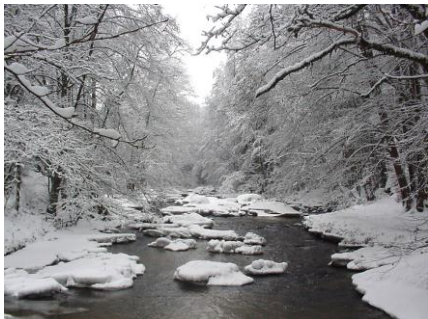




**WELCOME TO THE
AUTUMN/WINTER
EDITION OF NATTERS 2018**

May/ June 2018



Next time your stressed,
take a step back,
inhale and laugh.
Remember who you are and
why you are here
You are never given anything in
this world that you Can't
handle.
Be strong, be flexible, love
yourself, and love others.
Always remember , just move
forward,



**Staff health and Well-Being
Program**

I would like to reinstate The
Staff Health and Wellbeing
Program and invite
participation from
interested staff. Being a
Committee member is not
onerous as we share the
load.

The program aims to
improve staff health and
staff morale so please
consider joining.

Jodi Towns the Compliance
Officer has commenced

providing breakfast to staff
in one department per
month, on one day per
month which is one initiative
of the program.

Fruit bowls are being
regularly placed in the staff
room for staff as another
initiative of the program.

A monthly staff birthday
cake is provided for all staff
to celebrate the birthdays
occurring on each month.

**A meeting will be held on
Tuesday July 4 2018 in the
Upstairs Sitting Room.**

Please bring along your
ideas.

Meercroft On Line Learning

On line learning packages
have been developed
specifically for Meercroft
Care Inc. Staff are able to
complete the packages on
line and to date we have
available:

- Manual Handling
- Elder Abuse
- Bullying and Harassment
- Infection Prevention and Control
- Fire and Emergency
- Workplace Health and Safety.

This is mandatory training so
staff will be paid to
complete the training. Once
completed staff are to
provide the certificate of
completion and payment
will be made.

*See Vik Salter who will teach
you how to log on to the
system and supply you with
your password.*

**Influenza and Gastro
Protocol for staff and
Volunteers**

I would like to remind staff
that if you have flu or gastro
symptoms or exposed to
someone with flu or gastro,
that you are to be
responsible and not come to
work. If you are uncertain
please give us a call for
advice. Remember if you
have had gastro or influenza
that you are unable to
return to work until you are
symptom free for 48 hours.
It's not too late for staff to
have the Flu Vaccination.
You can still attend Terry
White Pharmacy and
Meercroft Care will cover
the cost. Just take your
Meercroft ID with you. If you
a have the vaccination,
please let me know so that I
can place your name on the
register.

Flu Vacs Competition

Meercroft is strongly
advocating for staff to have
the flu vaccination.

In order to encourage staff,
Meercroft is planning a
competition to be drawn in
June for staff who have had
the flu vacs. We will have a
basket of goodies donated
by Terry White Pharmacy
and movie passes to give
away. Each staff member
that has had the flu vacs will
have a chance of winning.



Staff Appreciation Day

A staff Appreciation Day is
planned for July 10th in
recognition of the value and

MEERCROFT MISSION: Meercroft Care Inc. will pursue the "Quality of Life" as an active and ongoing programme for residents in all areas of accommodation, to care for them in an atmosphere of love and respect, and to believe in the human dignity of everyone, whether resident, visitor or member of staff.





contribution of all Meercroft staff. We will be providing pizzas and goodies for staff on all shifts on the day.



Trivia Night

I would like to recognise the contribution of employee Grace Warren for her organisation of a recent Trivia Night. The evening was a great success and was enjoyed by residents, staff and visitors and \$500.00 was raised for the McGrath Foundation for breast cancer. Congratulations Grace.

Alcohol and Drug Testing

Last year Meercroft introduced an Alcohol and Drug Policy which includes zero tolerance for drugs and alcohol in the workplace. The policy also includes pre-employment Alcohol and Drug testing and random alcohol and drug testing of staff, volunteers and contractors. We commenced the pre-employment testing in September 2017. Last week we the first of the random testing with 22 staff tested on Friday June 7th and 15 staff tested on Sunday June 10th. Testing identified all staff as demonstrating a negative result. I would like to congratulate staff on their professionalism, positive attitude and co-operation during the testing.

Building Program 2018

Meercroft will be commencing the 2018 building development this week. The project is being completed at a cost of \$2,494,306.60 and is being fully funded by Meercroft Care. The program will include 4 new rooms to be built onto Banksia, 2 new rooms in Parkview which will ensure all resident rooms in Parkview are single rooms with private ensuites including a lift from Oceanview to Parkview, 2 new rooms in Seaview to enable residents to be relocated during the refurbishment of 8 existing rooms with shared bathrooms.

The building program will also include a new car park on the North Street side of Meercroft Care. The program is expected to be completed by the end of January 2019.

Discount Terry White Pharmacy

Just a reminder to staff that Meercroft Care staff are entitled to a 10% discount from Terry White Pharmacy. In order to access the discount staff must present their Meercroft ID Badges.

Respect in the Workplace

You can demonstrate respect with simple, yet powerful actions. These ideas will help you avoid needless, insensitive, unmeant disrespect, too.

- Treat people with courtesy, politeness, and kindness.
- Encourage coworkers to express opinions and ideas.
- Listen to what others have to say before expressing

your viewpoint. Never speak over, butt in, or cut off another person.

- Never insult people, use name calling, disparage or put down people or their ideas.
- Do not nit-pick, constantly criticize over little things, belittle, judge, demean or patronize. A series of seemingly trivial actions added up over time, constitutes bullying.
- **Be aware of your body language, the tone of voice, and your demeanor and expression in all of your interactions at work.** People, who are radar machines, are hearing what you're really saying in addition to listening to your words.
- Treat people the same no matter their race, religion, gender, size, age, or country of origin.

Retirement of 2 Key Personnel

Gene Raspin Risk Manager retired in June and Pauline Boyle has announced her intention to commence an early retirement in the near future.

I would like to convey our sincere appreciation to both Gene and Pauline for the unquestionable contribution they have made to Meercroft Care and wish them a wonderful well-earned retirement.



Wendy Shearer
CEO/DON

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