

Employee Spotlight George

George Sukkau has been a relief staff for ICE Grande Prairie for one year. He was recruited by a resident's mother, whom he had worked with previously. George immediately began assisting in this program, including taking many open shifts and agreeing to go in to work at the last minute. He soon began working at other programs as well, and has demonstrated his flexibility with this time and time again.



dad in 1926. He also worked at Proctor & Gamble and at a canola crushing plant for approximately twenty years. George was married in 1970 and had two children, a son and a daughter. His wife passed away in 1995. When the plant shut down in 1996, George moved to Grande Prairie. George worked a plumbing job and also for a property management company. He married his Rita in 2005, when he retired.

Although he had retired, George has always been an active member of the community. He has been volunteering at the hospital in palliative care as a companion,

and attends appointments with patients. He sets up tables, chairs and sound equipment for Joy Chapel, and also provides transportation so some people can attend. George is part of the 55+ group that is starting 'People Helping People', where they assist the elderly with minor home renovations. George assists Rita with her food demonstrations at Superstore. He will also be a Table Leader for the Alpha Program at the Catholic Church, which he will be going to Edmonton to receive training for. Despite his busy schedule, George occasionally finds time to go fishing at Swan and Sturgeon Lakes, canoeing and camping.

ICE would like to extend a big thank you to George for your compassionate, caring attitude, flexibility, understanding and patience. You are an interesting, dynamic person and we are lucky to have you as an ICE team member!

George was born and raised in Yarrow, a Mennonite settlement just outside of Chilliwack, BC. George grew up with four sisters and one brother, with whom he would spend time at the Vedder River and swimming in Culdus Lake. They once built a boat out of five pieces of 1X12 boards. George spent every other weekend fishing at Moon Lake, as his family had a cabin there. He would hunt in the fall, and made trips to Vedder Mountain to hike. George and his siblings were not allowed to go to the Culdus Lake dances, as they played popular music, so they would travel to Bellingham, Washington, where they could attend dances that played classical music.

George attended bible school in Clearbrook BC and Coledale AB, then farmed for twenty years, one quarter of which was taken up as a homestead by his

ANNOUNCEMENT

**Note: This announcement applies to all PDD regions with the exception of the Northeast.*

Effective October 1, 2007, the following positions will receive a general 3% increase.

Residential Programs
 Team Coordinators, Team Leaders, Main Staff, Day Programs, Weekend Days, Awake Overnights, and the Awake portions of Sleep Overnight and Live-In Weekend Positions.

Non-Residential Programs
 Community Support Workers
 Casual employees
 Nursing Staff
 Non field Staff

Thank you for the continued support you provide to the clients in our service.

Did you know?

Did you Know...The Township of Chilliwack was incorporated in 1873, the third oldest municipality in British Columbia. In 1881 a large subdivision called Centreville was developed. In 1887 the name Centreville was replaced by a more popular name, Chilliwack, and the area was incorporated in 1908 as a separate municipality, the City of Chilliwack. The City and the Township co-existed for 72 years, and finally in 1980 they merged to form the City of Chilliwack.

**After Hours
Supervisor**
(780) 512-3129



MEETINGS



Health & Safety Meeting

Tuesday, Oct 23 , 1:00

Team Coordinator Meeting

Wed Oct 11 & 24 2pm

Behaviour Review Committee

Thurs Oct 4, 1:30pm

TIME SHEET HAND-IN



Hand-in day will be:

Oct 11 & 29

**PLEASE NOTE:
The GP office will be closing from 12pm-1pm everyday starting June 1**

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INCENTIVE FOR REFERRING EMPLOYEES

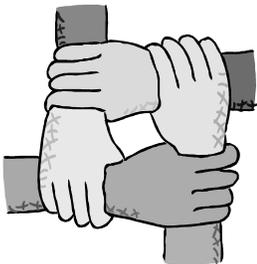
We have always appreciated our employees' referral of their family and friends to I.C.E. In an effort to recognize this we have an incentive program for your continued loyalty and commitment.

Here's how it works!

If you refer a person to us who successfully meets our hiring requirements and completes a three-month probation with a minimum of 120 hours worked, you will receive \$50.00.

What could be easier!

Empowerment, Integrity, and Caring



Where what you do really matters

Independent Counselling Enterprises Inc

SUCCESS STORY: PAUL

Paul lives in Lethbridge with his contractor and roommate. He has been employed at Ricky's All Day Grill as a dishwasher for over a year. Presently he is working full-time Monday to Friday and sometimes on the weekends. He has a great supervisor at Ricky's named Sarah who makes sure that everything is going well.

In his free time, Paul participates in curling, 10 pin bowling and golf through Lethbridge Special Olympics. This is Paul's first year golfing (last year he was in weight-lifting). Last year, Paul won a gold medal for curling and went to provincials in Calgary where he did well.

Paul recently helped restore a red 12 speed racing road bike. He has also started a model train collection and is now putting together his own tracks with hills, bridges and towns.



Find frequently used forms at
www.icenterprises.com

go to the "ICE Staff" section by entering
User name "iceuser" and password "100smiles"



Thank  You!

Milan Vitko won the prize, it is a fall gift basket. He received a card from the regional manager for participating in the COR audit.

TRAINING

Proactive Behaviour Intervention
Tuesday, October 16 9:30am-4:30pm

Promoting Safety
Wednesday, October 3rd 1pm-4:30pm.

As described on website

All ICE staff: a reminder that the Healing Harvest Conference registration deadline is October 4. For more information, contact Breanne London.



**Happy
Halloween**

**Stay tuned for information about the
ICE Halloween Party!
It will be spook-tacular!**



Halloween is a holiday celebrated on the night of October 31st. Traditional activities include trick-or-treating, costume parties, viewing horror films, visiting "haunted houses", and participating in traditional autumn activities such as hayrides (which may have "haunted" themes).

Halloween originated under the name of Samhain as a Pagan festival among the Celts of Ireland and Great Britain. Irish and Scottish immigrants carried versions of the tradition to North America in the nineteenth century. Other western countries have embraced the holiday as a part of American pop culture in the late twentieth century.

Halloween is now celebrated in parts of the western world, most commonly in Ireland, the United States, Canada, Puerto Rico, the United Kingdom and sometimes in Australia and New Zealand. In recent years, the holiday has also been celebrated in parts of Western Europe.

-Wikipedia

Health Corner

Each year, many businesses lose millions of dollars in productivity and staff-hours, due to employees suffering from influenza, or flu for short.

Influenza attacks the respiratory tract. It is contagious; it can easily be spread from person to person when an infected person sneezes or coughs. There are many things that everyone can do to prevent "catching the flu":

- Getting plenty of exercise. Exercise helps strengthen your immune systems, which help fight off those nasty bugs.
- Getting plenty of rest. Sleeping increases the body's ability to fend off infection.
- Having a balanced diet. Having enough vitamins and minerals also helps to strengthen your immune system.
- Maintaining good personal hygiene, which includes good hand washing. Think about everything you've touched since the last time you washed your hands. Now, picture how many people have touched those same things, and what have those people touched since they last washed their hands. Frequent hand washing will decrease your chance of infection. Hands should be washed after doing any kind of personal care, before, and after you eat, and after you cough or sneeze.
- Getting vaccinated with the flu vaccine, or "flu shots"

The Flu Shot (Influenza Vaccine)

Immunity is security against a particular disease. That is exactly what the influenza vaccine does for persons who get immunized. The influenza vaccine (flu shot) can protect you from influenza for at least 4-6 months or even longer. It is known in the elderly, antibodies levels may fall below protective level within 4 months and a healthy individual can be protected for up to one year.

The flu shot does many things. It reduces the incidence of the flu, its severity, its duration and your level of infectiousness. The vaccine can also protect an outbreak at work, and health facilities where an outbreak can result in severe complications and even death to vulnerable patients. Close to 6,700 Canadians die from the flu and pneumonia each year.

Reasons why people chose not to get immunized, The MYTHS (Not true):

- The flu vaccine can give me the flu
- The flu vaccine doesn't work
- Side effects from the flu shot are worse than getting the flu

The Flu

- The flu shot will give me Alzheimer's disease
- If I get the flu shot every year my immune system will become weaker and I'll get sick
- I don't get the flu

The FACTS (True):

- The flu vaccine is safe. The vaccine cannot give you the flu because it does not contain live virus.
- A new flu vaccine is made each year to fight the expected viruses for the coming season. It provides very good protection for 70% of people who get the flu shot. For others who receive the vaccine, it can reduce the severity of illness and help you get back to work faster. A flu shot is needed every year to protect you from getting the flu.
- Most people have little or no side effects from the flu vaccine. Some people may experience some swelling or pain where the shot was given, a low fever or feel tired for one to two days. Side effects from the flu vaccine are mild compared to getting the flu.
- There is no evidence that the flu vaccine causes Alzheimer's disease. The flu vaccine does not contain aluminum, but does contain 25 micrograms of Mercury, which is well within the safe daily intake level. In fact, there is much more mercury in one can of tuna fish.
- The flu shot protects you for the coming season. It does not weaken your ability to fight the flu or other infections. Getting a flu shot every year is your best protection against the flu and its complications

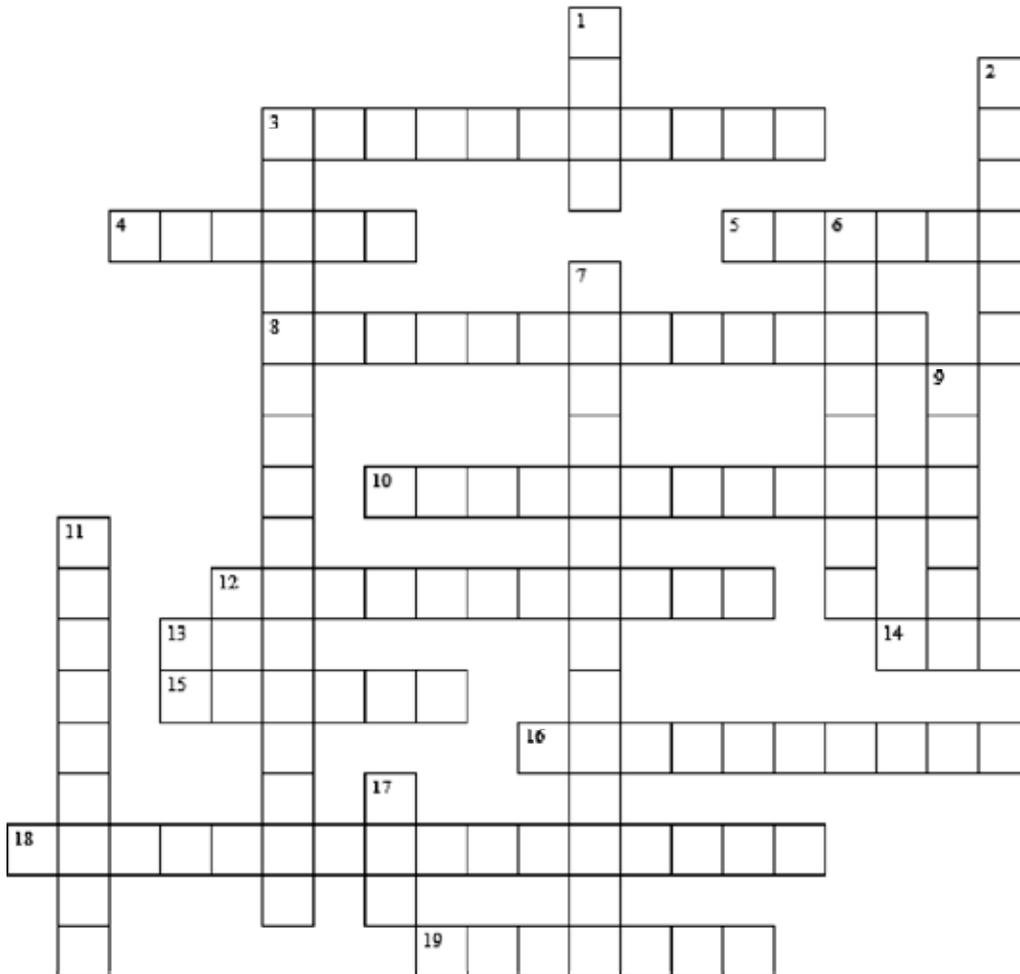
What if you already have the flu?

If you already have the flu, there are some things you can do to speed up your recovery. The rules for prevention also apply here (see above). You need to drink a lot of fluid as this helps your body fight off infections better. Drinking a lot of water, juices and soup can do wonders. If you have to cough or sneeze, make sure you cover your mouth so that you do not spread your germs to other people. Sneeze or cough with your head turned away from other people and remember to wash your hands right after you cough/ sneeze to prevent to spread of germs.



Thank you COR Audit Participants!

Health and Safety Refresher



Thank you to all employees who assisted with the COR Audit, either through interviews or observation tours. We appreciate your assistance with the process and your feedback will be utilized to further develop our health and safety program.

The COR audit results are currently being compiled, and we expect the finalized results in October. One of our best results was that 100% of employees in all regions knew that they are required to report workplace injuries and unsafe conditions. Way to go! One area that looks like we could use some improvement is our knowledge of policy, so we developed this crossword for a quick, fun refresher.

ACROSS

- 3 External people you need to inform of worksite hazards.
- 4 Manual to find Health and Safety Policy.
- 5 Occupational Health and Safety Legislation can be found here.
- 8 Happens after an injury or near miss.
- 10 Independent Counselling Enterprises is committed to employee ___ and ___.
- 12 Are completed to ensure employees follow hazard controls.
- 14 Course to get general health and safety orientation.
- 15 These are practiced every month.
- 16 What to do if asked to perform an unsafe act (2 words).
- 18 Where to report workplace hazards (2 words)
- 19 Residences cannot have these, so as to prevent fire.

DOWN

- 1 What should be done with knives and cleaners.
- 2 All workers must work ___.
- 3 Report form used to report injuries and near misses.
- 6 An example of personal protective equipment employees are responsible to wear.
- 7 These reports are to be completed if you need a bandaid (3 words).
- 9 Who may attend a health and safety committee meeting.
- 11 Residential water temperature cannot exceed this number (Celsius).
- 13 You need this to gain access to a residence.
- 17 All employees have this coverage.

Minimum Housing and Health Standards

WINDOWS FOR EGRESS

Did you know?

That a bedroom must be provided with a window that may be opened from the inside, and have an unobstructed opening of at least **3.8 square feet**. This is the resulting minimum open area when any sliding or hinged panes are moved.

No window dimension less than **15 inches** is allowed.

Many basements and basement areas have been modified for use as bedrooms but there has been no modification to the windows that meet standards.

All bedrooms, including basement bedrooms, must be provided with a window that meets the above measurements, if they do not meet the requirements alterations must be made to accommodate an acceptable window.

Rooms with small window openings cannot be used as bedrooms.

Rooms with no windows cannot be used as bedrooms.

Windows with storm panes held in place with exterior clips must be modified.

RAILS

Did you know?

Proper guards and rails must be provided on all stairs and elevated structures (decks).

Handrails must be provided on all stairs and located **32 to 36 inches** measured vertically from the edge to the tread nosing.

Guardrails must be provided on any raised deck, balcony, mezzanine, stair, walkway, landing, porch, or floor where the difference in elevation between adjacent floor levels **exceed 24 inches**.

Guardrail height is required to be **36 inches** above the finished floor level where the difference in elevation is **not more than 6 feet**.

Guardrail height is required to be **42 inches** above the finished floor level where the difference in elevation **exceeds 6 feet**.

Openings through a guardrail must **not exceed 4 inches**.

Horizontal railings are not allowed as they facilitate climbing.

Many old railings do not conform to current safety requirements and need to be modified or replaced to prevent falls.

Did you know?

It is the responsibility of Independent Counselling Enterprises employees to ensure our windows and railings meet Standards by completing all measurements.

It is the agencies responsibility to contact the landlord/home owner if measurements do no meet the Standards.

It is the responsibility of the landlord/home owner to ensure modifications are completed as required to meet Standards.



The history of Thanksgiving in Canada goes back to an explorer, Martin Frobisher, who had been trying to find a northern passage to the Orient. He did not succeed but he did establish a settlement in Canada. In the year 1578, he held a formal ceremony, in what is now the province of Newfoundland and Labrador, to give thanks for surviving the long journey. -Wikipedia

Reminder: I.C.E. offices will be closed Monday, October 8th, 2007 for Thanksgiving. All calls should be directed to your after hours supervisor.

Crossword Answer

