

EMPLOYEE *Spotlight* SAM



Sam Goslin works hard and starts each day with a smile on his face. He carries out his work for ICE with a positive attitude. Sam was taught to do everything to the best of his ability; this is a philosophy he practices daily. When a client requires support, Sam can be counted on, as he is committed and reliable.

Sam has many duties and roles in his life; he is a Christian, Husband, Father, Grandfather and Support Worker and enjoys being all of these. Sam lives in Claresholm, Alberta and will have been married to his wife for 30 years in October. They have a son and a daughter (both married) and four grandchildren.

Sam has worked with ICE since November of 2007 and his weekday position requires him to work in and around Nanton, Alberta. Nanton is a small town between High River and Claresholm, with a population of approximately 2200 people. Sam and his day program client deliver Meals on Wheels to the elderly one week every month. Sam also supports his ICE client in running and operating a successful recycling business. Sam reports that his goal has always been to share his skills and abilities, love and kindness with all mankind.

Above and beyond his regular weekly roles, Sam supports various other persons involved in Special Olympic events and community activities such as visiting seniors and playing bingo. Through these activities Sam supports these individuals to develop their social skills and most importantly to have FUN! Sam says, "ICE is a very good program and I am enjoying being on board and part of it. I enjoy my clients and my duties and try to make a difference in their lives."

**After
Hours
Supervisor**

(780) 512-3129



MEETINGS

Health & Safety Meeting

April 9, 2009 1pm
Health and Safety meet-
ing and policy review

(RPAC)

April 24, 1:30pm

Team Coordinator

April 1, 15, 29,
2:00pm

TIME SHEET HAND-IN

Hand-in day will be
April 15th, 2009
for all shifts worked
between April 1st and
15th

&

April 30th, 2009
for all shifts worked
between
April 16th and 30th

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Client Success Story: Sunny

Sunny is 22 years old, lives in Grande Prairie, and is one of the busiest men you will ever meet. Every day of the week you will find Sunny in the community working, hanging out, or participating in some kind of activity. Sunny is a role-model for anybody searching for a balance between work and leisure. When Sunny is in the community you will also find him socializing with his large network of friends. His staff say that Sunny is a very popular guy and Sunny says that "Everybody says hi to me."

Sunny works two jobs through the week. On Sunday Sunny works as a cashier at his dad's store, Mission Fas Gas. On Tuesdays and Fridays Sunny works at the Woodland Tim-br Mart stocking shelves. Sunny says he enjoys both of his jobs very much.

Outside of work time, Sunny keeps busy doing numerous activities in the community. Every Wednesday Sunny joins the Wolverines Active Living when they go bowling, play games, and engage in other activities. On Thursdays Sunny hangs out at the Leisure Center with staff, socializes and eats lunch. On Monday Sunny goes to Special Olympics powerlifting. Also with Special Olympics, Sunny goes swimming on Saturdays and plays floor hockey on Tuesdays, but currently floor hockey is done for the year. Sundays after work, when the weather is warm enough, Sunny goes to Muskosepi Park with his staff and skates on the frozen pond. Sunny and his staff also go bike-riding, walking, and swimming, watch movies, play pool, exercise at the gym, and hang out at the mall. When Sunny isn't busy with activities in the community he likes to hang out with his family.

If that doesn't seem like enough, Sunny is also graduating from the Grande Prairie Regional College's department of Physical Education. Although his graduation date is May 9th, 2009 he said he does not have any celebration plans yet. While he finishes his program at the college, Sunny is the equipment manager of the men's basketball team. As equipment manager, Sunny is responsible for the jerseys and for filling the water bottles and basketballs.

Sunny's long-term goals are to take over his dad's Fas Gas store, get married and have kids, and get his driver's license. Everybody at ICE wishes Sunny the best of luck with his graduation and long-term goals. Sunny is an inspiration to us all.



All ICE offices will be closed for
Good Friday

Friday April 10th

All ICE offices will be closed for
Easter Monday

Monday April 13th

Please direct all
calls to the
After Hours Supervisor
for these days.



TRAINING

Conflict Management Skills

March 23 9:30am – 12:30pm

April 1 9:00am – 12:00pm

Conflict Management Skills: As described on the ICE website.

Team Building

March 23 1:30pm – 3:30pm

April 6 9:30am – 11:30am

Learn the stages of team development and develop strategies to strengthen team-work.

Non-violent Physical Crisis Intervention (CPI)

March 24 9:30am – 4:30pm

As described on the ICE website

Proactive Behaviour Intervention (PBI)

March 30 9:30am – 4:30pm

As described on the ICE website

Other training to be scheduled. See white-board calendar at office.

TRAINING

Thank  You!

Ramon Rodriguez

won a soft body massager pillow for a card from the Team Coordinator.

"For pulling his car over to answer his cell phone."

EVENTS IN GRANDE PRAIRIE

April 14-19

Capital One Grand Slam of Curling
At the Crystal Center

April 20-26

Reel Shorts Film Festival
Various locations

April 20

Harlem Globe Trotters
At the Crystal Center

April 22

Northern Alberta Job Find
At the Crystal Center

For more details see www.cityofgp.com

Health Corner

SNOW MOULD

The arrival of spring is a welcome event for most people. However, spring may not be so pleasant for people fighting itchy, watery eyes, congestion and runny noses due to allergies.

Spring is typically a difficult time for people who suffer from allergies because of the increased amount of dust and allergens in the air. As the snow melts, snow mould is uncovered and grows while spring cleaning and the start of farming and gardening season also contribute to allergy symptoms. Common allergic reactions include sneezing, inflamed and itchy skin, wheezing, hay fever or difficulty breathing.

Snow Mould

Lurking beneath the piles of melting snow is a fungus called snow mould, one of the biggest contributors to seasonal allergies. Snow mould looks grey. They are circular patches of mouldy grass on the lawn. Snow mould creates problems for allergy sufferers. Once the snow begins melting, the spores from the mould are in the air and anyone with sensitivity to them will start developing some symptoms such as watery eyes and runny nose. Even if a person has never experienced seasonal allergies before, they can develop suddenly, especially in adults.

People allergic to mould may have symptoms from spring to late fall. The mould season often peaks from July to late summer. Unlike pollens, moulds may persist after the first killing frost. Some can grow at subfreezing temperatures, but most become dormant. Snow cover lowers the outdoor mould count dramatically but does not kill moulds. After the spring thaw, moulds thrive on the plants that has been killed by the winter cold.



What Are the Symptoms?

The symptoms of mould allergy are very similar to the symptoms of other allergies, such as sneezing, itching, nasal discharge, congestion and dry, scaling skin. Some people with mould allergies may have allergy symptoms the entire summer because of outdoor moulds or year-round if symptoms are due to indoor moulds.

Mould spores can deposit on the lining of the nose and cause hay fever symptoms. They also can reach the lungs, thereby causing asthma. Sometimes the reaction is immediate, and sometimes the reaction is delayed. Symptoms often worsen in a damp or mouldy room such as a basement; this may suggest mould allergy.

Asthma is a chronic inflammatory disease of the airways. The American Academy of Allergy Asthma and Immunology estimates that as many as 38 per cent of people with allergic rhinitis may also have asthma.

How Is Mould Allergy Treated?

- Avoid contact with the spores. Wear a dust mask when cutting grass, digging around plants, picking up leaves and disturbing other plant materials.
- Take medications for nasal or other allergic symptoms. Antihistamines and decongestants are available over the counter—without a prescription

Preventing Allergic Reactions

Allergies cannot be cured. But the symptoms of the allergy can be reduced by avoiding contact with allergens. Several measures will help:

- Stay indoors during peak pollen hours - usually early to mid-morning. Keep your windows and doors closed.
- Clean your home frequently to avoid the build-up of dust and other allergy triggers.
- Keep the windows of your car and home closed. Use an air conditioner, especially one with HEPA filtration, to help clean the air.
- Don't mow grass and avoid freshly cut grass without wearing a filter mask
- In the fall, rake up and remove leaves and keep thatch to a minimum to discourage the growth of snow mould over the winter months.
- Avoid hanging your laundry outdoors as it may collect pollen.
- Avoid having too many household plants as mould thrives in wet dirt.
- If you need to get out of the house on days when pollen counts are high or it's windy outside, consider going to air conditioned venues for your leisure activities.
- Change your sheets and pillowcases often.

Personal Safety – Tips for Staying Safe – Part 2

The least expensive and most effective measures staff and clients can take to protect themselves in the community are to adopt habits of personal safety and security. Everyone can incorporate positive routines into their daily life that make them less vulnerable.

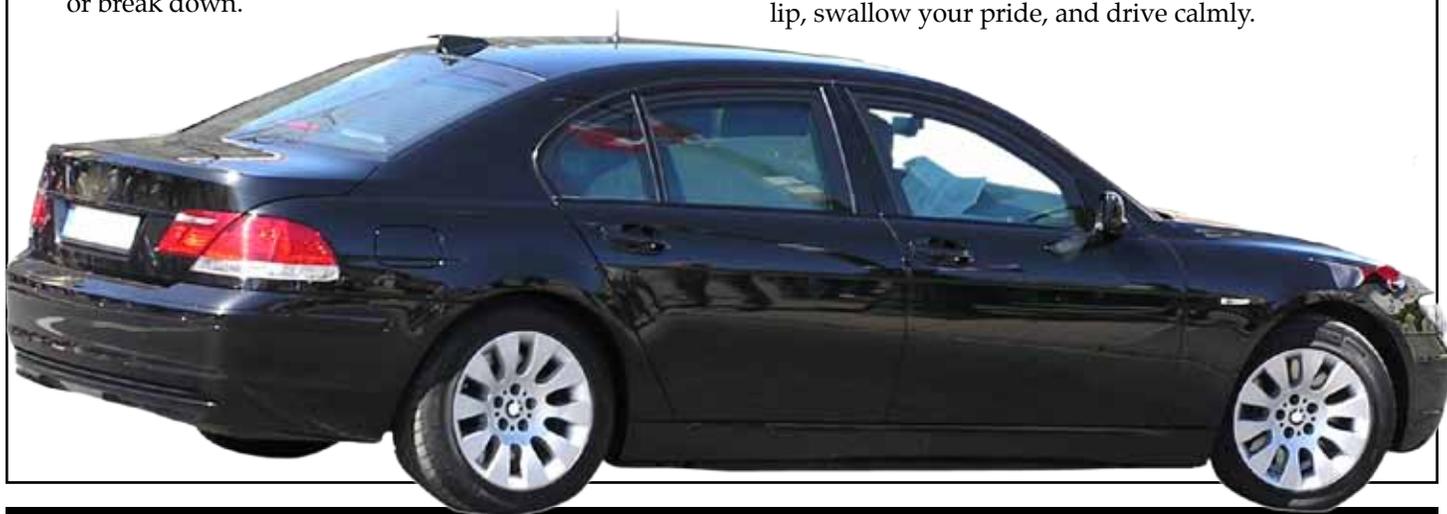
USING PUBLIC TRANSPORTATION

- Try to use convenient, well-lighted and frequently used bus stops.
- Make sure that you aren't alone at an isolated bus stop for a long period of time. If you must walk home late at night from a bus stop, call ahead and arrange for someone to meet you.
- Know where you are going, where you have to transfer and how to get back home.
- When boarding the bus, try to choose a seat close to the bus driver. Buses have two way radios and can summon police rapidly if they are required.
- Be alert to who gets on and off the bus with you. Trust your instincts. If you feel uncomfortable, walk immediately to a public place where there are people present.

IN YOUR CAR

- Have your keys ready in your hand when you leave your home or office. (If your key set has a "panic button," hold your keys in a manner that will allow you easy access of this feature if you need it.)
- Check the floor and backseat of your vehicle for intruders before getting in.
- Once safely inside, keep car doors locked and the windows up.
- If you commute, consider a cell phone. It is the best safety device you can have in the event of an accident or break down.

- Never pick up hitchhikers of either sex.
- Park your car in well lighted areas where there is pedestrian or vehicle traffic.
- Don't forget to lock your car! Use a club type device as an additional deterrent to would be thieves.
- Keep your car free of items including: clothes, jackets, bags, CD's, cell phones, boxes, sporting equipment and anything else that could draw the attention of a thief. Keep anything, even of minimal value in the trunk.
- Have the house keys in your hand before exiting your vehicle at home or at your workplace.
- Avoid stopping to aid others during your commute. If someone requires assistance, stop at the earliest safe opportunity, call the police and inform them that help is required.
- Underground parking lots can be dangerous, avoid these where possible.
- If someone is following you, drive to the nearest police station, restaurant, gas station where there will be other people and then remaining inside your vehicle, sound your horn.
- If you observe a vehicle driving carelessly or erratically do not try to pass it to get away from it. Slow down to let it get ahead of you, and if possible record the license plate number. Report the license plate number to the police as soon as possible.
- If involved in a minor motor vehicle accident, quickly assess the damage, then remove the damaged vehicles from the roadway and exchange particulars in a safe place. Avoid discussion of blame.
- Avoid road rage. Using verbal retaliation or a gesture on a foolish driver could end in a tragedy. Bite your lip, swallow your pride, and drive calmly.



3.4.6 LATENESS AND ABSENTEEISM

All ICE policies including those regarding Health and Safety can be found in the ICE Policy Manual. In residential programs the Policy Manual will be located in the home's office. Workers in community programs may access a Policy Manual in the reception area at the ICE office.

1. Employees are responsible for notifying supervisors of lateness or absenteeism as soon as they become aware of these circumstances either in regards to their own circumstances or that of others.
2. Employees are to be prepared to commence their shift at the assigned shift start time that was provided during booking. Being present and unprepared to commence a shift does not constitute availability to complete work assignments and as such will be addressed during employee performance evaluations.
3. If an employee does not arrive at the scheduled time to relieve another employee, the employee who is waiting to be relieved will contact the supervisor. The supervisor will make alternative arrangements for coverage.
4. If the employee finds his/her shift has been canceled or the client has not shown up, the supervisor should be contacted immediately.
5. If an employee is repeatedly late or absent, disciplinary measures will be implemented.

Health and Safety Minutes

3.1 Review of Employee Injuries

N/A

3.2 Review of Near Misses

February 21/09: staff at a residence opened the microwave to discover that the glass plate was broken. Staff carefully cleaned up the glass to avoid injury. The plate has been replaced.

Incident was discussed at the Team Meeting on February 23/09.

Incident was discussed at the Team Coordinator meeting on March 4/09. Program staff are to discuss and document discussion on appropriate use of the microwave with the residents by March 27/09.

February 26/09: an unknown male requested entrance into a residence to gain access to the building. Staff locked the door and communicated through the window.

The incident was discussed at the Team Meeting on February 28/09. Family will post a 'Private' sign on the door; Team Coordinator will follow-up to ensure this is completed.

Policy 3.5.4 will be reviewed at the next Team Meeting and this will be added to the Site Specific Hazard Assessment and Control Document.

Staff are to keep residence doors locked at all times.

Calgary

Immediately after a client left a bathroom, light cover fell off and broke on the floor. Staff cleaned up glass and TL contacted landlord. This could have been attributable to light fixtures age, or perhaps last time bulb was changed perhaps fasteners on cover were not tightened enough etc.

Need to change EQA as per recommendation, EQA checks to make sure lights work but does not check fasteners, etc. Semi annual checks completed on all light fixtures to ensure safety of fasteners etc. Also, replacement of aged fixtures. The committee discussed landlord responsibilities in regards to light fixtures; this may be specified in the lease but would likely only be the responsibility of the landlord if they posed a safety risk to the home.

South

Feb 10-near miss, vehicle stuck in ditch, called AMA & Taxi

Sarah will do Incident Investigation

Recommendation to call the office, AMA Training. The Committee

questioned how the vehicle got into the ditch, and ensuring to carry equipment in the winter months (ie shovel).

3.4 Review of COR Audit

Copies of the COR certificate and Executive Summary of the audit have been distributed to the homes. The committee reviewed section 1.

1.1 – good

1.2 – good

1.3 – The Northwest will ensure there is always a copy of the H&S policy on the bulletin board in reception, and discussed giving a copy to all Non Residential staff.

1.4 – The committee supports the Calgary region's suggestions to include a full policy review as a part of Promoting Safety and at annual evaluations. Also suggested reviewing the policy with all staff who submit a WCB claim.

3.5 Review of ICE Page

Hepatitis B, Personal Safety Tips, and COR Audit Results sections were reviewed.

All staff to consider receiving a vaccination for Hepatitis B.