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1-2022

### Nursing News & Views - January 2022

Joanne Miller RN

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Baystate  Medical Center

ADVANCING CARE. ENHANCING LIVES.

# Nursing News & Views

Transformational Leadership | Structural Empowerment | Exemplary Professional Practice  
New Knowledge, Innovations & Improvements | Empirical Outcomes

## A Note From The CNO

Happy 2022!

Dear Colleagues,

**You did it again!** Your commitment to clinical excellence, extraordinary caring and compassion, and incredible teamwork prevailed AGAIN as we tackled Wave 5 of the pandemic. Please accept my most sincere gratitude for your dedication and for the sacrifices you have made to care for our patients, their loved ones, and our community.



The public certainly recognizes the way you deliver care as well. According to Becker's Hospital Review, Americans said nurses are the most honest and ethical professionals for the 20th consecutive year, according to an annual Gallup [poll](#). Eighty-one percent of poll respondents said nurses have "high" or "very high" ethics and honesty. This is compared to last year, when a record-high 89 percent of respondents [gave](#) nurses a "high" or "very high" honesty and ethics score.

Physicians came in second, with 67 percent of respondents ranking them as having high ethics and honesty. Grade-school teachers (64 percent), pharmacists (63 percent) and military officers (61 percent) round out the top five most revered professions.

### Boosters

Now it is more important than ever to appreciate what the science and data tells us. The booster improves your immunity to the latest Omicron variant, so please consider getting the booster. If vaccinated outside of Baystate Health, send your booster document to [EHSCOV19@baystatehealth.org](mailto:EHSCOV19@baystatehealth.org). Through the remainder of the month of January, please use the COVID vaccine team in Cortext to request a booster vaccine. Team members will return your page Monday through Friday and coordinate with you individually to get your booster. Otherwise, please email [VaccineCtr@Baystatehealth.org](mailto:VaccineCtr@Baystatehealth.org) to request a booster.

### Your Voice Matters

During our *Java with Joanne* visits to your units, we are truly having meaningful dialogue. Thank you for taking and making the time to share your concerns with me. I appreciate your candor and trust. We are better together. One topic that we often discuss is self-care. The hours that you are working are not lost on your leaders. We are fortunate to have [several tranquility rooms](#) where you can catch your breath, practice mindfulness and process and

manage stress. Please encourage each other to take advantage of these rooms.

We sincerely hope that you enjoy the new format for *Nursing News & Views*. We look forward to hearing your feedback. Please enjoy this issue and savor the micro-moments of connection with each other. I am humbled to witness your breathtaking acts of empathy and kindness every day and night.

My warmest regards,



Joanne  
#Bedside is the Best Side  
#CNO Proud  
#BaystateNursesRock

**Happiness** is the new rich.  
**Inner peace** is the new success  
**Health** is the new wealth  
**Kindness** is the new cool.

## Java With Joanne



As part of her transformational leadership, Interim CNO Joanne Miller will be visiting each nursing unit over the course of several months to sit down with staff, engage in conversations and enjoy a cup of coffee together.

Java with Joanne is a great opportunity for our frontline staff to get to know Joanne, ask any questions they may have, and learn about her vision and strategic plan as our Chief Nursing

Officer. Joanne will be accompanied by Kaitlyn Patrick, Program Director for Magnet & Nursing Outcomes Improvement, who will be rounding on the unit engaging with nurses and promoting the journey to our fifth Magnet designation!

Be on the lookout for a flyer each month detailing the dates and times Joanne and Kaitlyn will be visiting each unit. Check out this next month's schedule below. Please do not hesitate to reach out to Joanne or Kaitlyn at any time with questions or feedback.

Units	Date & Time
Springfield 3 Onc/Daly 3B	Wednesday January 19 <sup>th</sup> 2:00-3:00pm
Springfield 2/Springfield 1400	Tuesday January 25 <sup>th</sup> 11:00am-12:00pm
South Wing 5/South Wing 6	Thursday February 3 <sup>rd</sup> 4:00-5:00pm
South Wing 7/MM7	Wednesday February 9 <sup>th</sup> 1:30-2:30pm
MM6/MM5	Wednesday February 16 <sup>th</sup> 1:30-2:30pm
M3 HVCC/MM2	Wednesday February 23 <sup>rd</sup> 1:30-2:30pm

## Leadership Spotlight – Transitional Leadership



### **Kimberly Mendibe, MSN, RN-BC**

My name is Kimberly Mendibe and I am the Unit Nursing Manager on South Wing 6. I have worked on South Wing 6 since 2016 and have been the manager there since 2019. I started my career at Baystate in 1997 as a per diem Technical Associate (TA), better known today as a Patient Care Technician (PCT). I worked as a TA while attending nursing school at Our Lady of The Elms. I graduated in 1998 with my nursing degree and began my nursing career on the orthopedic unit. I worked for 18 years on this unit on the night shift. I participated on the Patient Experience, Clinical Practice and Magnet Committees and was a graduate from Baystate affiliated leadership program, The Partnership, which all helped to increase my knowledge in leadership.

In 2016 I had an opportunity to help lead as the Assistant Nurse Manager on South Wing 6. Helping to open a new unit with a new team was the most rewarding experience in my career. The best part of being in leadership is striving to provide excellent patient care while creating a culture where staff are engaged professionals who enjoy where they work! I love interacting with my team and helping to develop the leader inside of each of them. I completed my Master's degree in Nursing Leadership from Western Governors University in 2019 while working as the manager on South Wing 6.



I have been married for 20 years to my husband Asier. I have three children: Kaia (age 15), Kenai (age 10), and Aizea (age 7). As a family we enjoy playing tennis, cooking our favorite foods and visiting our family in the Basque Country in Spain!

### **Nancy Rines, MSN, RN, NE-BC**

Nancy has been a nurse for 39 years, the past 32 of them at Baystate. She began her career in Maine and in 1989 came to Baystate as a labor and delivery nurse. In 2005 she became the manager of LDRP and WETU (Women's Evaluation and Treatment Unit.) During her ten years as manager, she led the team by focusing on teamwork, effective communication and patient safety. In 2012, Nancy graduated from the University of Hartford with an MSN and in 2013 became the Director Women's Services and Baystate Children's Hospital. Nancy has presented at national conferences on obstetrical never events, the effective use of electronic decision support systems in an obstetrical setting and emotional intelligence in nursing leadership. She was named the March of Dimes Women's Health Nurse of the Year and in 2020 received the BMC Nursing Leadership Award.



Some of Nancy's proudest moments with her staff have been: implementing Cerner's Powerchart Maternity, growing a Child Life and Healing Arts team, developing and opening the PPU (Pedi Procedure Unit), supporting a NAS (neonatal abstinence syndrome) program for opiate dependent moms and participating in the international SPS (Solutions for Patient Safety) consortium. Given the challenging work done here each day, Nancy saw a need to try and shift our focus on joy in the workplace. She has contributed by leading projects such as the birth chime, the Code Rocky's, a leadership "SACK" project and Winter Wonderland celebrations.

Nancy and her husband Scott have been married for 38 years and have three grown children who she calls "the best humans I know!" In her spare time, Nancy enjoys trail walking, cooking and traveling. Nancy recognizes that there is power in gratitude and will tell you that her family, her colleagues and her leadership team all make the gratitude list!

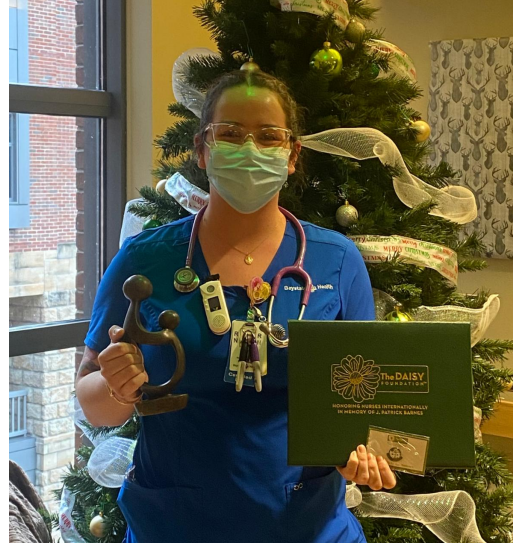
## **We Appreciate and Value YOU!**

### **Congratulations to November 2021 DAISY Winner Sarah Johnson!**

Sarah Johnson was gathered with her unit for a team meeting when CNO, Joanne Miller, began the presentation for the DAISY Award. Crystal Wilson attended by Webex. The nomination was read by Assistant Nurse Manager Jessica Hannington. Sarah was nominated by Katie Rooney, RN.

*"I am a nurse on South Wing 5. I received an admission, a young woman burned in a house fire that not only burned her but destroyed her house and two cats. Needless to say the patient was emotional, almost inconsolable at times.*

Sarah Johnson stopped by to see if I needed any help (because that is who they are) and I asked if she could help get the patient in the shower which they gladly did. Sarah has an amazing way with people and the patient clearly began to become less frantic. She was able to shower. Once she was out of the shower, Sarah kneeled down and got eye to eye with her and asked if she could do some reiki. The patient, with tears falling down her face, just nodded yes. I watched as Sarah closed her eyes and without touching put her hands below the patients burned back. I watched every muscle in my patient's body relax, her breathing became even and for the first time in hours, she was at peace.



When Sarah finished, my patient barely resembled the shattered and burned woman that I had admitted. Sarah has always been a beloved co-worker who I can only assume goes above and beyond for their patients, but this time I saw them in action and there is zero doubt in my mind that they are the embodiment of who and what is an amazing nurse and an amazing human being. Thank you so much Sarah Johnson, you make lives better!"

- Katie Rooney, RN

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## Nicole York is Our December BMC DAISY Award Winner!



Nicole received a nomination from a former patient, who wrote:

*"No one arrives as a patient in the emergency room on their best day. As an out of state resident, I arrived at Baystate via ambulance after falling ill at the Big E. It was a very scary experience... From the beginning, Nicole was warm, kind, accommodating and sympathetic. She listened to me carefully and took my questions and concerns seriously. Nicole was courteous to the visitor in the room with me. During a procedure, where my family couldn't be with me, Nicole stayed and held my hand. She didn't have to do that, the fact that she did brought a great deal of comfort to me. She took care of me not*

*only physically but also emotionally. Nicole asked about my support system at home and readily offered to talk if I needed someone to listen. On a busy late Saturday night in the ED, she must have had many patients and tasks, but she took special care of me. I truly believe nurses are some of the most compassionate people, and Nicole is no exception. Thank you Nicole York for the care and heart you put into your work. It was a light in a dark time for me."*

Thank you, Nicole for the thoughtful, compassionate care you provide to our patients!

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## Introducing The PHIL Award for Respiratory Therapists



## THE PHIL AWARD

Honoring Outstanding Respiratory Therapists®

### Nominate an outstanding respiratory therapist for The PHIL Award!

Do you know a respiratory therapist who has provided outstanding care to a patient and/or family dealing with pulmonary illness? Nominate them for **The PHIL Award!**

[CLICK HERE TO VIEW MORE  
INFORMATION ABOUT THE PHIL  
AWARD](#)

[CLICK HERE FOR A PRINTABLE  
NOMINATION FORM](#)

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### Magnet Celebration Educate. Innovate. Celebrate!

The ANCC National Magnet Conference took place in November 2021 and while our incredible team was unable to travel to Georgia to participate in person, many still decided to attend the conference virtually. Baystate Medical Center Nursing team members joined thousands from around the global Magnet community for a celebration of accomplishment and showcase of best nursing practices. BMC was recognized for achieving its fourth consecutive Magnet Designation, a prestigious status that less than one percent of hospitals in the United States have received! BMC Leadership hosted a special celebration viewing the LIVE event with other conference attendees, cheering on all of our compassionate nurses who continually strive for excellence!

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### A Big Shout Out for Skin Prevalence Day

We are so EXCITED...and are SHOUTING GREAT NEWS FROM THE ROOFTOPS!

In September, *we omitted all COVID patients* from the surveillance due to the challenges with the COVID surge/staffing/acuity. Our HAPI 2+ rate was 5.96%.

A few weeks ago, *we included all COVID patients* to get a 'real time picture' of the patient population despite having the same challenges of surge/staffing/acuity. Our HAPI 2+ rate was 3.79%.

YOU! Your dedicated work and caring hearts made this happen! We decreased our HAPI 2+ rate (raw rate) of 2.17%—which is nearly a 40% rate reduction! This success of improving patient outcomes is all because of the teamwork and excellent care you provide every shift. Your unwavering commitment to patient care does not go un-noticed. We are grateful for all you do every moment. We recognize all the managers, educators, skin champions, support staff and our wound care team who assisted with the complex assessments and data collection.



Thank you! Thank you! Thank you!

*If you listen carefully, when the lights are low, and the units are quiet...  
you can hear a rustling as you walk up and down the hallways  
It's your wings...  
Folded neatly under your scrubs  
It's a comforting sound  
Because you are all sweet, sweet angel  
~Author Unknown*

Connie Blake EdD, MSN, HNB-BC, RNC-OB, Nurse Educator, Nursing Outcomes Improvement, Baystate Medical Center

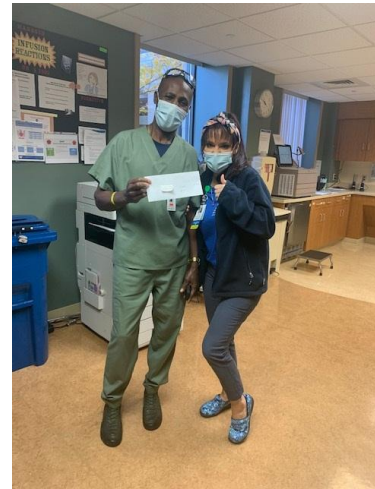
## Thankful Thursdays Thanks to RRR!



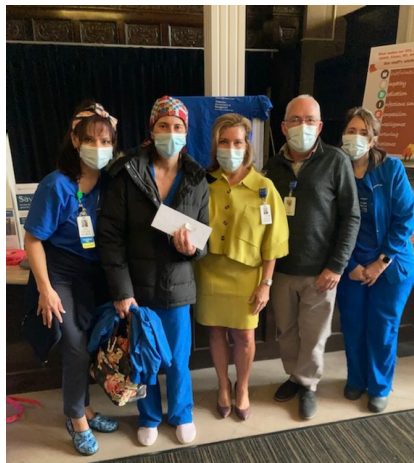
**Keith Eddington, Winner, December On-Site Parking Spot**  
Auriana Rojas OA, Kaitlin O'Donnell RN, Keith Eddington OR Assistant, Kadeja Miller OA



**Deb Timberlake RN Daly 4 Spa basket #1 made by Team of Holistic Nurses**



**Winston Lift Team, \$20 cafe Bucks**  
Winston from the Lift Team & Edyta Halastra RN



**Robin Robitaille RN Flex, \$20 Cafe Bucks**  
Edyta Halastra RN, Robin Robitaille RN Flex, Joanne Miller CNO, Robert Horton, Denise Gallant RN ICU



**Shelena Bernard OA \$1400, Winner of Holistic Basket #2**  
Heather Clark Educator, Patrick O'Neil, Shelena Bernard, Jessica Stephens



## Some Thankful Thursday Holiday FUN!



Kim Lareau Manager, Edyta Halastra ANM



Jessica Stephens Manager, Kim Lareau Manager, Patrick O'Neil ANM, Edyta Halastra ANM



Edyta Halastra RN, Kim Lareau, Zionette Manalastas Clinical Supervisor



Shelena Bernard OA, Kim Lareau, Joanne Dotty RN, San-Sheika Clark OA, Edyta Halastra RN

## Professional Development

### Professional Nurse Recognition Program (PNRP): Clinical Ladder Update for 2022 Advancement Cycle

We have many exciting changes for the next advancement/maintenance cycle we want to share with you! Due to both the internal and external factors affecting everyone's ability to engage with meaningful professional development, we have loosened the requirements for all levels of PNRP. Effective immediately, portfolios will not be required for maintenance. You only need to submit a portfolio if you are advancing to a Level III or Level IV. If you are due to advance to a Level II, it will happen automatically. We also will not be requiring narratives, letters of intent, resume, or maintenance worksheets.



3. BMC will be welcoming LPN programs for med/surg functional nursing placements on select units.
4. As per the Covid-19 Mitigation Guidelines; off-site medical/surgical observational experiences are on hold until further notice.

**OB/Pedi Placements:**

1. The current status of OB and Pediatric ADN inpatient clinical placements will remain the same. ADN students will be provided pediatric ED opportunities.

**Leadership/Preceptor Placements:**

1. Ongoing collaboration with internal and nursing program key stakeholders regarding innovative strategies to provide senior nursing students with 1:1 RN clinical experience.

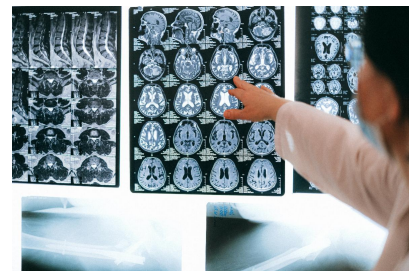
**Lastly, we are pleased to announce that the \$75 fee per nursing student will be rescinded**

Our commitment to enhancing the nursing students experience is strong and we can only accomplish this through strengthening our own relationships with each other. We will be hiring a clinical placement coordinator that will report directly to Lauri Deary. We are committed to ensuring that the above changes progress swiftly and smoothly and that student clinical learning prepares them for a long and meaningful nursing career.

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## Clinical Reasoning Academy

**Did you know that missed and delayed diagnoses are amongst the top ten causes of death in the US year after year? Did you know that every member of the health care team has a role in making accurate and timely diagnoses? Yes, it's true: diagnosis is a team sport! To learn more, consider attending the Clinical Reasoning Academy.**



This professional development program consists of one half-day session followed by monthly one-hour sessions. Attendance at all sessions is not required. All sessions will be recorded. (Dates and times of recurring monthly sessions to be determined by group consensus.)

**The Clinical Reasoning Academy is open to:** physicians, NPs, PAs, midwives, RNs, RTs, PT, OT and speech therapists, pharmacists, nutritionists, patients, family members/caregivers, patient advocates, quality and safety professionals, administrators/leaders, IT professionals, lab professionals, PCTs, child life specialists, and anyone else whose work impacts patient care.

- So far, 29 individuals have signed up for the academy, including 8 nurses.
- Of the nurses, three are in quality and safety, one is an assistant nurse manager at Wing, one is a behavioral resource nurse, one is in the ICU, one RRT, and one labor and delivery nurse.

**Questions? Ready to Sign up? Contact Dr. Harry Hoar**

[harry.hoariimd@baystatehealth.org](mailto:harry.hoariimd@baystatehealth.org)

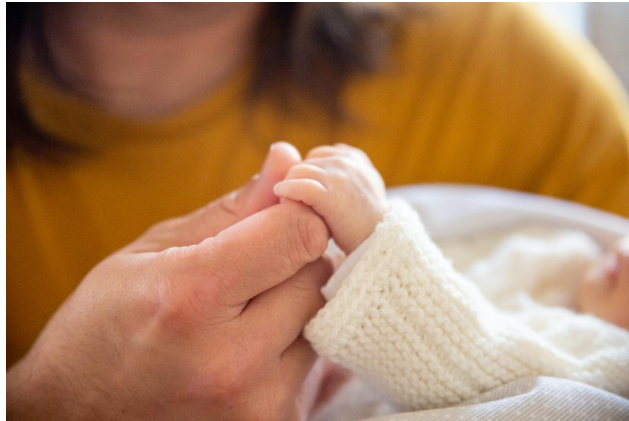
[CLICK HERE TO VIEW THE WEBEX RECORDING OF THE DEC. 15 INFORMATIONAL SESSION](#)

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## NICU Organizes Pediatric Palliative Care Training

Since 2019, Mustafa Caylan, MD, the director of the Pediatric Palliative Care Program, Cindy St. John, RNC, NICU and Emily Lajeunesse, LCSW, have been working on organizing an in-person training through the End-of-Life Nursing Education Consortium (ELNEC) for pediatrics. ELNEC is the most renowned palliative care training program for clinical care teams and has trained thousands of providers all around the world.



Bereaved grandparents, of a baby we cared for in our NICU at Baystate Children's Hospital, have been consistent donors to our Neonatology Department in order to honor the life of their deceased grandchild. This family kindly and generously agreed to support our training in pediatric palliative care.

As with many things, plans for this training changed due to the pandemic. The training had to be postponed for almost a year and instead of an in-person training, a virtual training was planned. This past March, two distinguished faculty from ELNEC offered this course over a day and a half to over 60 attendees across Baystate Children's Hospital. Attendees included many different disciplines such as nurses, pediatricians, pediatric residents, social workers, nurse practitioners, chaplains and child life specialists. The faculty, who have taught this course dozens of times at locations around the world, were amazed by the engagement of our group and stated this was the one of the largest groups that they have encountered.

The feedback from the attendees of this training was amazing, all were very appreciative of the generous gift. Many have said it wouldn't have been possible to take this course if it wasn't offered for free to Baystate Health staff.

In addition, because of this donation, three NICU nurses were able to attend the train-the-trainer course for ELNEC-Pediatrics. Now we will be able to continue offering this educational opportunity in pediatric palliative care to additional pediatric care givers at our hospital and in the community of western Massachusetts.

The donors were thrilled that their gift was put to such great use and were happy to be able to support our work in promoting pediatric palliative care here at Baystate.

### Clinical Excellence

#### **Congratulations to Our RNs Who Completed the Baystate Health Manager Certification**

As part of Baystate Health's commitment to life-long learning, and to creating an engaging work environment for our teams, *Baystate Health Manager Certification* has been offered online through the Dale Carnegie organization since fall 2019. As the pandemic surged, so did our leaders' commitment to learning.

This year, 18 nurses in various roles such as a practice manager, nurse manager, supervisor, and educator have each engaged in 21 hours of coursework to earn their manager certification. This online learning asset, administered by the Talent Management Team as

part of the **Baystate Health Leader Academy**, is highly rated by participants and continues to grow in popularity. One participant recently wrote, “I appreciate the opportunity to learn and grow. Honestly, the experience stands out as a highlight in the last several months! “ Another “This was my first online or WebEx course that I had taken and found it to be very rewarding. I was impressed with the format and structure of each session.”

Congratulations to all who have invested time in these programs!

### **How the BH Manager Certification by Dale Carnegie Works**

The curriculum is a series of live online virtual courses that strengthen managers’ confidence and capability as leaders. The frameworks equip managers to build a culture of engagement and meet operational goals in their management roles. The program is elective and targeted to mid-level managers with some experience in a leadership role.



- Stephanie Bathel** - Nurse Manager, Wesson 4, BMC
  - Sharon Beauchemin** - Clinical Manager, Hospice
  - Paula Brooks** - Director of Advanced Practitioners
  - Sharon Consedine** - Practice Manager, Quabbin Pediatrics
  - Sarah Cyhowski** - Oncology Program Manager, BFMC
  - Jody Devine** - Practice Manager, BH Primary Care-Longmeadow
  - Amber Dutton** - Assistant Nurse Manager, BMC
  - Nick Gilfoy** - Nursing Supervisor, Noble Hospital
  - Ormond Hamilton** - Nurse Manager, Adult Psychiatric Treatment Unit, BMC
  - Patricia Landry** - Manager, Heart and Vascular
  - Kristin Morin** - Nurse Manager, High St. Health Center
  - Laura Murphy** - Regional Nurse Manager, Pulmonary and Critical Care
  - Patrick O'Neil** - Assistant Nurse Manager- Shortstay, BMC
  - Kristy Parker** - Assistant Nurse Manger, Pediatrics
  - Brittany Patterson** - Manager, Nursing Transition to Practice/Residency Programs
  - Karen Plante** - Manager, Case Management, BMC
  - Jill Powell-Artus** - Manager, Surgical Services, BFMC
  - Angel Soto** - Assistant Nurse Manager, ED, BMC(*not pictured*)
  - Michelle Whitney** - Nurse Educator, Women and Children
-

## ELNEC Award Winner for 2021

Dear All,

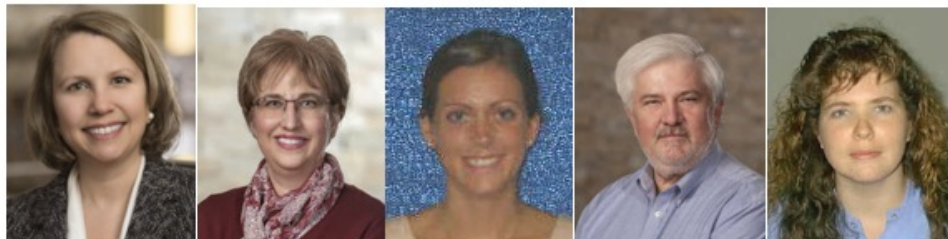
I am thrilled to share with you that our planning team for ELNEC was recognized as the ELNEC awardees for the year 2021. This is a great honor for our team and inspiration to continue our efforts in disseminating pediatric palliative care knowledge.

We will thrive to serve every child in Western Massachusetts and their families, who facing a life-limiting condition.

Kindest regards,  
Mustafa S. Caylan, MD



The Committee on Infections (COI) is a multidisciplinary committee meeting monthly to review, advise and support prevention and control of infections at Baystate Medical Center. For International infection prevention week, committee members voted 5 committee members they felt were great assets to the group. Congratulations to Laura McCormick, Karen Johnson, Katy Patrick, Steve Boyle and Cathi Dutton, all recognized as valuable members of the COI. These committee members have been chosen by their peers on the committee; as awesome supporters, great partners and tremendous assets to the committee work for patient and employee safety. Kudos to them!!!



### Voice of our Caregivers and Patients

#### Patient Says Thanks With the Gift of Chocolate

*"George Brooks underwent cardiac surgery on Nov. 27, 2018. Today he came back to say thank you to the nursing teams that cared for him during this time. With tears in his eyes he explained how grateful he was for the extraordinary care he received from the nursing staff on M2, M3, M5, and M6. He stated that the surgeons were excellent and the nurses were exceptional. He feels everyone that cared for him during this time were angels and he wanted to give his upmost thanks to everyone that had a part in his recovery."*



*George delivered four cases of individually wrapped chocolates for the nursing teams on MassMutual 2 Care Unit, MassMutual 3 HVCC, MassMutual 5, and Mass Mutual 6. These were all the units that cared for him during his stay."*

- **Amanda Miller, Assistant Nurse Manager, MassMutual 6, Baystate Medical Center**



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12/1/21

To Whom It May Concern:

I had major surgery at Baystate Hospital Springfield on November 15, 2021. It was such a positive experience I feel compelled to write and thank the staff at the hospital. Everyone one I encountered was kind, caring and encouraging. My room was on the 6<sup>th</sup> floor and it was private. I believe the lovely room supported my recovery as it was quiet, comfortable and enabled me to walk around without fear of disturbing someone else.

My doctor, Dr. Tyler was terrific and she has a team that checked on me twice a day. I appreciated the attention and I was able to ask questions of them and my doctor as she visited every day. Wow, I feel that was really special and so encouraging!

All the nurses that supported my recovery were terrific but, Angie, Carter and Paula were especially helpful, kind and sometimes just fun to have around. All of the staff members were professional and displayed top notch skills. The Care Techs I especially appreciated were Kayla and Aja.

Perhaps the nurse who helped the most was Jessica. She was the first person I met before surgery and she prepped me for the ordeal. As you can imagine, I was very nervous. Jessica explained everything that she was doing and spoke in a supportive, calming voice. She also told some funny stories that helped take my mind off the surgery. Jessica set the positive experience for Baystate Hospital in motion and I will always feel grateful.

I have nothing but rave reviews for the professional care and support I received at Baystate Hospital.

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**Thank You to the D6B Team**



John Connolly said, “the nature of humanity, it’s essence, is to feel another’s pain as one’s own, and to act to take that pain away. There is nobility in compassion and a beauty in empathy.” This is the sentiment that has fueled the D6B team throughout the entire pandemic. When they give care they lead with their hearts as Sue Sweeney their manager urges them each and every day. This is the secret to getting through 21 months of caring for COVID patients. There is another secret: devotion and dedication to caring for each other. There is no way that anyone can endure the monumental task that it has been to take care of intermediate care level COVID patients without the support of the entire team holding itself together. They have a true loyalty to watching out for each other.

As you walk through unit, it is not unusual to see nurses and PCTs checking in with each other to see if they need assistance or jumping into each others' assignments to lend a hand without being asked. This is what has held those who have relentlessly worked through the entire pandemic together and this is why people are eager to join this team despite knowing the difficulties they are facing. It is because of this compassion, dedication, and loyalty to each other that they can to give their patients the best chance at improving and start on the road to recovery. Because they have been in this from the beginning, they are exhausted and feeling unfathomable fatigue; yet they show up each and every day.

Vince Lombardi once said, “it’s not whether you get knocked down, it’s whether you get up.” This team not only gets back up after a tough shift, but rises above the occasion each and every day. Daly 6B is a shining example of Baystate’s mission of improving the health of the people in our communities with quality and compassion.

*Respectfully submitted by Michele Johannsson*

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## Rose Ceremony 2021

The end of the year in Transplant. We culminated a rapidly changing environment for Transplants with the Virtual Rose Ceremony on Dec. 3. The Rose Ceremony



celebrates the lives lost over the past three years and the generosity of families to make their loved one's become organ donors. This past year was particularly difficult for many families as the pandemic raged and loved ones may not have been able to be at their family or friend's bedside the loving and technical care of our staff became family and caregiver. We recognized Baystate caregivers this year at the celebration. Even

though we were remote, the families reached out with thankfulness to see their loved one honored and paid tribute to the gift of life they gave to others. This year marked the 133th year of the Rose Parade on New Year's Day in Pasadena, California. The Donate Life float commemorated the generous gift of life that donors have given to others. Baystate participated in providing the vials where flowers were placed on the float commemorating the generosity and new life from families of patients that were cared for at Baystate.

This year the theme of the parade was "Dream, Believe, Achieve". We honored the caregivers who stayed with patients and kindly and meticulously cared for patients to make the gifts happen. Baystate Transplant is honored and appreciative of the loving care and the incredible sacrifice that others have given to support Transplantation.

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## **Identifying Moderately or Severely Immunocompromised Patients**



**Identifying Moderately or Severely Immunocompromised Patients**

**Healthcare Providers:** Following the DPH guidelines, certain health care employees can be cleared to return to work after 5 days of testing positive for COVID. The guidelines also recommend that those who have tested positive and are cleared to return to work after 5 days do not care for moderately to severely compromised patients until after a full 10 days.

**Teletracking System:** Moderately to severely immunocompromised patients can now be identified through the teletracking system; the responsibility for flagging these patients will be that of the OA/Charge RN, of each care area, in collaboration with the treating provider. Unit Managers will incorporate the process for identifying and updating the patient status into daily IPOC rounds on the inpatient units. The OA and Charge RNs will update the status of immunocompromised patients ongoing and in real time. Unit Managers will oversee that this process is being followed and that staff are directed to check this board regularly.

*Managers and staff will communicate any needed changes to work assignments, confidentially, based on the staff member clearance status and the patient status.*

i Nurse	
Barbara	
i Emily S	The unit teletracking boards will display a red <b>i</b> icon next to the nurse assignment to identify immunocompromised patients.
Barbara	
Emily S	To update the immunocompromised status of a patient, the OA/RN simply double-clicks in the <b>i</b> column.
i Barbara	

**Patient qualifiers** - Patients are considered to be moderately or severely immunocompromised if they have:

- Been receiving active cancer treatment for tumors or cancers of the blood
- Received an organ transplant and are taking medicine to suppress the immune system
- Received a stem cell transplant within the last 2 years or are taking medicine to suppress the immune system
- Moderate or severe primary immunodeficiency (such as DiGeorge syndrome, Wiskott-Aldrich syndrome)
- Advanced or untreated HIV infection
- Active treatment with high-dose corticosteroids or other drugs that may suppress your immune response

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To submit an item for Nursing News & Views, please make your request [here](#). Please have your copy and any graphic/photo you'd like to include ready to add to the email. The deadline for submissions to Nursing News & Views is before 3 p.m. on the first Friday of each month.

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