



Schnepp Health Care Center *Happenings*

www.schnepp.net

From the Administrator

It looks like Spring is finally here, the flowers are blooming and we are looking forward to Summer. We recently had some exciting news here at Schnepp Health Care Center and I wanted to share it with you.

We recently received a perfect survey from the Michigan Department of Community Health! This is almost unheard of so we are very proud of our staff and facility.

You may be wondering what this means, and more importantly, how did our staff achieve this. About four years ago we started to shift to resident centered care. To do this, we began to employ the "Fish Philosophy" with our people. (Please see page 3 for an explanation of the Fish Philosophy.) We felt that this was a way to help our staff become even better at their jobs and provide a higher level of care for our residents.

Since then, we have seen a great improvement in the quality of our people from laundry to nursing. We have a tremendous number of long term employees who are very, very good and they have been supportive of this philosophy. They provide great patient care and are the driving force behind all we do.

We at SHCC are also highly committed to resident/family satisfaction and work hard to achieve it. We feel that the state survey team that was in our facility was very fair. Please see page 3 for an explanation of how the survey is conducted and what they are looking for. This will give you a better understanding of what we strive for in our facility.

As always, if you have any questions, please feel free to contact anyone on our staff.

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Resident Birthday

Violet Perkins 5/1
Geraldine Ward 5/2
Jennie Mullet 5/2
Duane Welch 5/3
Esther O'Boyle 5/9
Wayland Payne 5/10
Madelyn Barnum 5/15

Employee Birthday

Victoria Heiden 5/1
Cindy Stroebe 5/4
Dawn Peak 5/6
Michelle Sehl 5/6
Francisca Anderson 5/11
April Carlson 5/12
Lisa Coyle 5/19
Cheryl Wale 5/21
Tandi Birgy 5/21
Brenda McKay 5/23
Lori Tissue 5/31



Dr. T's Corner

Dr. Wm. C. Thiemkey has been Medical Director for Schnepf Health Care Center for nearly 20 years. He will review some pertinent medical articles and summarize them in each issue of the newsletter.

“ A stitch in time saves nine”

Preventative health care is stressed to all patients from the crib to the grave. Many doctors disagree on what is reasonable and what is too much when it comes to routine screening and testing. The following recommendations are a consortium of published data as well as my personal recommendations.

Pap smears- yearly** until 65 then per physician and patient discretion

Mammograms – once between 35 and 40 then yearly** until age 75 then every 2 years

Chest X-ray – once at age 35-40 and then annually if a smoker

Cholesterol – Glucose (sugar) once at age 35 then every 2-3 years

Colorectal Cancer – once at age 50 and every 5 to 7 years thereafter, colonoscopy is the procedure of choice

Osteoporosis – at menopause for women and every 2-3 years thereafter

Vision and hearing – every 2 years after age 50

Prostate screening – at age 45-50 and every 2 years thereafter until age 75

The above data is a general outline with each doctor recommending different tests and screens for his/her specific patients. It is better to check the air in the tires and the tread left, than wait for a “blow out”. See your doctor soon to discuss what preventative measures are best for you or your loved one.

*** (some authorities state every 2 or 3 years is often enough but some cancers could be missed waiting this long)*

Welcome to Schnepf's:

- Noreen Smith
- Ruth Monroe
- Jane Bauwens
- Thelma Hamp
- Archie Kirby
- William Glass
- Lois Graham
- Helen Swarhout
- William Young

You Will Be Missed

- Nettie Fenton
- Lillian Sabin
- Helena Matteson
- Hazel Kunkel
- Donald Welsh
- Carmen Christenson
- Alexander Vance
- Leola Vance
- Glen Gillis
- George House

Resident's Rights

#35. A nursing home, its owner, administrator, employee or representative shall not discharge, verbally or physically harass, or retaliate or discriminate against a patient because the patient has exercised a right protected by the Michigan Public Health Code (Act 368 of 1978, as amended, Section 20201) or by Medicare or Medicaid regulations (Title 18 or 19 or the Social Security Act, 42 U.S.C. 1395 to 1396k).

What is the FISH! Philosophy and where did it come from?

The FISH! Philosophy is inspired by the fishmongers of Seattle's Pike Place Fish Market. Despite a very difficult work environment, they have found ways to bring remarkable energy, commitment and creativity to their work. The CEO of ChartHouse Learning, John Christensen, encountered the market accidentally one day and instantly noticed that something unusual was going on. A bunch of fishmongers – not MBA professors or leadership gurus – were showing him how to bring more fun, passion, focus, and commitment to work. He discovered that this was a perfect example of a wholehearted workplace.

ChartHouse Learning soon brought its cameras to Pike Place Fish. After watching hours of footage, they saw that the fishmongers created their engaging environment through a few fundamentals – simple but powerful choices that we all can make. ChartHouse translated these actions into a common language called The FISH! Philosophy. The FISH! Philosophy is a set of four connected principles that are the foundation for a healthy workplace and life:

Play: Work made fun gets done, especially when we choose to do serious tasks in a lighthearted, spontaneous way. Play is not just an activity; it's a state of mind that brings new energy to tasks and sparks creative solutions.

Make Their Day: When you make "someone's day" (or moment) through a small act of kindness or unforgettable engagement, you can turn even routine encounters into special memories.

Be There: The glue in our humanity is in being fully present for one another. Being there is also a great way to practice wholeheartedness and fight burn-out, because it's the halfhearted tasks you perform while juggling other things that wear you out.

Choose Your Attitude: When you look for the worst you will find it everywhere. When you learn you have the power to choose your response to what life brings, you can look for the best and find opportunities you never imagined possible.

The FISH! film was released in 1998 and has since been translated in 14 languages.

What is the MDCH survey?

The Michigan Department of Community Health regularly surveys nursing homes in the state to ensure they are complying with regulations and providing the best patient care possible. Following is information on what the surveyors are looking for and how they conduct the survey.

- The survey checks for compliance with both Michigan nursing home laws and licensing rules and the federal Centers for Medicare & Medicaid Services (CMS) Long Term Care Requirements for homes participating in the Medicare and/or Medicaid programs.
- Surveys are conducted an average of every 12 months. Although the statewide average is 12 months, they purposely vary the number of months between surveys from 6 months to 15 months in order to avoid homes predicting when the surveyors will arrive for the surveys.
- Surveys start on weekends, or before 6 AM or after 7 PM on weekdays at least 10 percent of the time. This is done to further improve the element of surprise and to enable our surveyors to look at homes at unusual hours. Once a survey is started surveyors stay in the home on consecutive calendar days until it is finished.
- A very detailed process developed by the CMS (formerly HCFA) called the Survey Protocol for Long Term Care Facilities is utilized to conduct the survey. Our surveyors use the extensive Guidance to Surveyors to help determine if the federal regulations are being met.
- Each survey is performed by a team of surveyors, typically ranging from three to five, who are on site at the home for 3 to 4 days or more.
- Each survey results in the issuance of a survey report (Form CMS 2567) that describes in detail any regulations not met and gives examples of why they are not met.
- MDCH requires one or more of the surveyors to continue presence in any home when they discover a violation that is considered to place one or more residents in immediate jeopardy or serious injury or death. They stay there until the situation is abated.

For additional information visit www.michigan.gov/mdch.

