

Oregon NHA

OREGON BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS - OCT 2005

This newsletter has been created by the OREGON BOARD OF NURSING HOME EXAMINERS (BENHA) to provide an instrument of communication between the Board and the Oregon registered administrators.

The Board welcomes your comments and suggestions for information you would like to see published in future newsletters.

BOARD MEMBERS

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- Margaret Clark, Public Member
- Dolores Hubert, Public Member

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Visit our new website at:
www.oregon.gov/NHABD/

2006 MEETING DATES

- > January 11, 2006
- > April 12, 2006
- > July 12, 2006
- > October 11, 2006

Meetings convene at 8:30 a.m. in room 445 of the Portland State Office Building.

FROM THE EXECUTIVE OFFICER

--Janet Bartel

I was fortunate to attend the opening day of the Oregon Health Care Association's 55th Annual Convention and Trade Show held in Portland on September 12th and 13th. I must say that I appreciated and enjoyed the first day's events. Joel Zeff, the opening keynote speaker was nothing short of phenomenal. His presentation "The Strength of Laughter: Energizing Your Spirit with Humor" had me laughing to the point of tears and made me realize how important a role humor plays in both our personal and professional lives. I started reminiscing about earlier jobs I have held and realized that some of the best memories I have are tied to humorous situations at work. Like the time a co-worker asked me to help her poach an egg in the microwave. Fortunately, I had recently viewed a Martha Stewart show where she demonstrated a sure-fired, success-proven method for the perfect microwave poached egg. I expertly cracked the egg into a cup of water and placed it in the microwave, set the timer, and proceeded to explain to my comrades where I had learned this nifty trick. At the sound of the timer, I removed the cup with the perfectly poached egg floating neatly on a film of water. I was aglow with accomplishment as they acknowledged its perfection. My co-worker stepped forward with her plate and invited me to slide the egg onto it. As I carefully transferred the egg, I looked up in my moment of triumph and in that split second—when the hot egg hit the cold plate—it exploded. I stood frozen in shock and holding the empty cup with egg dripping off my hair and eyelashes. My first concern was for my co-worker who was also covered with dripping remnants of the egg. After a few seconds spent assuring each

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OREGON PATIENT SAFETY COMMISSION**The Profession of Long Term Care and Patient Safety Efforts in Oregon****Lewis McCoy, MA, NHA****Oregon Patient Safety Commissioner**

Many of you are aware of the work of the Oregon Patient Safety Commission (OPSC) from previous information sent from the OHCA. I wanted to take another opportunity to inform you of the work of this commission and how your facility will be asked to participate in this important process. It is vital that you understand your role in the process so that we might fulfill the mission of the OPSC.

Background

As you may recall, Governor Kulongoski signed HB 2349 into law on July 1, 2003 which created the Oregon Patient Safety Commission (OPSC). The Commission was established to develop a voluntary and confidential reporting system for serious adverse events that occur within Oregon's health care continuum. The Commission is also charged with changing the culture of health care in Oregon to one of patient safety and transparency. Nursing facilities represent a key stakeholder in the efforts of the OPSC. Other constituency groups include hospitals, pharmacies, outpatient renal dialysis and ambulatory surgery centers, and freestanding birthing centers.

To accomplish our mission, the Commission is charged with establishing a voluntary and confidential reporting system, establishing quality improvement techniques aimed at reducing systems' errors, and disseminating evidence-based prevention practices to improve patient outcomes. For nursing facilities, this means that you will share information on errors that occur within your facility with the Commission. This information will be strictly confidential and not be made available to anyone for any other purposes. The Commission will then evaluate all reports and share the resulting best practices with all long term care providers.

Progress

The Commission has made significant progress. We have developed our commission structure, rules, business plan, funding strategies, annual budget, and staffing requirements. In addition, the Commission has developed a strategy to phase in constituency groups starting with hospitals and moving to nursing facilities and other constituency groups. For hospitals, much of the foundation and ground work has been completed including defining events to be reported, developing the reporting template, and conducting a pilot program.

The Commission is currently developing a similar process by which nursing facilities will identify and report serious and preventable events. We are refining the definition of serious adverse events and will then focus on a reporting template. At that time, facilities will be strongly encouraged to provide important information to the commission as events occur. This information will be both confidential and legally protected and will be used to evaluate best practices in our facilities. After being evaluated, findings will be disseminated to all facilities so that your systems can be improved.

Funding

The Oregon Patient Safety Commission receives no state funds. Funding for this important process will be shared by those who have a stake in the outcome. In fact, almost \$300,000 has been given by interested healthcare related organizations to facilitate the beginning of this important work. The remaining funds necessary will be raised through assessing fees of all eligible participants. This means that

PRECEPTOR TRAINING WORKSHOP

I would like to take this opportunity to thank Margaret Cervenka and the Oregon Alliance of Senior and Health Services for their effort in facilitating the September 16, 2005, Preceptor Training Workshop. Additionally, I wish to thank my co-presenters: Anita Schacher, NHA, and John Hogan, NHA, who did an absolute fantastic job. Also, and how could I forget the two AITs who stole the show: Dana Flores and Brian Teed, who by the way was recently licensed (congratulations Brian!). Finally, thank you to those 13 administrators who attended. I am happy to report that we realized a record attendance with your participation.

If you are have been licensed for three years and are interested in becoming a preceptor, contact Margaret Cervenka at OASHS (503) 684-3788 and she will provide you registration information for the next workshop. I hope to see you there!

AIT CANDIDATES SEEK TRAINING OPPORTUNITY

NINO CRISTOFORO

Education

- > MPA: Public Administration
- > BA: Psychology

Qualifications

- > Management experience within a labor union environment
- > Public Relations with both internal and external groups
- > Ability to multi-task duties based on priorities and deadlines

Experience Highlights

- > Management & Supervision
- > Recruitment & Selection
- > Training & Retention

I have nearly ten years experience working with children and adolescents, directly and indirectly, as well as their families. I am looking for new challenges, a new client base, and to expand my management and supervision responsibilities while continuing to care for others.

Please contact Nino Cristoforo for a resume' and interest letter.

CONTACT INFORMATION

Nino Cristoforo
Ph: (503) 810-0481
nino1226@msn.com

DARREN BURGESS

Education

- > BS: Business Administration
- > Graduated with honors Magna cum laude

Relevant Course Work

- > Accounting, Marketing, Business Finance
- > Human Resource Management
- > Managing technology for business strategies

Experience Highlights

- > 1991 - 2004: Lead Supervisor, Albertsons Distribution Plant

My diverse educational background, valuable management experience and my drive for excellence would fit well with your organization's mission to provide the best care and service possible to the community in which you operate.

Please contact Darren Burgess for a resume' and interest letter.

CONTACT INFORMATION

Darren Burgess
Ph: (971) 327-8063
darren.burgess@comcast.net

FROM THE DESK OF HR ANSWERS

The Board extends its appreciation to HR Answers, Inc. for the following article taken from their newsletter Advantage. A special thank you is further extended to Advantage editor Deborah Jeffries, PHR, CPC. Advantage is published monthly and is designed to provide information on regulations, HR practices and management ideas and concerns. If you are ever in need of HR consulting services, you might want to consider contacting Deborah Jeffries at (503) 885-9815 or toll free (877) 287-4476. You can also view past newsletter publications on HR Answers' website at www.hranswers.com.

FOR TRAINERS

“WHY DID THE TRAINER CROSS THE ROAD?”

Which presentations do you remember the most? The ones delivered by witty, engaging trainers, or the ones in which you spent most of your time watching the hands of the clock? If you're like most people, you recall the first type and probably remember more of the material from that presentation as well. Humor gives credibility to the trainer and helps build a connection with the audience. It encourages creative thinking and retention of new ideas. Humor also helps the audience stay awake and engaged in the presentation. Let's face it, though – we can't all be Jerry Seinfeld or Whoopi Goldberg (or whom-ever you happen to find hilarious). But there are ways to spice up your presentation and delivery, even if you can't remember the punch line to a joke.

One trap trainers fall into is taking their subject too seriously. Even if your topic is as dry as burnt toast, try to find the lighter side of the subject. John Cleese from Monty Python said it best: “You don't have to be solemn to be serious.” Just relax and have fun with your topic, and your audience will follow suit.

What if you don't have a funny bone in your body? Don't resort to lame jokes and deadpans or you may risk humiliation. If you're having a good time and not worrying about your delivery, your personality will shine through. It also helps if you present material that you like and use activities and equipment that you're comfortable with. Don't try to grab the spotlight and be the center of attention – you'll divert the focus away from the subject matter onto yourself. Be warned that there will be moments that don't work or, in comic lingo – bomb. Acknowledge the bomb and move on.

If you still don't think you can pull off “funny,” try starting your presentation with a non-offensive, topic-appropriate joke. Test it out on co-workers or family first to make certain it actually is funny – what's funny to you may not be funny to an entire room of people. Another way to bring levity to your presentation is to create a sense of community between participants. Ask a “show of hands” question that is humorous or odd or find a fun way to do introductions.

With any luck, you'll have your attendees fully participating in your program in no time, but you must remember to maintain some level of control over the group. Use your voice, body language, and/or presentation aids to keep control of the presentation.

INTERNAL INVESTIGATIONS

(A Featured HRA Service)

According to 'Human Resource Executive' magazine (May '05), employers now lose over 70% of employment related liability cases...with average damages over \$500,000.00.

Investigating employee issues can be challenging. How can you be sure you're conducting an effective investigation designed to learn the truth and protect the organization? Most employers know that

MYZIVIA.INFO
(<http://www.myziva.info/>)

The following articles were published by MYZIVIA.INFO and have been edited to prevent copyright infringement.

Could The Medicare Drug Program Be Katrina's Next Victim?

While Hurricane Katrina may be over, it has caused a flurry of commotion in Congress. Members of Congress—seeking funds for the recovery effort and to protect Medicare and Medicaid beneficiaries—have called for a delayed release of the Medicare Part D drug program. Program enrollment is scheduled to begin November 15, 2005, with Medicaid drug coverage ending December 31, 2005, and the Medicare Part D program beginning January 1, 2006. Opponents of the new Program are now more steadfast than ever. “Many of us thought even before Katrina we couldn’t afford this benefit. We certainly today have to think we should put this benefit off,” stated Representative Jeff Flake of Arizona. As if cost is not enough, there is the consideration of displaced Gulf Coast beneficiaries who may not know how to obtain their prescription drugs once the new drug plan is implemented. Regardless, the Bush administration and CMS administrator are adamant that the Medicare Part D drug program will commence as scheduled.

Bus Explosion A Tragic Reminder Of The Risks Of Moving Elderly

No doubt you all recall the horrific bus explosion that claimed the lives of 23 evacuated residents of Brighton Gardens assisted living facility in Bellaire, Texas. While the cause of the fire is yet unknown, officials suspect that passengers’ oxygen tanks fueled the explosion. This serves as a grim reminder of the dangers of transporting the frail elderly. The failed evacuations and disastrous consequences of Hurricane Katrina spurred nursing home administrators to act quickly, relocating approximately 9,000 residents the day before Rita’s scheduled arrival. Dr. David Pate, chief medical officer for St. Luke’s Episcopal Health System advises, “The risks of moving elderly patients or nursing home residents with vulnerable medical conditions should be considered carefully in emergency situations.” To view the full Houston Chronicle article go to <http://www.chron.com/cs/CDA/ssistory.mpl/front/3369373>.

Elderly Prove More Resilient Than Their Younger Counterparts.

Surprisingly, the elderly victims of Hurricane Katrina are able to “bounce back” relatively quickly in the face of adversity. This finding is supported by a growing body of research and recently noted by psychiatrists, psychologists, and social workers that treated several hundreds of people displaced by Katrina. Gene Cohen, geriatric psychiatrist at George Washington University explained that, “Most people would intuitively think that older people would not be able to handle adversity, but they have survived the death of a significant other, loss of prestigious work, loss of health. They are very high on the scale of creatively adapting to adversity.” Robert Reichlin, a clinical psychologist and specialist on early onset Alzheimer’s disease at Baylor College of Medicine in Houston, reports that, “Study after study has shown that for older people, negative emotions have less of an effect than with young people — and for the elderly those effects dissipate faster.” To view the entire Associated Press article go to http://www.tdn.com/articles/2005/09/15/nation_world/news62.txt.

In the wake of Hurricanes Rita and Katrina, I am devastated by the toll to senior and similarly infirmed citizens. My heart is deeply burdened by their loss and I encourage you to donate—in dollars or effort—to the endeavor to help these now displaced and destitute members of society. Truly, we owe this simple offering of hope and support to those less fortunate.

HR ANSWERS Continued from page 5

employee misconduct can be costly, inefficient, and potentially damaging to employee morale. Many employers are also aware of the need to investigate complaints of employee misconduct. Unfortunately, however, too many employers are learning from experience that there are right and wrong ways to investigate allegations of employee misconduct. For instance, an employer who conducts an improper investigation may face substantial civil liability under a variety of legal theories, including negligent retention of an employee, negligent investigation, intentional infliction of emotional distress, defamation, or invasions of privacy.

There are also some less obvious pitfalls associated with investigating a charge of employee misconduct. A supervisor who is interested in protecting his/her own position may fail to conduct an investigation that is in the organization's best interest. An accused employee may threaten public exposure or government involvement. The ultimate pitfall of a poorly handled investigation may be potential corporate and individual liability, which could have been avoided if a proper investigation had been performed.

Now let's put you to the test and see how much you know.

1. Do you know the factors a court would consider when determining if an investigation was adequate?
2. Do you know that the federal law; specifically the Fair Credit Reporting Act, could apply to an employment investigation?
3. Are you aware of what issues must remain confidential in an investigation, and what issues cannot remain confidential?
4. Did you know that anyone coming from the outside to conduct an employee investigation must be a licensed private investigator (PI) in many states?

Harassment, discrimination, sensitive employment decisions, illegal activities, rule infractions, falsification of records, and performance management are examples of some of the most frequent issues that may create the need to conduct internal investigations. Each situation must be examined on a case-by-case basis, to determine what the issue is and how extensive an investigation may be required.

If your organization would prefer to conduct the investigation internally, HR Answers' consultants can assist you to learn and understand the processes and steps for an effective investigation. We can provide assistance with:

1. Determining whether to proceed with an investigation;
2. Assisting you in preparing for and conducting the internal interviews;
3. Planning the investigation so as to know what policies and guidelines apply to the situation, what relevant documents to review, who to interview (and in what order) and the timeframe needed;
4. Helping to determine interim action (if any);
5. Advising about questioning techniques; and
6. Insuring the best documentation process.

There may be additional steps after the investigation is done, that also need to be addressed. They include:

1. Implementation;
2. An appeals process;
3. Charges from an outside agency;
4. Involving legal counsel; and
5. The follow-up process

We want to encourage you to manage the risk in your organization by operating with the best HR

FROM THE EXECUTIVE OFFICER Continued from page 1

other's safety, we all broke into uproarious laughter that continued throughout the day.

You are no doubt wondering the point of this amusing story. It's actually very simple: Most people don't realize the power of humor and its benefits in managing stress at work. Humor can resolve conflicts, lower tension, increase creativity, build team spirit, and make for a more pleasant working environment. Additionally, laughter is really quite healthy; a dose of good-natured, mirthful laughter increases the body's immune system activity and decreases stress hormones. So what are you waiting for? Check out the "Just for Fun" section in this newsletter edition and hop on board the laughter train!

I think the next best thing to solving a problem is finding some humor in it.
--Frank A. Clark

**FACILITY
NAME/OWNER
CHANGE**

Previously: Mt. St. Joseph
Presently: Laurelhurst Village
Owner: Laurelhurst Village, LLC
Effective: April 30, 2005

PROVIDER MANAGEMENT

CEUs For ADMINISTRATORS

At CEUSite.com, we believe education should be an integral part of a professional career, and ease of access to information drives the learning process. Our Continuing Education courses are NAB approved and ready when you are, and unlike other CEU offerings, at CEUSite.com **you only pay when you pass the course!**

We provide a reliable and secure on-line source for relevant and comprehensive CE programs and credits with printable certificates at a reasonable price. Visit us at CEUSite.com and try our **free introductory course** to see how easy it can be to obtain your CEU's.

INTERIM ADMINISTRATORS

Available for short term & long term placements. Need someone while you are undergoing an extensive search, or someone who can do a short term turnaround to get things moving in the right direction? We have several experienced operators who are available on short notice. Call **Provider Management** @ 1-800-352-3689 or stans@providerman.com in Portland, Oregon; Palm Springs, California; and Denver, Colorado.

DEFICIENCY-FREE SURVEYS

The Board acknowledges the effort and dedication of administrators and staff in the following facilities. Congratulations on your success!

Marquis Care at Silver Gardens

Cassie McAllister, NHA
115 S James Street
Silverton, OR 97381
Ph: (503) 873-5362

Newport Rehab and Specialty Care

Darlene Greenawalt, NHA
835 SW 11th
Newport, OR 97365
Ph: (541) 265-5356

> *Deficiency-free surveys in 2004 and 2005.*

> *Deficiency-free surveys in 2004 and 2005.*

JUST FOR FUN

Actual Clippings From Church Bulletins

- Bertha Belch, a missionary from Africa will be speaking tonight at Calvary Memorial Church in Racine. Come tonight and hear Bertha Belch all the way from Africa.
- Announcement in the church bulletin for a National PRAYER & FASTING Conference: "The cost for attending the Fasting and Prayer conference includes meals."
- Our youth basketball team is back in action Wednesday at 8 PM in the recreation hall. Come out and watch us kill Christ the King.
- Ladies, don't forget the rummage sale. It's a chance to get rid of those things not worth keeping around the house. Don't forget your husbands.
- The peacemaking meeting scheduled for today has been canceled due to a conflict.
- The sermon this morning: "Jesus Walks on the Water." The sermon tonight: "Searching for Jesus."
- Next Thursday there will be tryouts for the choir. They need all the help they can get.
- Remember in prayer the many who are sick **of** our community.
- Irving Benson and Jessie Carter were married on October 24 in the church. So ends a friendship that began in their school days.
- At the evening service tonight, the sermon topic will be "What is Hell?" Come early and listen to our choir practice.
- The service will close with "Little Drops Of Water," One of the ladies will start quietly, and the rest of the congregation will join in.
- For those of you who have children and don't know it, we have a nursery downstairs.
- Attend and you will hear an excellent speaker and **heave** a healthy lunch.
- Potluck supper Sunday at 5:00 P.M.-prayer and **medication** to follow.
- Ladies Bible Study will be held Thursday morning at 10. All ladies are invited to lunch in the Fellowship Hall after the B.S. is done.
- The pastor would appreciate it if the ladies of the congregation would lend him their electric **girdles** for the pancake breakfast next Sunday morning.
- This afternoon there will be a meeting in the south and north ends of the church. Children will be baptized at both ends.
- This being Easter Sunday, we will ask Mrs. Lewis to come forward and lay an egg on the altar.
- The Associate Minister unveiled the church's new tithing campaign slogan last Sunday: "I Upped My Pledge - Up Yours"

GREAT TRUTHS THAT ADULTS
HAVE LEARNED

1. Raising teenagers is like nailing Jell-O to a tree.
2. Wrinkles don't hurt.
3. Families are like fudge...mostly sweet, with a few nuts.
4. Today's mighty oak is just yesterday's nut that held its ground.
5. Laughing is good exercise. It's like jogging on the inside.
6. Middle age is when you choose your cereal for the fiber, not the toy.

OPSC continued from page 2

while event reporting is voluntary, all facilities will share in the funding of the program whether or not they chose to report adverse events. Nursing facilities can expect to receive information regarding this expense beginning next year. Be aware that a great deal of effort has been made to insure the appropriateness of fees for each constituency group. At this time, fees for nursing facilities will likely be between \$350-\$700 annually.

What does participation mean to you and your facility?

All nursing facilities in Oregon are defined as eligible reporting organizations. That means that each facility will be asked to volunteer to participate in the program. Participation will accomplish a great many tasks, each of which will have benefit to your facility. First, participation is the right thing to do; by participating you are demonstrating your commitment to identifying best practices in our profession as well as improving the quality of care in Oregon. Second, by committing to this process we hope to encourage DHS to move a number of events currently reported as suspected abuse to the more appropriate designation of preventable error. Lastly, participation in this program is yet another way to increase our accountability to the public and demonstrate our commitment to resident care and safety.

As administrators in the profession of long term care, all of us are committed to improving the lives of the elderly and disabled persons in our care. Individually, each of our facilities provides professional and compassionate care to our residents. Collectively, however, we are in a much stronger position to make systematic changes to improve quality and consistency in the services we deliver. To that end, I encourage each of you to plan on your participation with the activities of the Commission. Please look for additional forthcoming information regarding the Oregon Patient Safety Commission.

For more information, please contact Jim Dameron, OPSC Administrator at (503) 731-4017 or Lewis McCoy at Town Center Village, (503) 654-4500. Please also visit <http://oregon.gov/DHS/ph/pscommission/index.shtml>.

MYZIVIA.INFO continued from page 5**EHR Offers Secure Method Of Storing Medical Records**

One of the many lessons learned in the aftermath of Hurricane Katrina is that paper-based medical records are a vulnerability for the healthcare profession. The hurricane's destruction of tens of thousands of medical records will present problems for evacuees for years to come. Given that, officials are looking to the security of electronic health records (EHR) with the Department of Health and Human Services announcing plans to launch two EHR programs in the near future. The first will collect information from retail pharmacies and pharmaceutical benefits managers to create a database of drug prescriptions covering the 90 days prior to the storm, while the second will create a record of care for survivors as they are seen at different clinics.

Along that same note and more recently, the HHS proposed new regulations to remove some legal barriers in implementing e-prescribing and electronic health records in nursing homes and other healthcare facilities. While the issue of restrictions on relationships between physicians and other healthcare entities is significant in the area of Medicare payments. "They were never intended to stand in the way of bringing effective electronic healthcare to patients," stated Mark McClellan, Administrator for the Centers for Medicaid & Medicare Services. The new regulatory proposal would create exceptions to the "physician self-referral law" which currently prohibits physicians in Medicare from referring Medicare patients to entities where the physician has a financial relationship. The proposal would further allow certain healthcare organizations to furnish hardware and software and related training to physicians in support of e-prescribing and electronic health records.

HR ANSWERS Continued from page 6

practices and having the right components in place. Unfortunately, challenges will still arise, and it then may become necessary to conduct an internal investigation. If you would like to learn more about how HR Answers can assist you with an investigation, we encourage you to call about our consulting services and our train-the-trainer materials on the subject. Just call us at (877) 287-4476 or email us at info@hranswers.com.

IMPORTANT REMINDER

Changes in Continuing Education Reporting

Effective July 1, 2005, the Board transitioned to a self-reporting continuing education (CE) method. This means that you are no longer required to forward your attendance verification documents to the board office, rather you are responsible for tracking and reporting your CE activities at the end of the license period. **Please do not send your CE attendance documents to the board office as we do not have the storage to keep them and I cannot return them to you.** You should have received a CE Report Form and instructions with your new or renewed license. Don't worry if you have misplaced them, as they are posted on the board's website at www.oregon.gov/NHABD/. You might want to save the Word version of the Report Form to your computer to allow for quick and simple entry of your CE information. I recommend that you update your Report Form as you complete your activities and file your attendance verification documents in a file folder. **You should plan to keep your CE attendance documents until your license has been renewed.** If you are looking for approved CE activities, be sure to check the CE Resource section on the board's website. Feel free to call or email the board office if you have questions regarding the new CE reporting method.

WHERE ARE THEY NOW?

NAME

- > Beth **Biggs**, Interim
- > Loretta **Botta**
- > Scott **DeGrand**, Interim
- > Catherine **Elizondo**
- > Mike **Fleming**, Interim
- > Rob **Hays**
- > Steven **Herzog**, Interim
- > Martha **Jenness**
- > Dane **Jensen**
- > Marcia **Johnson**
- > Kim **Kern**
- > Cheryl **Maitland**
- > Beth **Nolan**
- > Craig **Oltman**, Prov.
- > Theresa **Rhoades**
- > Anthony **Sabatini**
- > Charles **Sinclair**, Prov.

FACILITY

- Cascade Terrace Nursing Center, Portland
- Mt. St. Joseph, Portland
- Twin Oaks, Sweet Home
- Hood River Care Center, Hood River
- Evergreen The Dalles Health and Rehab Center, The Dalles
- South Hills Rehab Center, Eugene
- South Salem Rehab & Specialty Care, Salem
- Hillside Heights Rehab Center, Eugene
- Marquis Care at Powellhurst, Portland
- Rose Linn Care Center, West Linn
- Beaverton Rehab.& Spec. Care, Beaverton
- Oregon Veterans Home, The Dalles
- Rogue Valley Manor, Medford
- Evergreen Vista Health Center, La Grande
- Lincoln City Rehab Center, Lincoln City
- Marquis Care at Plum Ridge, Klamath Falls
- Evergreen Hillsboro Health & Rehab Center, Hillsboro

NHA LICENSES ISSUED

August 2005 to September 2005

NHA LICENSES

The Board extends congratulations to the following newly licensed administrators:

<u>NAME</u>	<u>FACILITY</u>	<u>LIC NO</u>	<u>LICENSED BY</u>
> Ronald Boyle	Hermiston Good Samaritan Center	2387	Examination
> Catherine Elizondo	Hood River Care Center	2385	Examination
> Brian Hart	South Hills Rehab Center	2384	Examination
> Mark Henrikson	Rose Haven Nursing Center	2383	Examination
> Steven Herzog	South Salem Rehab & Specialty Care	2382	Examination
> Dane Jensen	Marquis Care at Powellhurst	2381	Examination
> Alcyon Moschogianis		2378	Examination
> Theresa Shipley-Klein	Umpqua Valley Nursing & Rehab Center	2386	Examination
> Brian Teed	Mt. View Rehab & Living Center	2388	Examination
> Andrew Truitt	Green Valley Rehab Health Center	2379	Examination
> Monte Watters	Evergreen Healthcare	2380	Endorsement

PROVISIONAL LICENSES

<u>NAME</u>	<u>FACILITY</u>	<u>LIC NO</u>	<u>LIC DATE</u>
> Craig Oltman	Evergreen Vista Health Center	632	9/2/2005
> Amanda Pearlman	Oregon City Health Care Center	631	8/8/2005
> Charles Sinclair	Evergreen Vista Health Center	630	8/11/2005
> Charles Sinclair	Evergreen Hillsboro Health & Rehab	633	9/16/2005

JUST IN TIME FOR THE HOLIDAYS...

To: All Employees
From: Management
Subject: Office Conduct During the Holiday Season

Effective immediately, employees should keep in mind the following guidelines in compliance with FROLIC (the Federal Revely Office and Leisure Industry Council).

1. Running aluminum foil through the paper shredder to make tinsel is discouraged.
2. Playing Jingle Bells on the push-button phone is forbidden (it runs up an incredible long distance phone bill).
3. Work requests are not to be filed under "Bah, humbug."
4. Company cars are not to be used to go over the river and through the woods to Grandma's house.
5. All fruitcake is to be eaten BEFORE July 25.
6. Eggnog will NOT be dispensed in vending machines.

In spite of all this, the staff is encouraged to have a Happy Holiday.

**OREGON BOARD OF EXAMINERS OF NURSING
HOME ADMINISTRATORS
800 NE OREGON STREET, SUITE 407
PORTLAND, OR 97232**

PH: (971) 673-0196

FAX: (971) 673-0226



ELECTRONIC ADDRESSES

WEB SITE ADDRESS:
www.oregon.gov/NHABD/

E-MAIL ADDRESS:
Janet.Bartel@state.or.us

Moving?

Change In Employment Or Employment Status?

Please remember to notify the Board of any changes in address, employer and employment status.