

THE REPORTER

January 15, 2006

Georgia Regional Hospital at Savannah

www.garegionalsavannah.com

GRH-S

Motorcade Brightens Holiday



MAYOR OTIS JOHNSON and colleagues watch St. Vincent's chorus from the front row at the Mayor's Motorcade

GRH-S

The 33rd annual Mayor's motorcade to Georgia Regional Hospital at Savannah was an overwhelming success. Sixteen cities participated in this year's event that has been sponsored for 47 years by the Georgia Municipal Association.

Santa atop a fire truck, decorated dump trucks, trucks and vans filled with gifts, mayors and other city officials made the parade onto campus exciting for the clients to watch. Hundreds of gifts were unloaded waiting that special morning when they would be distributed to clients.

The mayor or a representative from each city spoke to the clients in the gym bringing holiday wishes from their respective cities. Mayor Otis Johnson of Savannah was the lead mayor for GRH-S this year. Janice Eidson represented the GA Municipal Association. Communications Director Mariah Hay emceed the event and COO Tom Kurtz thanked the mayors for their generosity and interest in the hospital.

St. Vincent's Chorus provided entertainment for the event with traditional and modern Christmas carols and holiday songs. Clients and staff alike enjoyed the program.

Refreshments were served following the event.

Special thanks to volunteers and employees who helped with unloading gifts and refreshments and to Cindi Colley who photographed the event.

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CHECK IT OUT



Free Tax Filing

That's right; tax filing is free this year to state employees and their families. The Georgia Department of Revenue, Special Collection Program Unit will be offering free, full service, electronic filing on location on Thursday, February 23, 2006 between 7 am and 3:15 pm.

Please register in advance! Federal and state returns can be prepared and submitted. Bring your social security card, the social security cards of your dependants, your W-2's, 1099's, etc and your 2004 return. Also bring a voided check if a direct deposit refund is desired.

Make an appointment and receive registration forms by calling 356-2103 or e-mailing mrhay@dhr.state.ga.us for an appointment on Thursday, February 23, 2006.

Georgia Regional Welcomes Our New RHA

Charles Li, MD

DR. Li Comes to us from Howell Care Centers/Bear Creek, in La Grange, NC where he was the RHA of an ICF/MR facility with 125 residents amd 315 staff.

Whats Up with Mandt?

Staff Ed

The Mandt System® is a systematic training program designed to help workers deescalate themselves and others when facing difficult situations. It is designed from a person-centered perspective and is to be used in conjunction with a Behavior Support Plan and Best Practices.

The Mandt System® teaches a graded system of alternatives using the least amount of external management necessary in all situations. The philosophy of The Mandt System® is based on the principle that all people have the right to be treated with dignity and respect.

The Mandt System® "Putting People First" is utilized within a conceptual framework that understands that all behaviors serve a purpose. At times, that purpose may not be readily visible or apparent, but that does not change the fact that the behavior serves a purpose; it merely means that the purpose may not be known. The central issue is defining the purpose of a particular behavior for a particular individual, and what intervention and behavior support is the "best practice" for that person. The most effective strategy for managing challenging behavior(s) is based in prevention, early interaction, and de-escalation before the behavior escalates. This involves developing a relationship with people by meeting each person's needs, which will provide the best possible care, welfare, safety, and security for the staff as well as the people they support and provide care for on a daily basis. Physical interaction should be used only as a last resort when people are presenting a danger to themselves or others, or in cases of extreme property damage, and should be used only until the person is out of danger.

The Mandt System® training replaces the Therapeutic Interventions and Personal Safety Skills (TIPSS) module. We will focus on the Relational and Technical portions of The Mandt System® training. Classes begin at 8a.m and end at 5p.m. Most staff will be certified in both Relational and Technical Skills, however non-direct care staff may be certified in Relational Skills only. The trainers for Mandt are James Bell, Steve Thornton, Janet Welch and Eleanor Yourk. If you have questions, please contact Staff Development at Ext. 2669.

Delish!



Food Service

Beginning January 4, 2006 Food Service began serving lunch to employees from 11:30 a.m. to 12:30 p.m, Monday thru Friday. Why go off campus when you can enjoy a delicious and affordable meal in the cafeteria with your co-workers. Meal prices include a drink and dessert and range from \$2.00 to \$3.50.

Menus will be sent out weekly. Please print and post for employees that do not have access to a computer.

Comments or suggestions call John Walters, Marilyn Harding or Derrick Larry at ext: 2100

HOLIDAY FUN



MAYORS MOTORCADE (left right and above) included a jolly Santa from Statesboro, St. Vincent's Chorus and lots of GRH-S folks pitching in to pull it all together.



IN THE GAZEBO we welcomed the season with a tree lighting ceremony with singing from Windsor Forrest Elementary School and teacher Angela Powers.

TOBY SKRINE (above) and NAMI (below) volunteer to help make holiday parties extra special.



Nursing

I would like to thank everyone at Georgia Regional Hospital for all their prayers, cards, gifts, phone calls, hugs and emotional support you've all shown to me during the death of my one and only brother Artis Lewis Baker. I truly thank you all from the bottom of my heart and may you all be blessed most abundantly. You were all such a great source of inspiration to me and my family.

Sincerely,
Marian Douglas RN/C/S

Clinical Services

I would like to thank each and every one that said a prayer, called, brought food, came by, and sent flowers, cards, etc. during the deaths of my niece (Linda Sharon Reddick) and my sister (Gladys Estell McKinney). They are gone but will never be forgotten and neither will you. Thank you so much.

Tina Butler

The Medical Staff wishes Dr. Larry Ackerman a very happy retirement. Dr. Ackerman retired from the Lakeside Crisis Stabilization Program as part time Child and Adolescent Physician effective 12/31/05.

Dental Clinic

The Dental Staff (Kim, Cathy and Eddie) would like to wish Dr. Cobb a speedy recovery from his recent back surgery. We look forward to your return.

Serendipity / Volunteer Services

Huge thanks are extended to staff and volunteers who pitched in to make this holiday season joyous for our clients. Special thanks to the sponsors of Unit tree trim parties, those involved with the mayors motorcade, gift wrapping volunteers, the mysterious Santa, and Cindi Colley for volunteering on Christmas morning.

Police Department

I would like to thank everyone for your get well wishes. I returned for duty on 1-3-06 and as always look forward with assisting everyone. Have a great New Year.

G.E. Smith
Lieutenant Facility Police Department

Environmental Services

Condolences are extended to Laura Carmichael and her family on the passing of her sisters.

Safety News



THE SPEED LIMIT AROUND THE
GRH-S CAMPUS IS 20 MPH

Safety

Steve Thornton

Speeding on campus roads has recently been recognized as a safety problem. Please be reminded that the speed limit on our campus is 20 MPH. The Facility Leadership Team has approved a campaign to reduce the incidence of speeding on our facility's streets. We are asking everyone to comply with the 20 MPH speed limit. We will be posting more signs reminding everyone of the campus speed limit. Crosswalks on the main road will be painted and a STOP sign will be added at the crosswalk in front of Unit 6 near the main hospital entrance. We are also asking each department to inform their staff members and any vendors they do business with of our efforts to improve the safety of our campus streets. If you have any questions please feel free to contact the Safety Office at ext. 6422.

WELCOME & CONGRATULATIONS!

Welcome to the Team

Ursella Baker	Juliette House
Shereka Culp	Juliette House
Roman Hunt	Acute Care
Tammy McCroy	Juliette House
Linda Rowland	Nursing
Kim Singleton	Lakeside Center
Chrissie Clure, M.D.	Lakeside Center
Napoleon Grimes	Food Service
Karris Kittles	Group Homes
Manuel Martinez, M.D.	Acute Care
Troy Smith	Group Homes

Congratulations on Your Promotion

Colleen Hartman	Human Resources
Sara Bizzard	Juliette House

Congratulations on Your Retirement

Elizabeth Norman 34 years of Faithful Service	Secure Unit
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Lakeside Snapshots

Holiday

Holidays are a time for fun. Lakeside staff and clients enjoy the age-old tradition of gingerbread house creation. Above, Keylin McCormick, HST at Lakeside whips icing for the ginger bread house competition. Below, Unit Manager Rosemary Downing judges one of the houses. The winning house proudly stands in the center photo.

GRH-S REPORTER

A publication of the
**Georgia Regional Hospital
at Savannah**
1915 Eisenhower Drive
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Developmental Disabilities
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Reporter Phone; 912.356.2103



MCRS is designed to help youth and their families during times of mental health crisis.

MCRS on the Way

MCRS

The Mobile Crisis Response Service (MCRS) is designed to respond to the needs of youth/adolescents and their families/guardians dealing with crises involving mental health and or addictive diseases.

This state operated service is a part of the Savannah Youth Collaborative which provides services the youth and adolescents in Chatham, Bryan, Effingham, and Liberty counties, 24 hours per day and seven days a week.

Services include telephone triage and face to face intervention, facilitation of linkage with community providers to include Intensive Family Intervention Services and Lakeside Center (youth and adolescent crisis stabilization unit), referrals to community mental health centers, networking with community

providers and educating consumers of services in early detection of signs and symptoms of relapse and early intervention to allow resolution of the crisis in the least restrictive environment.

MCRS clinicians will be expected to respond to emergencies immediately and job duties may involve travel to homes, schools, local emergency rooms, and or other locations to best meet the needs of those in crisis.

Interviews are currently being conducted to staff the service. The MCRS is tentatively scheduled to begin offering services to the public in February, 2006.

HAPPY BIRTHDAY
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Feb. 1	Ronetta Smith	Feb. 18	Carnika Donald
Feb. 2.	Kennedy Agyemang Desiree Blakemore Chrissie Clure Chon Jernigan	Feb. 19	Lorenzo Wilson
Feb. 4	Catherine Levine Merline Minott Stephen Simmons	Feb. 20	Chris Wilburn Lydia Williams
Feb. 5	Kathryn Patrick	Feb. 21	Leona Pinkney
Feb. 6	Alfreda Aikens Jerome Mitchell	Feb. 23	Deborah Marsh
Feb. 7	Shatovini English Keith Harris	Feb. 24	Cornelia Bryant
Feb. 12	Dominic Dalesandro Jr. Michelle Ruffin	Feb. 25	Gwendolyn Fraizer Julie Smalls
Feb. 14	Solomon Dillon Jr. Ann Woodall	Feb. 26	Kimberly Butler
Feb. 15	Moses Adeniyi	Feb. 27	Jackie Cain Beverly Mills
		Feb. 28	Diane Albritton Esther Guy Misha Snider
		Feb. 29	Valerie Chisholm

Spotlight On Human Resources

HR

Jamekia T. Powers

THIS MONTH:

- Standards of conduct
- Other Employment
- Salary Increase
- W-2 Information
- Clearance Process

Standards of Conduct
 (Reference: DHR Policy #1201—
 Standards of Conduct...)

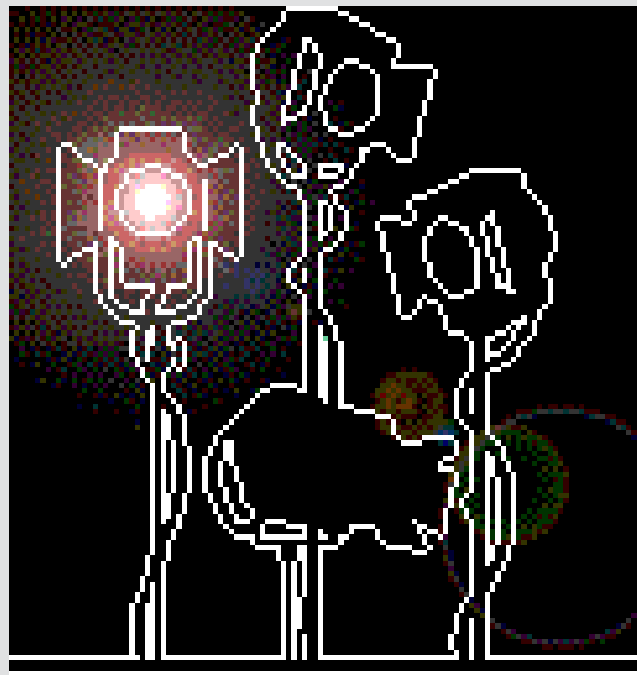
All employees of the Department of Human Resources (DHR) are expected to maintain and exercise at all times the highest moral and ethical standards in carrying out their responsibilities and functions. Employees must conduct themselves in a manner that prevents all forms of impropriety, placement of self-interest above public interest, partiality, prejudice, threats, favoritism and undue influence.

Other Employment
 (Reference: DHR HR/Personnel Policy #1203—Other Employment)

Employees are required to submit the *Request For Approval of Other Employment* form to their supervisor prior to beginning other employment. You should **not** begin other employment until you have received written approval from your supervisor, and an authorized official or designee. In addition, employees are required to notify their supervisor of any changes in previously approved other employment. Employees of GRHS are required to request approval of other employment on an annual basis. All forms must be completed and submitted to your supervisor no later than **January 31, 2006.**

Two Percent (2%) Salary Increase

The Performance-Based Salary Increase available to eligible



Please submit your questions and/or topic suggestions!!

Please submit questions and suggestions via e-mail or interoffice mail to **Jamekia Powers** in the Human Resource Management Department **before** the 20th of the each month. We will discuss the suggested topic or answer your question in the next issue of the Reporter (**no names will be used**).

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employees who receive a Met Expectations or Exceeded Expectations will be effective on January 1, 2006, and will be reflected on your January 15, 2006 payroll check.

before you are issued your final paycheck and/or the annual leave payout check.

W-2 Information

Your 2005 W-2 form will be issued to you with the January 31st pay stubs/checks.

ERS and GDCP Contribution Refunds

ERS and GDCP refunds require **8-12** weeks for processing.

Clearance Process

When your employment ends with Georgia Regional Hospital at Savannah, you must complete the clearance process. The necessary forms are available in the Human Resource Management Department. You must complete this process



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