

Current Nursing in Geriatric Care is a unique, very economical, and convenient training resource for you!



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Human Relations education in each issue!

Each issue also includes the "HR Skills" section, with articles on employee management and human relations issues including: skill building, effective teamwork, reducing stress, handling employee problems, handling difficult workers, workplace issues, and more! Many are research proven to improve productivity and significantly reduce turnover in healthcare employee settings!

CNA Inservice topics upcoming in 2009

- Jan: Dying and death:** How you can help your dying elders.
- Feb: Working with your co-workers successfully:** Resolving conflicts, working together, developing good relationships with supervisors, effective interpersonal relations.
- March: The basics of caregiver ethics.** Including information on ethical considerations involving working with elders, including those with Alzheimer's; ethics in the workplace environment; and more.
- April: Diabetes in your elders:** The very special, attentive skills that are required to keep them healthy.
- May: Respiratory diseases.** What to watch for, how to provide effective care.
- June: Teamwork in caregiving:** How to be an effective team member; why it's important for effective caregiving.
- July: Working with Alzheimer's elders effectively.** The latest research-based tips and special techniques that get results.
- August: Workplace diversity:** The challenges and opportunities of an increasingly diverse workplace, involving both elders and co-workers. Appreciating others, and their strengths.
- Sept: The importance of your caregiving personality.** How a good caregiving personality improves the quality-of-life of your elders. Major elements of a good caregiving personality.
- Oct: Managing your incontinent elders.** Tips on maintaining their dignity; plus safety/infection concerns. The latest research and recommendations.
- Nov: How to avoid stress, depression and job burnout.** These often occur in the stress-laden job of caregiving, and are a major reason for turnover. Tips on avoiding and resolving; maintaining a healthy lifestyle.
- Dec. Effective activities programs for your elders.** Information on the new CMS Activities Guidelines, how they affect CNAs, how activities can improve the quality of life your elders; activities that improve cognition and health..

RN/LPN/AD CEU 2009 topics:

- Jan: Workplace violence:** Tips on avoiding problems ahead of time, how to resolve, counseling, what government experts recommend, more.
- Feb: Sexual harassment in the workplace:** What to watch for, how to avoid, counseling, training, federal recommendations, and more.
- March: Teamwork:** Its important elements, and how to make it work in your facility; how to use it to reduce turnover, increase employee morale, and improve performance.
- April: The basics of good leadership in the healthcare setting.**
- May: Depression in your elders:** Why its a more serious problem than you might think. What to watch for, how to help, what all caregivers can do.
- June: Developing effective training programs:** What the latest research shows is most effective. Dos, Don'ts.
- July: Substance abuse in the workplace.** Identifying it; tips for helping/counseling employees; legal issues, recommendatins from Federal experts, more.
- August: Preventing turnover:** What the latest research shows that works in healthcare settings.
- Sept: The quality-of-life of your elders.** What the CMS regulations now require; its importance; tips on maintaining a good quality of life for residents.
- Oct: The CMS "Quality Initiative."** What the latest rules, regs, and research findings show is effective for results-oriented caregiving.
- Nov: An infection control program for your workplace:** The latest updates and recommendations on infection control including MRSA, bloodborne pathogens and flu.
- Dec: A comprehensive program for preventing pressure ulcers:** What new '09 research and recommendations show is effective and working in longterm care.

Topics for the rest of '08 (Oct-Dec):

- CNAs:** Incontinence and toileting; using pressure ulcers; Delirium: what it is, how to prevent it.
- RNs, LPNs, ADs:** Activities proven to improve cognition; An effective overall pressure ulcer program... what's working; The new CMS Quality Initiative: ideas in it that can improve caregiving for all staffers.

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Current Nursing in Geriatric Care

With "Monthly Mini Lessons"
CNA Inservice Training

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Inside

- Controlling infectious diseases
- Discovering and reporting changes. (CNA Inservice.)
- Motivating your workforce.



Free Internet Educational Site

On the *Current Nursing* educational site, you'll find materials to help you with your caregiver educational program:

- PDF copies of the educational articles in this issue.
- PowerPoint and MS Word slides and teacher's notes.
- Other educational materials.

1. Go to www.care4elders.com.
2. Click on the *Current Nursing* button.
3. Logon using the customer number on your *Current Nursing* mailing label as your ID. Use your zipcode (either the 5 or 9-digit number as printed on your label) as your password.
4. Select your desired items for downloading.

For help: email klynch@cfu.net, or phone 1-866-359-1709 toll free.

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The Psychosocial Outcome Severity Guide What it means to your elders, and your caregiving

The CMS' Psychosocial Outcome Severity Guide, which was revised in 2006, has some tough regulations in it for nursing homes.

It basically requires nursing homes to meet not just the physical, but also the emotional and social, needs of their residents... and to treat all residents, in all situations, like any "reasonable person" would expect to be treated.

And this includes all elders, including those with Alzheimer's disease.

The CMS regards your elders' psychological and social health to be as important as their medical health. And they've developed the Psychosocial Outcome Severity Guide to ensure that longterm care facilities are meeting that goal, with each of their elders.

The purpose of the Guide is to help surveyors determine whether your elders have any negative psychosocial reactions as the result of any caregiving rules violations, and to assess how severe these are.

Judged independently

Psychosocial factors are judged independently of medical situations, and may be judged by surveyors to be better... or worse... than a medical condition which may be associated with the psychosocial situation.

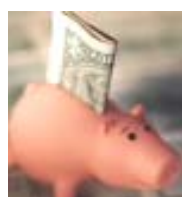
The CMS gives an example to show how this works: "a resident who was slapped by a staff

The purpose of the Psychosocial Outcome Severity Guide is to help surveyors determine the severity of psychosocial outcomes resulting from the identified noncompliance at a specific F tag. The Guide is used to determine the severity of a deficiency in any regulatory grouping (e.g., Quality of Care, Quality of Life) that resulted in a negative psychosocial outcome."
—(Quote from the Guide.)

member may experience only a minor physical outcome from the slap but suffer a greater psychosocial outcome.

"In this case the severity level based on the psychosocial outcome would be used as the level of severity for the deficiency."

(Psychosocial, cont'd p. 4)



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