

THE NAVIGATOR

A Publication for Members of Health Association Nova Scotia

Continuing Care Council Assembly

The next Continuing Care Council Assembly will take place on March 4, 2019.

Monday, March 4, 2019

10am - 3:30pm

Grand Haven Centre, 70 Grandhaven Boulevard, Halifax

In addition to our member forum updates, HANS will be providing an update on the restructuring of Continuing Care Council, including the member consultations; and Susan Dempsey, Executive Director of AWARE-NS, will be providing an update on the Workplace Safety Action Plan.

We are also pleased to have Darren Steeves, BED, MSC, CSCS, CEP, CEO of Vendura Wellness speak to us on the topic of resilience, **Understanding and Growing Resilience for a Flourishing Life**. Vendura Wellness is a company dedicated to increasing the productivity of an organization through enhanced employee wellness.

Darren has over 25 years of experience as a coach, teacher, and mentor to countless health and wellness professionals. He's presented to thousands of people in both lecture and workshop formats on topics ranging from leadership to resilience and beyond. Darren has also appeared

in the media – The Chronicle Herald and CTV -- on several occasions, discussing topics around wellness, resiliency and engagement. He is also the author of the book, **Stop Wishing for Friday**.

Resilience means the difference between handling the pressure of the day with a smile on your face or simply losing your cool with coworkers or someone you care for. Resilient people tend to maintain a more positive outlook and cope with stress more effectively. They are flexible, adapt to new circumstances quickly, and actually thrive in constant change. Most importantly they expect to bounce back and feel confident in challenging situations and life events.

Resilience is not something that we're born with – it develops over time as we acquire knowledge, perspective and self-management skills. In this workshop style session, Darren will address the

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AGENDA

- 10:00am WELCOME AND OPENING REMARKS
- 10:10am HANS MEMBER FORUM UPDATES
 - Continuing Care Council and Sub-Committees/Working Groups
 - Diverse Abilities NS
 - Home Care Network
- 11:00am RESTRUCTURING OF THE CONTINUING CARE COUNCIL
 - Update on Member Consultations and Next Steps
- 11:30am WORKPLACE SAFETY ACTION PLAN UPDATE
 - Susan Dempsey, Executive Director, AWARE-NS
- 12:00pm NETWORKING LUNCH
- 1:00pm UNDERSTANDING AND GROWING RESILIENCE FOR A FLOURISHING LIFE
 - Darren Steeves, BED, MSC, CSCS, CEP, CEO of Vendura Wellness
- 3:30pm CLOSING REMARKS

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Exciting Changes Coming to path

path is a voluntary program, which is fully funded through LTD contributions paid by employers and employees, designed to ensure employees receive the assistance, services, and treatments they need along their journey to getting well. **path** is available to LTD Plan members who are absent from work due to any illness or injury that is not related to WCB. Data shows there is a decrease in the duration of claims when **path** is involved. That's great news for the plan members helped through **path** and the overall health of the LTD Plan.

So, in recent years we've been working to promote a better understanding and awareness of the program and to increase referrals. As part of this planned effort, in the fall of 2017 we re-branded the program to help address some commonly held misperceptions around its purpose and to avoid confusion with WCB's EASE Back program. The name of our unique, early assistance and support program was changed to **PERSONALIZED ASSISTANCE TO HEALTH (path)** from EASE. The new name more accurately reflects the purpose and essence of the program – personalized and flexible. We are excited that we are seeing successes from the re-brand, 2018 saw the highest number of referrals to the program, which translated to our greatest number of program participants in a single year to date! Employees and employers are gaining a better understanding of the connection between **path** and LTD and are more aware that the program is not solely focused on return to work -- it is about ensuring employees receive the services and support they need along the road to recovery.

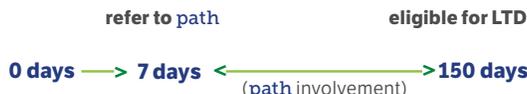
And more exciting changes are coming to the program this month! We will be working with a new program provider, Lifemark, which will bring many new benefits to **path** participants. They will be more integrated with the Health Association's **path** team, assisting with the initial calls to those referred to the

program which will help engage people sooner. Lifemark also has a larger scope of services and supports and better technology to assist in not only engaging participants but also in helping them to access treatment and services sooner.

This move arises after the **path** service provider contract went out to tender in September in keeping with the Trustee procurement policy. It's important that the LTD Trustees regularly test the market to ensure we are receiving the greatest value for Plan dollars spent and that we partner with providers that offer the best services and advantages for our Plan members.

The LTD Trustees have also approved a reduction in the eligibility requirement from 21 days of absence to 7 days or more due to a non-WCB related illness or injury. The change takes effect immediately. This reduced waiting period means that we can ensure Plan members access the services and supports they need much quicker.

The sooner **path** can be involved the better. Early referral and participation is key to providing effective support.



This voluntary program is an initiative of the Health Association Nova Scotia Long Term Disability Trustees and is fully funded through LTD contributions paid by both employers and employees. It's personalized, flexible and gives employees a say in their recovery, every step of the way.

We invite you to contact our Program Manager for more information about the program and to learn more about how it can help you.

Call toll free: 1-888-824-3273
 Email: path@healthassociation.ns.ca
www.healthassociation.ns.ca/path



DID YOU KNOW THAT...

- path consultants work with participants to develop a plan that meets their needs.
 - » Assist in coordinating health care
 - » Access funding for services and treatments they need, i.e. physiotherapy, counseling services, nutrition consults, etc.
- path has proven successful in...
 - » transitioning employees back to good health and gainful employment;
 - » helping employees transition to LTD if needed; or
 - » helping to reduce the LTD duration period through early involvement.
- On average path is able to return 40% of its participants to good health and gainful employment. To date over 90 employees returned to work with the support of path in 2018/2019.

HANS Named a Top Employer for 2019

HANS is excited to have been selected as one of Atlantic Canada's Top Employers and Nova Scotia's Top Employers for 2019.

This year's winners were announced in January by Mediaworld and were named in Atlantic Business Magazine's January 2019 issue.

Employers are evaluated by the editors of Canada's Top 100 Employers using the same eight criteria as the national competition: (1) Physical Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement. Employers are compared to other organizations in their field to determine which offer the most progressive and forward-thinking programs.

This is the sixth year in a row that we've been named among the winners of this national competition. Some of the reasons why we were chosen to receive this designation again this year are:

- HANS ensures employees are preparing for life after work with retirement planning services and contributions to a defined benefit pension plan.
- Along with considering previous work experience when setting vacation entitlements for new employees, HANS offers 4 weeks of starting vacation allowance to start, with long-serving employees working to a maximum of 6 weeks over their careers.
- HANS provides maternity and parental leave top-up payments for new mothers and fathers, including adoptive parents (to 93% of salary



for 15 weeks), and offers a generous subsidy for IVF for parents-to-be when needed (to \$15,000).

More details can be found on the competition homepage <http://www.canadastop100.com/atlantic>.



Continuing Care Council Assembly

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overarching theme of resiliency and workplace engagement, discuss the development of skills that can be applied in everyday life to strengthen an individual's ability to overcome adversity and challenges, adapt well to change, manage stress, and thrive in their personal and professional lives. These learnings can be applied to participants personally and in their approaches to promoting healthy and productive work environments.



To register for the assembly please email Carol Salkin at carol.salkin@healthassociation.ns.ca



Health Association Nova Scotia has Twitter.
Tweet us or follow us @HealthAssnNS

Continuing Care Council Highlights

The Continuing Care Council is here to represent sector needs and issues that have an impact on member organizations. If you have any questions or concerns, please contact a Council representative or Health Association Member & Partner Engagement staff.

- **REAPPOINTMENT OF CHAIR & VICE CHAIR** – Council is pleased to announce the reappointment of Josie Ryan as Council Chair, and Joyce d’Entremont as Council Vice Chair.
- **CONTINUING CARE COUNCIL STRUCTURE** - Council and HANS senior leadership have been discussing the importance of strengthening our processes for long-term care members and ensuring we are communicating with one voice. As shared in December, Council landed on a proposed new structure that is a blend of provincial and zonal forums. Staff are currently conducting provincial consultations with members to obtain feedback and ensure that the new structure will meet their needs.
- **LTC STRATEGIC FINANCE WORKING GROUP** - Work is ongoing with the review of current financial expense codes and definitions with a view to making them more consistent and standardized. This will enable a decision to be made on financial and statistical indicators that could be used for future data collection and reporting. Once developed, the reporting template will be brought to the sector for consultation.
- **POSITIVE ATTENDANCE STEERING COMMITTEE** – The Steering Committee is continuing to focus on employee engagement and retention, and workplace safety. Research has been conducted to identify the current trends for workplace absenteeism and workplace safety culture, which will be used to advance the agenda and inform future pilot projects.

Upcoming Council Meetings:

- March 14
- April 11

Council Members:

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| <ul style="list-style-type: none"> • Josie Ryan (Chair)
Northwood
E-mail: jryan@nwood.ns.ca | <ul style="list-style-type: none"> • Joyce d’Entremont (Vice Chair)
Mountain Lea Lodge/The Meadows ARC
E-mail: jdentremont@homesforcare.com | <ul style="list-style-type: none"> • Christa Quinn
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| <ul style="list-style-type: none"> • Lisa Beckwith
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E-mail: janet.watt@von.ca |
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E-mail: jeff.densmore@von.ca | <ul style="list-style-type: none"> • Dana Power
Shannex Healthcare Inc.
E-mail: dpower@shannex.com | |

Upcoming Events



Monday, March 4, 2019

Continuing Care Council Assembly

March 19, 21 and 22, 2019

Upside Down and Inside Out:
Supporting a Person in Crisis
Workshop Series

April 15-16, 2019

Workplace Health & Safety
Conference

<https://www.safety-services.ca/events/2019/4/15/37th-annual-workplace-health-amp-safety-conference>

Wednesday, April 24, 2019

Atlantic Conference for
Administrative Professionals
<https://sparkconferences.com/admin-halifax/>

Tuesday, May 7, 2019

GoodLife Health & Wellness
Leadership Summit
healthassociation.ns.ca

Wednesday, May 29, 2019

AWARE-NS 10th Anniversary
Annual General Meeting

Mark Your Calendars!

Upside Down and Inside Out: Supporting a Person in Crisis Workshop Series

Breton Ability Centre (BAC) is pleased to host this workshop, featuring acclaimed expert in developmental disabilities, Dr. David Pitonyak.

Dr. Pitonyak is recognized as a world-leader for his approach to supporting individuals facing a behavioural crisis. This workshop will examine strategies for supporting individuals in crisis, focusing on specific physiological changes that overcome the individual in distress, and strategies that make sense for the individual and his or her caregivers.

Who Should Attend This Workshop?

- Residential Support/Disability Support workers and providers
- Professionals working with individuals with intellectual and developmental disabilities
- Health care providers
- Long-term care providers
- Mental health care providers
- First responders
- Community services
- University and College faculty
- Advocacy groups and community members with an interest in mental health

At the conclusion of the workshop, participants will have developed knowledge in the following areas:

- Understanding the reasons why a person may be in and out of crisis
- Developing supports that assure the person's safety and the safety of others
- Developing supports for the person's supporters
- The physiology of aggression: What happens to the body in the presence of threat
- Building a support plan that focuses on quality of life issues

To register visit:

- March 19, 2019, Sydney: <https://www.eventbrite.ca/e/upside-down-and-inside-out-supporting-a-person-in-crisis-sydney-workshop-registration-55675553078>
- March 21, 2019, Halifax: <https://www.eventbrite.ca/e/upside-down-inside-out-supporting-a-person-in-crisis-halifax-workshop-1-registration-56054722183>
- March 22, 2019, Halifax: <https://www.eventbrite.ca/e/upside-down-inside-out-supporting-a-person-in-crisis-halifax-workshop-2-registration-56055157485>