also had a tender side. We saw this as she sat with an individual who was very ill and dying from cancer. Augusta stayed with her and kept the phone in her hand as she talked with her family for one last time.

As a reminder, Employee Assistance Services is available 24 hours a day, seven days a week, and staff can contact them at 855-223-9277. With Anthem coverage, each employee has access to four free visits to a provider for EAP services, and they can access this benefit by calling this number. Please let Human Resources know if you have questions or if they can be of assistance in any way.

Please keep Augusta's family in your thoughts and prayers at this difficult time. Augusta, your work family thanks you for your service and we will remember you.

~Cynthia L. McClaskey, Ph.D., Director

January in History

Jan. 1—The most celebrated holiday around the world.

Jan. 3, 1959—Alaska was admitted as the 49th U.S. state with a land mass almost one-fifth the size of the lower 48 states together.

Jan. 7, 1714—A patent was issued for the first typewriter designed by British inventor Henry Mill.

Jan. 8, 1935—Elvis Presley was born in Tupelo, Mississippi.

Jan. 11, 1964—The U.S. Surgeon General declared cigarettes may be hazardous to health, the first such official government report.

Jan. 13, 1990—Douglas Wilder of Virginia became the first African American governor in the U.S. as he took the oath of office in Richmond.

Jan. 20, 1945—Franklin Delano Roosevelt was inaugurated to an unprecedented fourth term as president of the United States. He had served since 1933.

Jan. 23, 1849—Elizabeth Blackwell was awarded her MD by the Medical Institute of Geneva, New York, thus becoming America's first woman doctor.

Jan. 27, 1967—Three American astronauts were killed as a fire erupted inside Apollo 1 during a launch simulation test at Cape Kennedy, Florida.



POLICY REVIEW



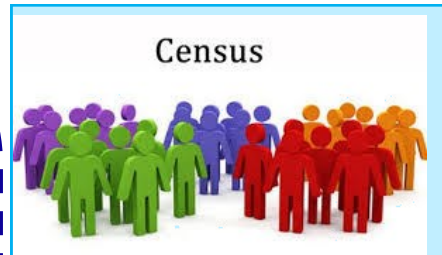
At its recent meeting, the Safety Committee reviewed some of the facility’s policies and what appear to be current practices that deviate from policy. Staff are reminded that the policies are not suggestions but are REQUIREMENTS that should be followed. The policies are intended for the security and safety of our staff, individuals we serve, visitors, and our property.

Policy 6500 prohibits cigarettes, electronic cigarettes, cigars, pipes, chewing tobacco, snuff, and any other product containing tobacco in any form, including smokeless tobacco. This prohibition applies to all SWVMHI buildings and area surrounding the buildings, including grassy areas, sidewalks, parking lots, picnic area, and personal vehicles while parked on SWVMHI campus.

The subject of Policy 6002 and DHRM policy 1.80 is workplace violence. Prohibited behavior includes threats or acts of violence, stalking, nonconsensual communication that would cause someone to feel a high level of fear, and the unauthorized use or possession of a weapon on SWVMHI premises. This is clarified in our Employee Handbook that states, “Employees shall not possess any weapons, including weapons transported in employees’ vehicles, inside the workplace, on the grounds of the facilities, or in the facility parking lot. In addition, when working outside DBHDS’ premises in their capacity as agency employees, employees shall not carry or transport weapons.”

Policy 2034 is Fire Prevention/Fire Response. The policy covers employee responsibilities regarding fire prevention and includes such things as wearing ID badges, possession of TD-1 and fire keys at all times, unobstructed corridors, maintaining a minimum of 18 inches from sprinkler heads, and other important responsibilities. Of particular interest during this time of year is the requirement that only fire retardant decorations may be used in the facility.

Please take some time to review these three policies and ensure you understand them and that you are in compliance with them.



Census

MONTHLY PATIENT CENSUS

Dec 2017

Admissions 55

Discharges 62

Passes 24

Average Daily Census 163



Federal Reimbursed Mileage Rate to Change 2018

Beginning January 1, 2018, the federal reimbursed mileage rate will change to \$0.545/mile. This is the rate reimbursed to you if there is no state car available and the cost to rent a vehicle from Enterprise is more expensive. If you choose to use your own personal vehicle and be reimbursed mileage, the reimbursement rate is still \$0.246/mile. This is a rate set by the Commonwealth of Virginia and does not correlate to the Federal reimbursement rate in any way. Please do not compute the personal reimbursement rate at half the Federal rate. It will remain at \$0.246/mile until the Commonwealth changes it regardless of the Federal rate. If you have any question, please contact Melissa Castle, Fiscal Director at Ext. 151.



Influenza on the Rise

Influenza has tripled in Southwest Virginia and East Tennessee in the past few weeks. It is considered widespread in the state of Virginia.

Early detection, hand hygiene, aggressive cleaning/disinfecting, and transmission-based precautions (contact/modified contact) are keys to prevent the transmission of flu and other viruses.

an individual is admitted or develops these symptoms of flu – Fever, cough, sore throat, malaise (feeling weak and “bad”), severe headache or body aches, nausea, vomiting, or diarrhea, it is vital to place the individual on Contact (or modified contact)/Respiratory Transmission Based Precautions as quickly as possible. The individual will need to wear a mask if they cannot stay in their room. Educate and assist the individual with good hand hygiene if they are out of their room and before their meals. Notify Cindy Jones, the unit physician, and the SNC as soon as possible. A *Patient Infection Report* should be faxed to Infection Prevention. Assume it is the flu until it is determined to be something else. Be proactive and assess other individuals for signs/symptoms of flu. Be aggressive with additional unit environmental cleaning and all individuals with appropriate hand hygiene.

We have placed swabs for Rapid Flu Detection on all the Units. Please follow instructions on using them.



If employees have any of the above flu symptoms, they are asked to refrain from the workplace until they no longer have a fever (without the use of a fever-reducing medication) for at least 24 hours. Supervisors should notify Cindy Jones of any call-ins of influenza-like illness (fever, cough, sore throat, aches, nausea, vomiting, and diarrhea) by e-mail. Employees should complete an *Employee Illness Report* upon returning to work and fax to 783-0855.

Please remind visitors that if they are sick or symptomatic with flu-like symptoms, we prefer them not to visit. If a visit is medically necessary, we can make accommodations in order not to expose other individuals.

If you have any questions, please feel free to contact Cindy Jones or e-mail her at : cindy.jones@dbhds.virginia.gov

ELECTRONIC KEY DATABASE DEVELOPMENT

SWVMHI is up-dating policy **2062 Keys**. It is the intent of the up-date that adherence to the policy will be made more convenient for staff, including managers. As part of the up-date, a master list of keys held by each employee will be developed. In discussing this with some department managers, it seems possible that some managers and even staff have some extra keys in desk drawers. The extra keys may have been left by departing staff, they may be keys to areas no longer used by a department, etc. In any case, to make the key inventory as simple as possible, staff anonymously may turn in any unused, unwanted, unnecessary keys to Christina Lishen in the Physical Plant Services Department.

Just clean out your desk drawers, locker, purse, backpack look at your key ring(s) and loose keys, etc., and send unneeded keys to Christina Lishen. You don't need to put your name on the envelope, just send the keys to her as soon as possible. If you have keys and you don't know why or don't know what a key unlocks, you may e-mail Christina at Christina.Lishen@dbhds.virginia.gov with the key number and she can assist you.



Special Gym/Game Room Activities

Special Event

Jan. 18
1330



Movie Nights
Jan. 8, 9, 16, 17, 22, 23,
2018
1830 to 2000



No Game Room activities for the following dates:
Jan. 1, 2, 12, 15, 2018

Birthday Party
Jan. 31, 2018
1830 to 2000



Church Services
held each Thursday from 1830 to 1930. New Day Café open prior to Church Services

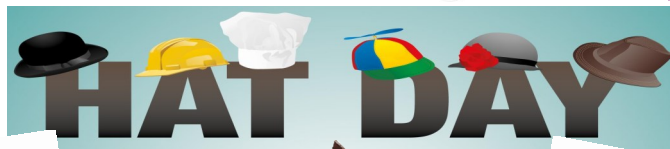
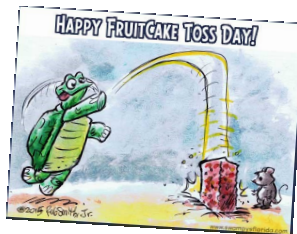
Please note that game room activities, in addition to those listed here, are held every weeknight, except as otherwise noted, from 1830 - 2000. New Day Café hours are from 1800 - 1830 unless otherwise noted as well.



January Days to Celebrate

“Off the cuff” January holidays to celebrate:

- January 3**
Fruitcake Toss Day
- January 6**
Cuddle Up Day
- January 8**
Bubble Bath Day
- January 15**
National Hat Day
- January 19**
National Popcorn Day
- January 23**
National Pie Day
- January 27**
Chocolate Cake Day
- January 29**
National Puzzle Day



Word Search



Just for fun, how many of the following words can you find related to January?

L K J H G U I O T M I T T E N S F D
 G B J G B L F F R O Z E N C T S G H
 C V W W O N S I M J K U I E C N B V
 M J F R O S T Y J Y Y H A T F O U I
 P L K J T M N B N C F T H G J W I O
 P L M N S H O V E L J I U Y H F B V
 G T R D X Z S E W A W Q Q W S L X C
 F S J A N U A R Y U B L I Z Z A R D
 M S B S C A R F E P L M N J I K U H
 B L V G Y G T F A C H I L L Y E C X
 F E S A E L Q U R H J K L P O S I M
 R D U I H O B V F H C D F T T Y U P
 E M N H G V J K O A I N E L C I C I
 E C B I C E S K A T I N G K U B V Y
 Z O T R E S V C V B B N M K J U O E
 I O C H J I O P D O C O C T O H S S
 N T C E R T J W I N T E R S T W W L
 G S N U Y Y O E C X D G J L P L O T

BLIZZARD

BOOTS

CHILLY

FREEZING

FROSTY

FROZEN

GLOVES

HAT

HOT COCOA

ICE SKATING

ICICLE

JANUARY

MITTENS

NEW YEAR

SCARF

SHOVEL

SLED

SNOW

SNOWFLAKES

WINTER

Life is one grand, sweet song, so start the music.
 ~ Ronald Reagan

Staff Development

Take advantage of upcoming Training Opportunities

Jan - 2018 dLCV - disAbility Law Center of Virginia and 2018 BMEWS Annual Refresher Training -(for direct care staff only) (due Feb 3)

Sign up in advance with Patricia Evans
Call ext. 854 or send an email!

Log onto the new Virginia Learning Center (VLC) by going to <https://covlc.virginia.gov>. Use your Employee ID (minus the proceeding zeros) and your Knowledge Center password.

Questions should be directed to any member of the Training Department.

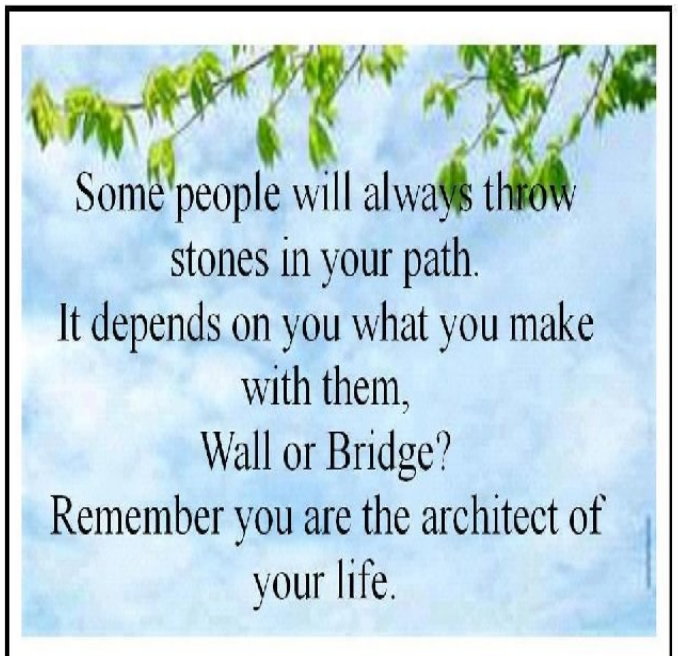
Moon Phases Jan. 2018



- January 1 Full Moon
- January 8 Third Quarter Moon
- January 16 New Moon
- January 24 First Quarter Moon
- January 31 Full Moon



A big thank you for all the staff who participated in the Holiday Caroling throughout the facility on December 21st. It was a lot of fun for both staff and the individuals we serve!





Southwestern Virginia Mental Health Institute

Address: 340 Bagley Circle
Marion, Virginia 24354
Phone: 276-783-1200
Fax: 276-783-9712



Comments, Suggestions or Ideas?

SHARE THEM!

Please send any comments, suggestions, or ideas you have regarding the newsletter to the Office of the Director.



This Month's Word Search Answer Key

						M	I	T	T	E	N	S			
		B		F	R	O	Z	E	N			S			
	W	O	N	S								N			
F	R	O	S	T	Y							O			
		T				N						W			
		S	H	O	V	E	L					F			
						W						L			
J	A	N	U	A	R	Y		B	L	I	Z	Z	A	R	D
S	S	C	A	R	F	E									K
L			G			A	C	H	I	L	L	Y	E		
F	E		L			R									S
R	D		O			H									
E			V			A				E	L	C	I	C	I
E	I	C	E	S	K	A	T	I	N	G					
Z			S												
I						A	O	C	O	C	T	O	H		
N						W	I	N	T	E	R				
G															

Please submit articles for the next newsletter to Teri Townsend by Jan. 22, 2018.