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## LVHN Weekly-Pocono

Lehigh Valley Health Network

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## Our Strategy Includes Investments in You

**Hi everyone.** Fall is here, and the leaves are beginning to change. What isn't changing is the exceptional work you are doing to heal, comfort and care for our community. Thank you for your tremendous dedication and commitment. In return, know that LVHN is here to support you as our health network evolves and responds to our changing health care environment.

If you follow the news, you may have read about the mergers taking place within the health care industry regionally and nationally. As a result, you may be wondering what we're doing to build our health network in the region. First of all, know that our organization is strong. Furthermore, we have a strategic plan in place to make our health network even stronger.

As part of our strategy, we created a "Drivable Super Regional Health Network" through our mergers. All of the quality services we provide at LVHN are conveniently accessible within driving distance. And despite the mergers taking place around us locally, you can be assured we remain committed to the needs of the communities we already serve. We will continue to grow in our region and provide the services people need close to where they live.

Through all this change, what matters most is you. That is why we're also making investments in you so you can be at your best for our patients and their families.

We'll talk more about how we're investing in you during my State of the Health Network Address, which has been rescheduled for Nov. 16.

Our investments include a sharp focus on new wellness programs to help you be at your best, and new opportunities for professional and personal development. They also include opportunities for you to provide feedback at Town Halls and huddles, and through Colleague Surveys. We want to listen to you, learn about your needs and respond so that – together – we can make LVHN even better.

It all fits together. When we care for you, you can be at your best to care for our patients and their families. After all, that's why you chose a career in health care: To always serve and care for the people of our community.

At LVHN, we care for our community with PRIDE. Soon, you'll be hearing about our renewed focus on our PRIDE behaviors. If we all promise to practice our PRIDE behaviors, we will successfully build and maintain strong relationships with patients and each other.

That's how we'll make our health network even stronger and further our mission. I believe in you, and I thank you for everything you do to make LVHN strong. I'll talk with you next month.



**ABOUT ME:** My name is Brian Nester, DO, MBA, FACOEP, and I am the President and Chief Executive Officer (CEO) of Lehigh Valley Health Network (LVHN). I came to LVHN in 1998 as the Director of LVH-Muhlenberg's Emergency Department. Prior to becoming President and CEO in 2014, I served as the health network's Chief Strategy Officer. I am originally from Reading, and I'm proud to lead an organization that continually strives to provide better health and better care at a better cost for the great people of our community.

# Total Joint Patients Reunite

**LVH-Pocono's fourth annual Total Joint Replacement Patient Reunion dinner** was held this week. Patients gathered to celebrate their new pain-free life, and colleagues were honored for their commitment and dedication to our patients. Orthopedic Surgeon Roger Componovo, MD, received a standing ovation from 100 grateful patients who had hip or knee replacement surgery. Patricia Frazier, MSN, also was gratefully recognized for the work she has done to help our joint replacement program grow significantly over the last five years. The "Knee to the City" award, which recognizes the efforts of a colleague who has

gone above and beyond to assist patients in the program, was awarded to peri-anesthesia nurse Theresa O'Malley, RN.

Componovo's daughter, Angelina, opened the event with a beautiful acapella version of "The Star-Spangled Banner." Anthony, the son of Chief of Anesthesiology Anthony Nostro, MD, entertained guests with his wonderful piano talent. Former patients enjoyed a delicious dinner prepared by Metz and enjoyed mingling with each other and their former caregivers. Colleagues were glad to hear patients tell stories about how they are no longer in chronic pain and back to active lifestyles.





# Follow the Updated LVHN Solicitation Policy



**Being in health care**, you're going to find many LVHN colleagues who are more than willing to help someone in need. While it's certainly admirable to show support for a good cause, it's wise to discuss it with your human resources (HR) consultant first to

make sure what you're planning fits within the guidelines of the updated LVHN solicitation policy.

The purpose of the policy is not to discourage anyone's good intentions, but rather to prevent unnecessary disruption of a colleague's daily work and manage the frequency of the requests of a colleague to contribute to a cause. LVHN continues to be committed to supporting causes that benefit our community. These causes are outlined in the solicitation policy.

"Primarily, we've become lax with enforcing the policy," says Jane Leary, HR's Director of Colleague Relations. "We think many colleagues don't realize there may be a problem. Some aren't even aware there is a policy. We just want to make sure everyone knows what's acceptable and what isn't. Please reach out to your human resources consultant to confirm that your good intent is consistent with the solicitation policy."

## HERE ARE SOME OF THE POLICY'S KEY POINTS:

▶ Solicitation and distribution of literature are not permitted when either the colleague seeking patronage for a cause or the colleague being approached is on working time engaged in his or her job duties. Please note working time does not include meal times, break times or other periods when the colleague isn't engaged in work functions.

▶ Also, solicitation and literature distribution are not permitted in direct working areas, and LVHN communication tools, such as LVHN email, can't be used to advertise causes. Please note lounges, break rooms, lobbies, parking lots and locker rooms are

not considered working areas. Cafeterias and gift shops generally are not considered working areas, except in regard to colleagues working at those locations.

## SOLICITATION INCLUDES BUT IS NOT LIMITED TO:

- ▶ Raffles
- ▶ Charity drives
- ▶ Cosmetics, jewelry, food and houseware sales
- ▶ Sponsorship requests
- ▶ School or club fundraising activities
- ▶ Ticket sales
- ▶ Catalog or online sales
- ▶ Commercial or personal business sales
- ▶ Bake sales or external food vendors
- ▶ Drives to benefit specific individuals or colleagues (excluding paid time off donations)

▶ Use of LVHN electronic resources

The exceptions to the policy are charitable and community activities supported or sponsored by LVHN, or related to LVHN services. They include:

- ▶ United Way Employee Campaign
- ▶ LVHN Via Marathon
- ▶ American Heart Association Heart Walk
- ▶ March of Dimes/March for Babies
- ▶ Lymphoma and Leukemia Society
- ▶ LVHN foundations
- ▶ LVHN auxiliaries
- ▶ Blood drives
- ▶ Employee Benefit Fairs and activities related to employee benefit programs
- ▶ Employee discounts which specifically benefit LVHN colleagues

## POSITIVE PATIENT TESTIMONIAL

**While I was traveling from the Poconos to my home in New York, I suffered a heart attack.** I was brought to Lehigh Valley Hospital-Pocono. Upon my arrival I was immediately surrounded by nurses and physicians who evaluated me, told me my diagnosis and quickly brought me up to the cardiac cath lab. I had a 100% blockage, which was opened and a stent placed. I was then sent to the ICU. While in the ICU, I had the privilege of being cared for by an excellent staff. Three nurses who cared for me were Michelle, Joanne and Erin. They explained everything to me, cared for every need I had and made me feel comfortable and eased my anxiety. They also were so accommodating to my wife and later my adult children who arrived from Rochester. I was sent to the third floor where I

spent a day and was discharged. All of the staff in the hospital, regardless of discipline, were very friendly and went out of their way to help us.

Having a heart attack is scary enough. When it happens out of town and you don't know anyone, that adds to the anxiety. Your staff couldn't have been kinder to myself and my family, and we appreciate it immensely.

I am a hospital administrator and have worked in health care for 40 years, so I know a little about hospitals. You should be proud of your staff. I would hire any of them in a heartbeat (no pun intended).

I am back home, glad to be alive and thankful for hospitals like yours.

# Ask the Doctor: Fall Yard Clean Up and Back Injuries

**An LVH-Pocono provider** is featured regularly in the Pocono Record's Ask the Doctor column. This week's featured caregiver is licensed Physical Therapist Robert Garner, DTP.



**Q.** I find that raking the leaves is really trying on my back. Why is that and how can I avoid it causing injury?

**A.** Raking leaves is definitely strenuous on the back. In general, there can be a correlation between yard clean up and back pain. This is due to the repetitive nature that this activity requires over an extended period of time. With raking, this usually means lifting and bending forward. For those of us that already have a history of low back pain, the injury risk is increased. That being said, there are measures you can take to minimize your risk.

Very few people "warm up" before they go out for an entire day of yard work, yet this can help reduce the risk of injury. I think it's worth mentioning stretching as a preventative measure. There are many suggestions for warm-up exercises, but you don't need an extensive program. General stretching of the legs, arms and back will help do the trick. Dedicate 10 minutes to warming up. Even going for a walk before doing your yard work will help get circulation going and prepare your body for the heavier tasks ahead.

While raking, avoid reaching out too far from where you are standing. We tend to extend that rake as far as we can so we can get as many leaves as possible. The further you reach forward, the more compromised your back becomes. You're better off working within a smaller area around you. By doing so, you can keep your spine in a much straighter position, reducing the strain on your back. Less strain means less injuries.

Take breaks. Repetitive motions can be problematic. A break gives you a chance to change positions for a bit. Taking a break also gives your muscles a rest. The

more fatigued your muscles are, the more at risk for injury you become. Muscles are responsible for making us move, but they also help protect our joints. When fatigue sets in, our form usually deteriorates. This places additional stress on the muscles and the structures they protect.

Most people are going to have some discomfort after doing a weekend of yard work. That's normal. It's likely just muscle soreness. However, if the pain is getting worse or lasting more than a couple of days, you should seek some medical help. Small issues can become lifelong issues when left unchecked. Don't let a weekend chore become a nagging backache. It's all about taking control of your health. Be proactive.

## Out and About

**LVH-Pocono colleagues could be spotted throughout our community**

this week at local events. Colleagues were out and about at:

- ▶ Spirit Girls
- ▶ EMS Conference
- ▶ Community Outreach Day at the Stroud Mall
- ▶ Resica Elementary School Community Night
- ▶ Red Cross Blood Drive

