

In the Know with...

 Hudson Regional
LONG-TERM CARE PHARMACY

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SUSTAINING THE HEARTBEAT: A CALL TO PRIORITIZE NURSES' WELL-BEING



PLUS

- **Empowering Nurses:**
12 Strategies for Boosting Mental Health
- Tick Awareness & UV Ray Awareness



Raving FAN

“We are very happy we made the decision to switch pharmacies. It has helped everyone’s workload here from the nurses to direct care staff to RCs to the individuals because in those 1,500 total patients served where there are multiple levels of ability (total care to independent care). Hudson Regional LTC Pharmacy has been able to support everybody’s individual needs.”

Faydra Geraghty
Director of Nursing at
Arc Mid-Hudson



Arc Mid-Hudson Made the Switch to Hudson Regional LTC Pharmacy

The Challenge:

Faydra has worked in the New York State Office for People With Developmental Disabilities (OPWDD) field for more than 21 years. For the past 11.5 years, she has worked as the Director of Nursing where she oversees four counties, including 29 RNS and 8 LPNs, and 1,500 developmentally disabled residents throughout the region’s 59 residential programs.

Creative Solutions:

We really tried to make our previous pharmacy work but our transition with Angelo and Hudson Regional LTC Pharmacy was seamless and so helpful. Over my career, I’ve had three experiences with transitions of pharmacies but this transition was smooth as silk. All of the staff has been supportive and helpful; they’re in it for the right reasons.

We gave them the information, they uploaded the data, and we didn’t have to do anything. Their staff coordinated with each house, and they tweaked things as it was needed. They did such a wonderful job, we didn’t have any issues with medications being missed, and they didn’t hold things up. They go above and beyond to ensure the individuals have what they need.

Our total transition time from our previous pharmacy to Hudson took about a month and a half and this was in the month of December around the holidays. The other pharmacy was not gallant in any way, and they were not gracious in helping. Hudson Regional LTC Pharmacy stepped up and helped us to make sure no one went without medications or treatments. They have carried us along to this day.

The communication with Hudson Regional LTC Pharmacy from the pharmacists, to the staff, everyone seemed to be on the same page, whether it’s from Angelo to the receptionist, everyone knows what the system is and gives me the same answer. The Hudson Regional LTC Pharmacy staff is a well-oiled machine in terms of what their processes are; they are clear, concise and they follow it. That enabled us to have a seamless transition.



A Letter From Our CEO Navigating the Staffing Crisis Together

I wanted to take a moment to acknowledge what’s been going on in the healthcare industry lately. It’s no secret that the industry is facing some serious staffing challenges, and it’s been tough. But I want you to know that despite all the hurdles, we’re still here for you, and we’re not backing down. We’re in this together, and we’ll get through it with care and resilience.

I know the staffing crisis might make you worry, but I want to assure you that we’re doing absolutely everything we can to make sure all your needs are always taken care of. We’re tackling these challenges head-on and working hard to provide you with the top-notch care you deserve.

Now, more than ever, communication is key. We want to hear from you, and we want to be transparent. Your thoughts and feedback are incredibly important to us. Your voice matters, and we promise to listen and take your insights seriously as we strive to provide exceptional care.

At HRLTCP, we’re all about finding innovative solutions. We’re using technology and automated systems to improve our operations and make everything more

efficient. That means you get personalized attention and the comprehensive support you need.

I can’t emphasize enough how amazing our team is. They’ve been giving their all and making sacrifices every single day to ensure your well-being. We’re there for them, supporting them, and making sure they can continue to provide compassionate care even in these challenging times.

We’re going to conquer the staffing crisis and come out stronger on the other side. Your trust and confidence in us keep us going, and we’re determined to provide you with the best care possible. It’s an honor to serve you, and we’re committed to your health and well-being, no matter what.

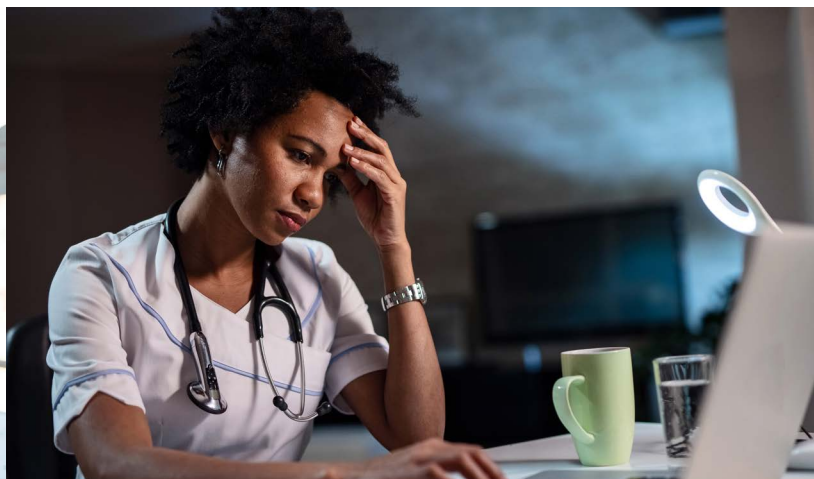
Thank you for being a part of our HRLTCP community. We’re here for you, and we’ll keep communicating, innovating, and making sure your needs are met every step of the way.



**Yours in Health,
Angelo Angerame**
CEO, Hudson Regional
Long Term Care
Pharmacy

Sustaining the Heartbeat:

A Call to Prioritize Nurses' Well-Being



In the world of healthcare, nurses are the epitome of dedication, tirelessly caring for others' well-being. But in their unwavering dedication, they often neglect their own mental and emotional health. Nurses face daily challenges, juggling patient care, long hours, and high-stress environments, leaving little room for self-care and addressing their own emotional needs. It's crucial for healthcare leaders to recognize and prioritize nurses' well-being, not just for their happiness, but also for the quality of patient care.

Communication holds incredible power in shaping nurses' well-being. By utilizing an internal portal that seamlessly connects nurses, executives, and support staff, we can ensure that nurses feel supported, informed, and connected. This open line of communication fosters a sense of belonging, collaboration, and empowerment, enhancing their overall experience.

Truly nurturing nurses' well-being means actively listening to their voices. When nurses feel heard, validated, and understood, their job satisfaction

and well-being skyrocket. By embracing their input and involving them in decision-making, we create an environment that values their expertise and appreciates their contributions.

Healthcare organizations must foster a culture that supports self-care, work-life balance, and emotional well-being. This involves providing access to mental health resources, promoting stress reduction techniques, and offering opportunities for personal and professional growth. By investing in nurses' development, we not only enhance their well-being but also cultivate a resilient and dedicated nursing workforce.

It's time for healthcare leaders to prioritize nurses' well-being. By improving communication, fostering a supportive culture, and valuing their voices, we can revolutionize the nursing profession. Let's make it the standard to create an environment where nurses feel seen, heard, and supported. This enables them to deliver exceptional care with passion, dedication, and a renewed sense of purpose.

Empowering Nurses: 12 Strategies for Boosting Mental Health and Enhancing Patient Care



Here are twelve strategies to improve mental health among nurses. By fostering open communication, providing resources, and encouraging work-life balance and continuous learning, we can create a supportive environment for nurses. This leads to better patient care and a stronger nursing workforce.

1. Open Communication

Managers should encourage an open line of communication, allowing nurses to express their concerns and feelings without fear of judgment.

2. Support Systems

Create a strong support network within the team. This can involve peer support groups, mentoring programs, or simply fostering a culture of camaraderie.

3. Mental Health Resources

Make sure that nurses have access to mental health resources. This could include free counseling services, self-help resources, or employee assistance programs.

4. Regular Check-ins

Managers should hold regular check-ins with their staff to assess their mental well-being and address any issues. This can help to catch problems early and provide support as needed.

5. Breaks and Time Off

Encourage nurses to take their scheduled breaks and to take time off when needed. It's important for recovery and preventing burnout.

6. Mindfulness Techniques

Teach mindfulness techniques such as meditation or deep-breathing exercises that can help manage stress and anxiety.

7. Exercise and Healthy Living

Encourage regular exercise and a healthy lifestyle. Physical health is closely linked with mental health.

8. Work-life Balance

Managers should promote a healthy work-life balance by ensuring reasonable working hours and not overworking.

9. Continued Education

Provide opportunities for nurses to continue their education and professional development. This can increase job satisfaction and reduce stress.

10. Positive Work Environment

Foster a positive work environment where nurses feel valued and appreciated. Recognition and positive feedback can boost morale and well-being.

11. Shared Decision-Making

Involve nurses in decision-making processes. This can help them feel valued, empowered, and more invested in their work.

12. Resilience Training

Provide resilience training to help nurses cope with the stresses and challenges of their job. This can equip them with the skills to manage stress and prevent burnout.

Steps to Protect Your Resident's Skin from the Sun's UV Rays

Preventing exposure to ultraviolet (UV) radiation is the best way to diminish your resident's chance of getting all skin cancers, including melanoma. Be sun smart. Reduce your risk by protecting your skin.

The Environmental Protection Agency (EPA) and the National Weather Service (NWS) have developed an Ultraviolet (UV) Index to describe the day's likely levels of exposure to UV rays.

UV Index

You can find the UV Index on television, in the newspaper, and online. The Index predicts UV level using a 0-10+ scale as follows:

Index Number	Exposure Level
0 to 4	Low
5 to 6	Moderate
7 to 9	High
10+	Extreme

Protecting the Skin

To protect your resident's skin against damage from the sun's rays, it is important to avoid the sun between 10 a.m. and 4 p.m. when the sun's rays are strongest, wear protective clothing, and use sunscreen with an SPF of 15 or higher.

The time when UV exposure is likely to be greatest is between 10 a.m. and 4 p.m. during daylight savings time and during the late spring and early summer in North America. Nonetheless, protection from UV rays is important all year round. UV rays can be as strong on cloudy, hazy days as well as on bright, sunny ones.

The Shadow Rule

Another way to determine when to stay out of the sun is by following the shadow rule: "Short Shadow- Seek Shade." The intensity of UV rays is directly related to the angle of the sun or altitude above the horizon. The shadow rule indirectly determines the sun's altitude by observing the length of a person's shadow during the course of the day. When a person's shadow is shorter than the person is tall, the intensity of the UV rays from the sun is more likely to cause sunburn.



Protective Clothing

The best protective clothes are loose fitting garments made from fabric that is tightly woven. Darker colors may offer more protection than light-colored clothing, and dry clothes provide better protection than wet ones. A wide-brimmed hat that offers a lot of shade is the best choice for protecting head, face and neck. If long pants and a long sleeved shirt can't be worn because of the temperature, it is important to wear a dry T-shirt, stay in the shade as much as possible, and always wear sunscreen.

How can you prevent tick-borne illnesses?

To avoid Babesiosis and other tick-borne diseases, the CDC offers these tips:

- Use insect repellents recommended by the Environmental Protection Agency (EPA) containing DEET, picaridin, IR3535, oil of lemon eucalyptus (OLE), para-menthane-diol (PMD), or 2-undecanone. Treat clothing and gear with products containing 0.5% permethrin. Permethrin can treat boots, clothing, and camping gear and remain protective through several washings.
- Wear light-colored pants and long-sleeved shirts and a hat during outdoor activities.
- Try to avoid wooded and brushy areas with high grass and leaf litter. Walk in the center of trails.
- Check clothing, pets, backpacks, and gear for ticks after spending time outdoors.
- When you come indoors, remove shoes and put clothes in the dryer on high heat for 10 minutes to kill ticks.
- To remove a tick, use fine-tipped tweezers to grasp the tick as close to the skin's surface as possible.
- Pull upward with steady, even pressure. Don't twist or jerk the tick, as this can cause the mouth-parts to break off and remain in the skin. Clean the bite area with rubbing alcohol or soap and water. Shower within two hours after coming indoors to help remove any unattached ticks.
- Use the shower for a full-body tick check.

Babesiosis A tick-borne illness on the rise

You may be familiar with Lyme disease, a bacterial infection from the bite of an infected black-legged tick. While Lyme disease is the most commonly reported tick-borne illness in the United States, another is on the rise: babesiosis. A March 2023 CDC report shows that babesiosis now has a foothold in 10 states in the Northeast and Midwest.

What is babesiosis?

Babesiosis is an illness caused by a parasite (typically *Babesia microti*) that infects red blood cells. It is spread by infected black-legged ticks (deer ticks). In most cases, the tick must be attached to a person for at least 36 hours to transmit the parasite.



WARNING!

TICK SEASON!

What are the signs and symptoms of babesiosis?

Some people with babesiosis experience no symptoms, but the most common symptoms are a combination of

- severe flulike symptoms such as a high fever
- general discomfort or feeling unwell
- intense headache
- muscle and joint pain
- loss of appetite
- nausea
- fatigue.

These symptoms can appear within one to nine weeks, or even several months after a person has been infected.

How is this tick-borne illness diagnosed and treated?

Babesiosis is diagnosed by a blood test.

It may be treated with specific antibiotics (different than those used for Lyme disease), or with an antibiotic and antimalarial medication. While treatment usually takes seven to 10 days, a longer course may be recommended for people who are immunocompromised.

Switching Long Term Care Pharmacies Can Seem Daunting.

We understand that if your facility is at a place to make the move, things aren't going the way they should be. Our team members are experts at prescription transferring, facility/pharmacy transitioning, training, and ensuring your pharmacy needs are met with excellence and consistency.

These are improvements your facility will notice when making the switch to Hudson Regional LTC Pharmacy.

There is no delay.

Your residents will receive your prescriptions when needed and on time.

A friendly voice.

We listen to your problems and do our best to solve them immediately.

LTC nurses can focus on patient care, not pharmacy issues.

We want your medical staff to do what they do best, care for patients. Your nurse administration staff shouldn't have to worry about pharmacy problems or worry if prescriptions will be delivered.

Positive pharmacy experience.

Our team is here to serve your facility, your staff, and your residents. It's hard to put a value on excellent care until you don't have it.

Staff time is spent with residents.

We don't want your staff stuck on the phone trying to figure out where Medication Administration Records are, or when you will receive them. You can count on MARs to show up the same day every month with Hudson Regional LTC Pharmacy.

Training Provided

We know the process of reordering medications can be burdensome. That's why we supply all of our new facility partners with an ample amount of training on our web portal to fit your needs. Here's what you can expect during the training process:

- Connecting our nurse consultants with your agency's nurses and staff on a Zoom call to introduce one another and the web portal.
- Weekly, monthly, or as-needed trainings.
- A training manual with detailed step-by-step directions of the web portal.
- Access to our nurse consultants and team to troubleshoot any questions.

With Hudson Regional LTC Pharmacy's Web Portal, reordering medications can be done in only 15 minutes each week!

Call Us Today to Discover the Difference in Your Pharmacy Care.

▶ **(845) 341-2714**



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LONG-TERM CARE PHARMACY

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