

## President's Message



Dear Colleagues,

In a large, complex organization such as St. Joe's with over 5000 employees, volunteers and learners spanning various physical locations and numerous areas of direct and indirect patient care, research, education and administration - the task of communicating effectively can be immense. I recognize that we have work to do in this area and I am committed to overcoming this challenge.

We know from experience the importance of keeping our entire team updated with timely, relevant and easily accessible information to enable you to do your job effectively and efficiently in a positive and healthy work environment.

As the summer comes to an end and with a 'new year' upon us, I see a great opportunity to enhance communication to all St. Joe's staff, physicians, learners and volunteers. We will continue to use some current mechanisms of communication such as our *Connections* and *Vital Signs* publications, MyStJoes intranet site, and our Information and Events emails. As well, all managers attend our regular Management Forum meetings; we invite our union leaders to regular interactive meetings to discuss current issues impacting upon our union employees; have Quarterly Medical Staff Association meetings with our St. Joe's physician team; and also meet with physician leaders at the Medical Advisory Committee.

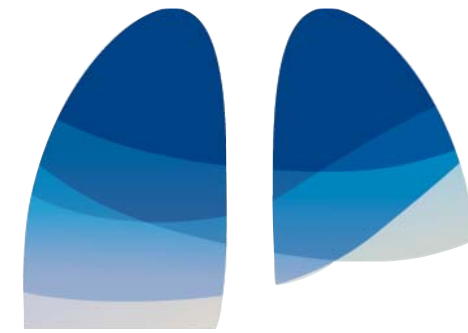
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## St. Joe's officially named Regional Thoracic Cancer Lead

Leading the way in terms of how we provide care to our community, we are proud to announce that St. Joseph's Healthcare Hamilton (SJHH) has been designated as the regional Thoracic Centre in the Hamilton-Niagara-Haldimand-Brant (HNHB) Local Health Integration Network (LHIN). An official announcement was held for area media on August 5th, 2011.

This designation is a key facet of a greater plan of delivery of Thoracic Surgery services for the community, which also includes the transfer of all Lung Cancer surgery, the development of a Non-Malignant Thoracic Program, and the formation of a Lung Diagnostic Assessment Program (DAP) with SJHH and Niagara Health System. Non-malignant thoracic surgery treats diseased or injured organs in the thorax, including the esophagus, trachea, pleura, mediastinum, chest wall, diaphragm, and lungs. The program will strive to ensure that investigations and care other than surgery will be provided as near to the patients home as possible and will collaborate to support the important existing services and specialist within the HNHB LHIN.

"We are proud to be working in collaboration with our LHIN, Cancer Care Ontario and all of our key LHIN partners to ensure that our Thoracic patients receive the very best and specialized care in the community," said Dr. David Higgins, President.



**LUNG DAP**  
Lung Diagnostic Assessment Program

*Serving communities in Hamilton and Niagara*

"With our thoracic surgeons and respirologists working in tandem within the world-renowned Firestone Institute of Respiratory Health and its Chest Program, St. Joseph's Healthcare is a centre of excellence in this area."

"This is an important point in time to place more of a spotlight on thoracic care and treatment," said Dr. Yaron Shargall, Head of Thoracic Services at St. Joseph's Healthcare. "In only the past six months, the establishment of LHIN-wide networks for the viewing of x-rays, laboratory tests and records will help facilitate this important work. We have already seen an increase of 40% more surgeries performed than the previous year. With this designation and continued work within the program, our priority is to ensure that all patients in our region receive timely care."

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## Surgical Centre Grand Opening

After years of planning and construction, the new Surgical Centre will be officially unveiled in September with three Grand Opening celebrations! .

### St. Joe's Staff Open House

September 8th - Speeches at noon sharp - Tours from 11am-3pm

### St. Joe's Surgical Centre Grand Opening

September 14th - 10:00am

### Hamilton Community Open House

September 17th - 10:00am to 2:00 pm  
Bring your friends, family and neighbours!

Cont'd from Pg. 1

For new staff to the organization, I attend all general orientation sessions to personally welcome new members to the St. Joe's team. Of course as colleagues, we also meet more informally in the corridors or on walkabouts.

Along with these ongoing communications tools, a few new initiatives that I encourage you to utilize and/or attend are the interactive 'Ask David and Leadership Team' site found on MyStJoes (further outlined in this issue of *Connections*) as well as the new Staff Forums taking place on a monthly basis rotating through all campuses. All staff are invited to these sessions where you can hear key updates from myself and the executive team, ask questions and make suggestions to improve areas of care and work life, as well as provide updates to your colleagues on initiatives taking place within the hospital. These communication vehicles are for YOU to utilize – whether that is to listen to updates, ask questions, or provide information to your colleagues.

I wish you an enjoyable and productive start to the fall season.

Dr. David Higgins,  
President

## An update on "Ask David & Leadership Team" site

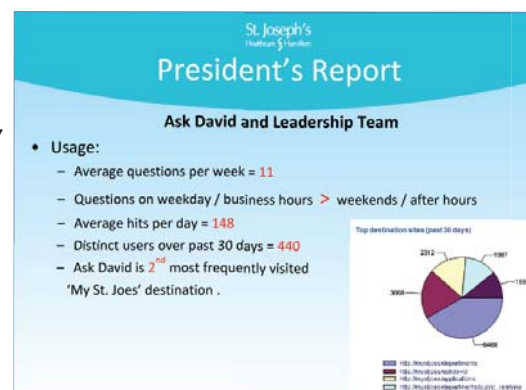
The initial response to the launch of the "Ask David & Leadership Team" site on MyStJoes has been very positive. At the July Management Forum meeting, we reported on activity and general themes of the questions and comments received.

As with any new initiative there have been opportunities to improve the site based on our initial experience. Please note the following which is based on your feedback and our observations:

- Including pictures of members of the Leadership Team with each response.
- Reinforcing, where appropriate, the importance of dealing through your manager for questions/concerns that you have.
- The importance of maintaining the confidential nature of the site. Please be assured that no one on the Leadership or Management Team has access to information identifying either the individual or department asking any question. However, this creates difficulties from time to time in clarifying a question as we don't have ability to reply to sender but confidentiality is our first priority.
- From time to time you will notice that we have edited a submission to delete any possible identifying information and/or inappropriate comment. When this occurs a note will be included advising that a deletion has occurred but the question/response will still be posted to retain the intent.
- We have tried to maintain our 10 working day turnaround time even during the summer months. From time to time this will be difficult particularly with submissions requiring research into current and best practices.

We will continue to monitor this communication tool on an ongoing basis and please accept our appreciation for your support and constructive insights.

Dr. David Higgins and the Leadership Team



We're  
decorating  
our walls  
with pictures  
of someone  
very special.



Has your department joined the baby wall yet? Gather the childhood photos of your co-workers today to be featured on the next installment of the

**St. Joe's Baby Face Photo Wall.**

Photo Deadline: October 17, 2011  
Call 905.521.6036 or visit  
www.stjoesfoundation.ca



## St. Joseph's Researchers shine even in the most difficult of times

Congratulations are in order for a number of St. Joseph's Healthcare researchers who are members of the Hamilton Centre for Kidney Research (HCKR), as they have successfully obtained peer-reviewed funding from recent grant-in-aid competitions. "These are extraordinary achievements in light of the challenges researchers currently face with funding," says Dr. Richard Austin, Research Director of the Division of Nephrology at St. Joseph's Healthcare. "This truly is a testament of the talented and dedicated researchers that we have in our group and their commitment to research excellence. Importantly, these studies will have a direct impact on patient care here at St. Joseph's Healthcare and abroad." Dr. Austin also noted that the recent Canadian Institutes for Health Research (CIHR) operating grant awarded to Dr. Jeffrey Dickhout, a young investigator at the HCKR, deserved particular attention since funding for junior investigators can be difficult to attain.

Recently, government funded research agencies have struggled with many highly ranked grants and an understandably limited pool from which to award them, also many research agencies are modifying their grant terms from three years down to two. This further

challenges researchers to expedite experiments, and may result in a reduction in dollars attached to progression.

"Research is an important part of the fabric of what makes St. Joe's so unique and innovative," says Dr. Mark Crowther, Acting Vice President of

Research at St. Joseph's Healthcare. "The success that our researchers, past and present, have had is a testament to the dedication and commitment they have put forth in working on groundbreaking findings that will impact the future of health care nationally and globally."

### The considerable achievements are as follows:

Drs. Richard Austin and Joan Krepinsky received a CIHR three-year grant of \$125,000 per year on their studies examining the underlying cause of vascular calcification in kidney disease.

Dr. Richard Austin received a Heart & Stroke Foundation two-year grant of \$80,000 per year to study the role of cellular stress pathways on atherosclerotic lesion growth and plaque rupture.

Dr. Richard Austin received a Prostate Cancer Canada two-year grant of \$60,000 per year to study the role of anti-GRP78 autoantibodies on prostate cancer growth and metastasis.

Dr. Damu Tang received a Prostate Cancer Canada two-year grant of \$60,000 per year to study a novel factor that may contribute to chemoresistance for androgen-independent prostate cancer.

Dr. Peter Margetts received a two-year grant from the Kidney Foundation of Canada for \$50,000 per year to develop novel therapies aimed at reducing the development and progression of peritoneal fibrosis.

Dr. Joan Krepinsky received a two-year grant from the Kidney Foundation of Canada for \$50,000 per year to study the role of the cell microtubule structure in promoting scar protein production in kidney mesangial cells in people with high blood pressure. She also received a three-year Canadian Diabetes Association grant (75,000 to 100,000 per year) to study the role of the transcription factor SREBP-1 in diabetic kidney disease.

Dr. Damu Tang received a two-year grant from the Kidney Foundation of Canada for \$50,000 per year to study a novel tumor suppressor of clear cell renal cell carcinoma.

Dr. Jeffrey Dickhout received a three-year grant from CIHR for \$75,000 per year to study the role of endoplasmic reticulum stress in the development of kidney disease.

## Medical Affairs association recognizes staff for true commitment to our organization

Congratulations to Heather Hyslop (pictured on right) from the Department of Family Medicine, recipient of the Exemplary Service Award. Last month, Heather was presented with the award by Dr. Carys Massarella of the St. Joseph's Healthcare Hamilton Medical Staff Association.

As many of you are aware, our colleague Heather was involved in a very serious car accident during the August Long Weekend. Please keep both her and her family in your prayers during this time.

Heather was recognized for her ongoing commitment and dedication to our organization and for continually going above and beyond her regular duties.



Forever...

# A St. Joe's Grad



With the hospital having expanded to twice its original 25-bed capacity in just over 20 years, a decision was made to open a school for lay nurses. In September 1911, the first students were enrolled in the St. Joseph's School of Nursing, becoming its first graduating class three years later. After graduation, the nurses formed an alumnae that remains active to this day. Current membership: 423, Honorary membership: 147, Associate Membership: 5.



The end of an era. The class of 1978 was the final class to graduate as part of the St. Joseph's School of Nursing. A total of 4500 nurses graduated from the St. Joseph's School of Nursing.



Black bands arrive for the Class of 1960. These were given out as they were earned.



"Probies" in 1946.



1923 graduate



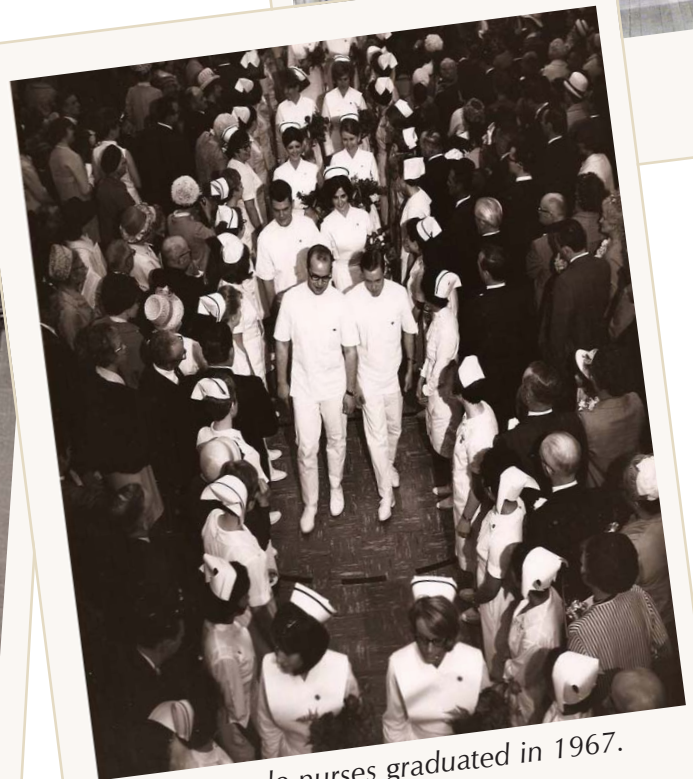
Capping ceremony 1966. White caps were given as soon as the student nurse demonstrated fitness after a 4-month probationary period.



From 1911, each girl wore a crisp starched blue and white cotton uniform, made at home according to strict specifications. On laundry day, the garments were starched to perfection. Apart from some minor changes, the same uniform was worn until 1965.



Operating Room rotation.



The first male nurses graduated in 1967.



The graduating class of 1950. The very first class to wear plastic cuffs, collars and belts.

Information and photographs special thanks to Ms. Janina Berenyi, RN (Class of 1965) and Ms. Beverly Greenwood, RN (Class of 1970).



**St. Joseph's School of Nursing Alumni celebrates 100 Years**

## FIPPA Lean/Green Record Clean-up - Begins Week of September 19th

Effective January 1, 2012, hospitals will become subject to the Freedom of Information and Protection of Privacy Act (FIPPA). FIPPA has been extended to hospitals as a result of the Broader Public Sector Accountability Act, which came into force December 10, 2010. The purpose of FIPPA is to ensure accountability and transparency of all publically funded organizations.

The planning and implementation of FIPPA has presented several opportunities for process improvements; one of which is the development of a corporate record management plan for all our corporate administrative, financial and general records. There is work underway to classify, catalogue and identify where all our records are and who are the holders of those records so that we can respond to Freedom of Information (FOI) requests in a timely

and efficient manner. Part of this work also includes developing a retention schedule for those records.

### What is the Lean/Green Record Clean-up?

The clean-up is a corporate initiative to allow the review and disposal of superfluous, redundant and duplicate records from our organization, both in paper and electronic format.

A series of information sessions are being organized to provide guidance to staff in determining what records should be kept and what may be disposed of.

SJHH's Environmental Vision and Action (EVA) committee is pleased to partner with CINTAS Canada to assist with this important hospital-wide Lean/Green Record Clean-up and recycling initiative.

A schedule of information sessions, as well as a schedule of the placement, location and removal of confidential waste bins will be communicated shortly and will also be available on the "Ask About FIPPA" website to be launched the week of August 15.

Our goal in this initiative is to remove as much paper (and electronic copies) as possible, while preserving records that support the business operation of SJHH. Our hope is that this will result in the saving of a small forest of trees.

*Submitted by Marnie Fletcher  
Chief Privacy Officer, SJHH*



## Now calling for nominations for the 2011 Health Professionals Awards of Excellence

Do you work with an individual, or team who leads with exception, goes above and beyond their calling and demonstrates excellence in healthcare on a daily basis? The Professional Advisory Committee (PAC) of St. Joseph's Healthcare would once again like to recognize these extraordinary professionals. Last year was our second annual Health Professionals Excellence in Practice Awards in which the Professional Advisory Committee acknowledged over 40 exceptional health professionals and teams through nominations by their peers, practice leaders and managers. The PAC recognizes nominees and award recipients for their outstanding work in eight categories, while celebrating each profession's contribution to excellence at SJHH.

The Health Professionals Excellence in Practice Awards are team and individual awards that target the pillars of professional practice and the organization's way of recognizing, acknowledging and celebrating the contributions of health professionals represented by the PAC. Any employees, physicians, students, volunteers, patients and other external groups can nominate an individual or a team.

**Nominations are open Tuesday, September 6th, 2011 and will be accepted until Friday October 7th, 2011.** Please look under the "Information and Events" section of "MyStJoes" for the direct link to the nomination form.

Winners will be announced at an event on Thursday, November 3rd, 2011.

*Submitted by Monica Alderson  
Manager, Occupational Therapy and Professional Practice Leader, SJHH*

## Paige says THANK YOU for saving her!

If you could save a life this summer, would you? An hour of your time could mean a lifetime to someone in need.

Paige was born at 24 weeks gestation, weighing only 1lb 4oz. Among the many life saving measures taken, Paige needed blood transfusions. "Someone out there saved our baby's life by taking one hour of their time" says mom Michelle. See Paige's story here: <http://thankyourdonor.ca/#/94>.

Summer is a challenging time for Canadian Blood Services, so grab a colleague and help save some lives this summer. If you already have an appointment to give blood, we thank you in advance for honouring it. For more information on the St. Joseph's Healthcare Hamilton clinic on Wed., August 31st, please call 1-888-2-DONATE (1-888-236-6283) or visit [www.blood.ca](http://www.blood.ca).

## St. Joseph's Healthcare APPOINTMENTS

### Scientific Director - Imaging Research Centre

Congratulations to Dr. Michael Noseworthy on his appointment to the position of Scientific Director of the Imaging Research Centre at St. Joseph's Healthcare Hamilton. Dr. Noseworthy is a distinguished scientist and MRI engineer/physicist in imaging research at SJHH, and is the Director of the McMaster School of Biomedical Engineering. He is an Associate Professor in Electrical and Computer Engineering at McMaster University; and is also an Associate Member of the departments of Medical Physics and Applied Radiation Sciences, and Radiology. Furthermore he is also an adjunct professor of Medical Imaging at the University of Toronto, and adjunct in Clinical Studies at the Ontario Veterinary College at the University of Guelph. Dr. Noseworthy is a professional engineer (P.Eng.) accredited with the Professional Engineers of Ontario in Biomedical Engineering. His research involves the assessment of normal and diseased tissue microstructure and the resultant modulation of tissue metabolism using magnetic resonance imaging (MRI) and in vivo nuclear magnetic resonance (NMR) spectroscopy.

Dr. Noseworthy's knowledge in diverse areas of science will drive ideas and innovation as he leads this dynamic research area into the future of possibilities.

### Manager, Medical Affairs

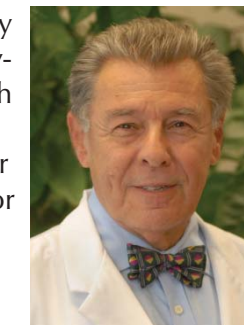
We are pleased to announce that Cathy Turner-Galoni has been recently appointed as the new Manager of Medical Affairs.

Cathy joined the Hamilton Regional Laboratory Medicine Program in 2000 working within the Genetics office. She assumed the role of Office Operations Manager in 2003 and has been an invaluable member of the HRLMP Management team for the past eight years, spearheading the challenging and successful introduction of the new voice recognition technology. Cathy is a lifelong learner and her knowledge and skills will enable her to be successful in this exciting new role. She has provided outstanding leadership for her clerical and administrative team at all hospital sites and she will be a great asset to the Risk, Legal & Medical Affairs Dept.

Do you have an appointment to share?  
Send it to us and we'll publish it and/or post it on MyStJoes  
if space permits.

## St. Joe's psychiatrist awarded national medal in Neuropsychopharmacology

In recognition of his many contributions to neuropsychopharmacology through education, administration and patient care, Dr. Meir Steiner, Founding Director of the Women's Health Concerns Clinic at St. Joseph's Healthcare and Professor Emeritus,



Departments of Psychiatry & Behavioural Neurosciences and Obstetrics & Gynecology at McMaster University, has received the prestigious 2011 Canadian College of Neuropsychopharmacology (CCNP) Medal. Dr. Steiner's primary areas of research are in the pathophysiology and psychopathology of mood and anxiety disorders related to women's reproductive cycles. Neuropsychopharmacology is a science related to psychopharmacology (how drugs affect the mind) and fundamental neuroscience.

Congratulations, Dr. Steiner!

*Cont'd from Pg. 1*

Hamilton and Niagara account for the majority of patients requiring non-malignant thoracic care, with the highest rates of lung cancer in Ontario occurring in the HNHB LHIN. With St. Joseph's as the lead centre for Thoracic Surgery services, programs such as the Lung DAP will reduce time of suspicion of lung cancer and diagnosis, and provide a single point of access for timely diagnostic services for suspected lung cancer.

# WANTED

## YOUR MORTGAGE

# REWARD

## 2.7%

**5 YEAR VARIABLE CLOSED**

\* Some conditions apply. Rates are subject to change at any time without notice. Subject to credit approval.

Healthcare and Municipal Employees' Credit Union

St. Joseph's Hospital Staff Branch  
Room G1104 or call ext 32910

HOURS OF OPERATION

Mon, Tues, Thurs, Fri..... 8:30am to 4:30pm

Wednesdays..... 10:30am to 5:00pm

Closed Daily from..... 1:30pm to 2:30pm

[www.hmecu.com](http://www.hmecu.com)

Payday Payouts Lottery  
**Winners!**

**Winner:** John Principato  
**Department:** Nursing Education  
**Draw Date:** July 7th, 2011  
**Prize Amount:** \$6,069.00

**Winner:** Richard Gregoire  
**Department:** Laundry and Linens  
**Draw Date:** July 22nd, 2011  
**Prize Amount:** \$6,055.50

**Winner:** Louisa Lowry  
**Department:** Day Surgery Unit  
**Draw Date:** Aug 4th, 2011  
**Prize Amount:** \$6,061.50

We regret to inform you that tickets for the Payday Payout Lottery are virtually sold out. However, tickets do become available when players who are currently enrolled drop out, or go on extended leave from the Hospital.

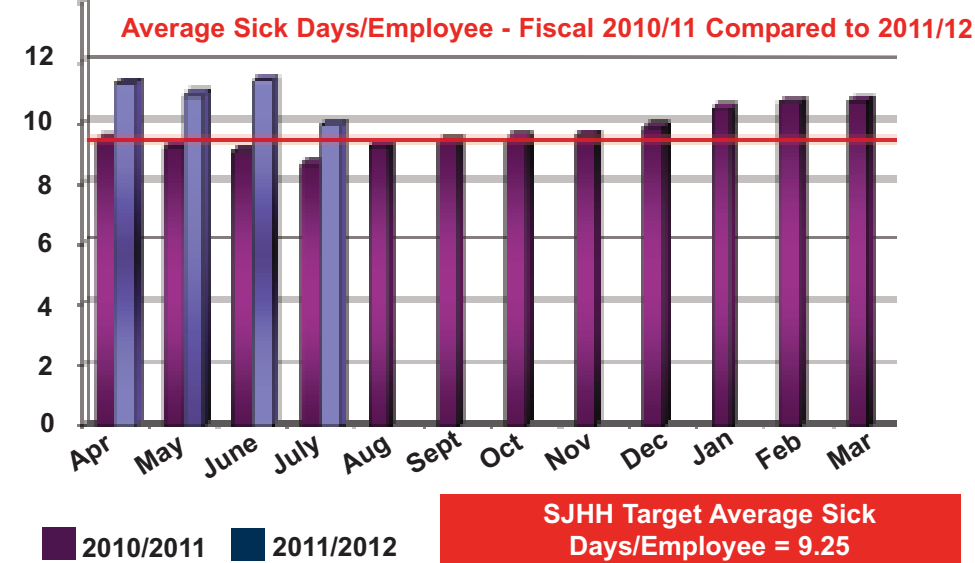
You may submit your application and new requests will be handled on a first come, first served basis.

Don't forget to visit:

**MyStJoes**

intranet home page for up-to-date  
NEWS, EVENTS & INFORMATION  
at St. Joe's!

**Creating a Culture of Attendance @ St. Joe's**



As the above graph illustrates, as of the end of July employees are taking an average of 9.97 sick days per year, which is a 13.3% increase in average sick days from the average of 8.64 in July 2010/11. The current average projected for the 2011/12 fiscal of 10.88 days average employee sick time is trending 17.6% higher than our organization target.

In the month of July, the organization spent \$552,329.87 on sick time. This figure is based on time lost and does not take into account the additional costs of agency use and overtime. As fiscal pressures mount within healthcare, it becomes increasingly important that all employees recognize how they can positively affect the organization's bottom line, such as through decreased sick time.

**Starry Night's 10th Anniversary**



Saturday, November 26th, 2011  
Hamilton Convention Centre

For more information, please contact  
Terry Cook at ext. 33239 or Nancy Jones at ext. 33535

*Connections* is published monthly by the St. Joseph's Healthcare Public Affairs Department.

**We want to hear from you!**

Please send us your comments, suggestions, story ideas or submissions. The Public Affairs Department reserves the right to edit and print your submissions as space permits. Submissions are subject to approval. Submissions must be received by the 10th of each month prior.

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