

I HEARD IT THRU THE STEAMLIN

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NORTH CAROLINA ASSOCIATION for HOSPITAL CENTRAL SERVICE PROFESSIONALS



We will not forget 9/11
Pray for our troops

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PRESIDENT'S MESSAGE

As I am writing this I see it is only 67 more days till Christmas! Where has the year gone? I remember as a child, and yes I can still remember that far back, thinking how long it took for the holidays to roll around each year. Now it seems the older I get the faster the years fly by. A popular slogan used while I was in high school was "never trust anyone older than 30" and 30 seemed so old. Now that I've past my 30's, my 40's, and almost the 50's, it seems pretty young to me.

Many of us have seen major changes within our departments, especially within the last few years, with updated equipment that has become more and more electronic based. Our sterilizers communicate with our instrument tracking systems, our time card has become an identification badge that serves multiple functions, and our pay check has become nothing more than a piece of paper (if you even receive one) indicating your check has been submitted to the bank and the funds are available.

In this ever changing world it becomes much more important to stay abreast of the ever changing standards and requirements. This is especially important when our friends from The Joint Commission come to visit. I've found the recent surveyors are much more attuned to the requirements for reprocessing and sterilization. As a result, you and the Sterile Processing staff must be equally attuned to changes within our roles. I'm very pleased this organization has always taken strides in assisting with this education process. My thanks go out to the program planning committee for looking to the future to bring quality education to our membership.

Frank Sizemore

President-NCAHCSP



Landscaping Ideas for Small Budgets

To establish landscaping with a small budget, you will first need a plan. Then consider the cost of each item and possible alternatives. The cheapest ideas may not be the best, if they require much maintenance time or money. Landscaping ideas for small budgets may take a little more time to become established but can still produce an attractive and usable space.

Garden walkways, borders and walls can be very expensive if you purchase commercial stone. Sometimes, just by asking, you can obtain old bricks and wood from torn down structures. Use these for edging. Gather native rocks and flagstones to make walkways or walls. Expensive wooden decks need regular maintenance. Instead, create maintenance-free patio areas with free stone from a local stream. (Check to be sure there are no laws against this in your area.)

Fences require money to install and maintain. Instead, **plant** hedges. Although they take longer to become established, hedges will define an area or provide privacy with very little cost. B. Rosie Lerner and Michael N. Dana of Purdue University recommend Amur Maple (*Acer ginnala*) for tall hedges. This dense shrub requires little pruning and will grow to 20 feet. For a lower barrier, Korean boxwood (*Buxus microphylla 'koreana'*) will only grow to 4 feet high and form a dense evergreen hedge.

Spend a portion of your small budget on trees. Larger trees will add shade more quickly. If they are not affordable, plant small trees. You can often obtain seeds or seedlings free from friends and neighbors. Within a few years, there will be very little difference in the size. You can start some shrubs from cuttings. Again, go to your friends for these. For flowers, plant annuals and perennials from seed. By mid-season, most will be the same size as the purchased potted ones. Consider incorporating native plants into your landscape. According to Stewardship Garden, native plants will save you money. Often you can transplant wild ones. These will adapt well to your area and resist insects and disease.

Keep your lawn area as small as possible. Grass is expensive. Seeding a lawn is cheaper than planting with sod, but even a seeded lawn will need ongoing water, a sprinkler system, weeding and mowing. You will want some grass, if you have children or pets, and you can hand-water a small patch. However, consider using ground cover for wide expanses to **save money** and maintenance. Ground cover plants or gravel will need little maintenance, will cost no more than grass and will be permanent. If purchasing gravel, check with local quarries where prices are cheaper than that charged at a garden center. You also can use wood chips or bark if available locally.

Surrounding your shrubs and trees with mulch will help control weeds. Mulch can be expensive. Try the cheaper materials. You can obtain organic mulches like wood chips or straw cheaply or even free. North Carolina State University suggests using your composted grass clippings, leaves and plant debris for mulch.

Read more: [Landscaping Ideas for Small Budgets | eHow.com http://www.ehow.com/list_7517458_landscaping-ideas-small-budgets.html#ixzz2Ath9pjvg](http://www.ehow.com/list_7517458_landscaping-ideas-small-budgets.html#ixzz2Ath9pjvg)

NCAHCSP MEMBERSHIP NEWS

Don't forget our next meeting will be November 2nd in Winston-Salem at the Hawthorne Inn. Please don't forget to check the website- www.ncahcsp.org on a regular basis as we are always adding new or additional information.

Current membership shows a steady number of members.

Over on page 4, you will find information on some of the companies that assist us both financially and in providing us information. I will give you background information about those companies. If I miss anyone, please don't hesitate to let me know as we don't all use the same vendor.

Check out our new segment called "DEAR STEAMIE". We will endeavor to answer any and all questions you put forth to us.

What are you doing for Central Sterile Week? Send me an e-mail and let me know how you are planning of celebrating.

"DEAR STEAMIE"

Dear Steamie,

If I leave a NCAHCSP Educational Meeting early why do I not get a certificate?

*The certificates issued are based on the amount of CEU's offered for the specific meeting you are attending. The Certification Board for Central Processing and Distribution (CBSPD) has strict guide lines for issuing approval for the CEU's. The printed certificate is given to show that you attended the **entire** meeting, and received the approved amount of continuing education units; **therefore, if you need to leave the meeting early, the CEU's are reduced to reflect the time missed.***

The NCAHCSP Board of Directors understands the need for certified SPD personnel to earn as many continuing education units as possible to maintain their certification. Evaluation comments rendered have asked

"Why not start later?" or "Why can't we leave earlier?" The Board could start the meeting later or have it end earlier, but the number of CEU's received would be lower. CEU's are issued based on time, not on the educational content.. The goal is to maximize the number of CEU's you receive.



Thanks for Asking,

Steamie

STERIS-MORE THAN JUST AUTOCLAVES

STERIS is a global leader in infection prevention, contamination control, surgical and critical care technologies, and more.

STERIS is the world's pre-eminent infection prevention, decontamination, and surgical and critical care company, with a long list of first-to-market products and industry-leading service innovations and thousands of customers in more than 60 countries.

While the corporation was founded as Innovative Medical Technologies in 1985 and renamed STERIS in 1987, our history dates back to 1894 with the founding of American Sterilizer Company, a long-time, global leading innovator of sterilization products.

STERIS was founded in 1987 with a venture capital investment of \$1.2 million and a plan for a healthier and safer world. Today the Company stands at the forefront of efforts to prevent infection and contamination in healthcare and pharmaceutical environments, and is broadening its reach in consumer, defense and industrial markets as well.

STERIS is the world's pre-eminent infection prevention, decontamination and surgical technology company, with thousands of customers in more than 60 countries. While the corporation was founded in 1987, our history dates back to 1894, to the founding of the American Sterilizer Company, a longstanding, leading global innovator of sterilization products.

The Steris name can be found in your new hybrid Operating Rooms

The Integration Systems of the OR-including cordless rooms, monitoring systems, endoscopes, etc

Surgical Lights



Surgical Tables
OR Booms-free of cables

Warming Cabinets Scrub Sinks

Washing, Disinfection & Sterilization Systems



Cleaning Chemistries

Sterility Assurance monitoring and Instrument Tracking

Hand Sanitizers, Lotions, Soaps

Compliance Systems

Surface Decontamination

Equipment Decontamination

SecureCare Service—maintenance & repair



contracts on demand

GI/Endoscopy Labs

Ambulatory Surgery Center

Planning & Design

Certified Pre-Owned Equipment



TEAM BUILDING—DO YOU KNOW HOW TO DO IT?

By: Diane Fink, RN , ACSP. Retired From CMC-NorthEast

Objectives:

Describe what a team consists of
Discuss the different skills each team has
Describe the 7 steps of effective team performance

A team has been defined as a cohesive group of individuals who work together with a commitment to reach a common goal. A group organized to work together to accomplish a set of objectives that cannot be achieved effectively by individuals. Simply stated, it is less ME and more WE.

Teams just do not happen. They have to be developed and the success of the team depends on the contribution of the members. Team members must work together toward a properly identified, common goal. It has been said that teamwork divides the tasks and doubles the success. Team development takes work. Meetings have to be scheduled and communication to all members is vital for a team to succeed. Clear expectations must be understood by all and deadlines set to accomplish the goals. Accurate records should be kept of all meetings, noting the successes and failures. Each member must have a clear personal understanding of the team's missions and goals and what part they play in achieving that goal. Team members learn from one another and must be willing to contribute ideas as well as listen to ideas of all members. A good team member must be willing to work with other members until the goal is accomplished.

Each person brings a different

skill to the team and each person has something to contribute. A quote from H.E. Luccock is "You don't get harmony when everybody sings the same note". The saying goes for team building. It takes everyone bringing their thoughts and ideas together, dividing the tasks in order to double the success. Teams need people who possess technical skills, but teams also need people who possess people skills. Technical skills include members who are cross trained in all job tasks. They read job related literature, attend workshops or in-service programs and become certified or licensed in their profession. People skills include being great communicators who shows respect for all team members, who demonstrates a willingness to learn, to share ideas in a positive manner and who lives and demonstrates a positive attitude. In order for a team to be successful, members must be positive about what they are doing. A bad attitude spoils great talent. People skills are the most difficult to develop. There is a difference between attitude and behavior. With attitudes, people must be willing to make sacrifices to do what needs to be done to accomplish the goal. In behaviors, people may have to subordinate their own self-interest on be-



half of the team's purpose and goal to be a successful team player.

It has been said that lessons on team building can be learned from **Geese.**

Geese Fact #1-As each bird flaps its wings; it creates uplift for the bird following. By flying in a "V" formation, the whole flock adds 71 percent greater flying range than if one bird flew alone.

Team Building Fact #1-People who share a common direction and a sense of community can get where they are going quicker and easier because they are traveling on the strength of one another.

Geese Fact #2-Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone and quickly gets back into formation to take advantage of the lifting power of the bird immediately in front.

Team Building Fact #2-If we have as much sense as geese, we will stay in formation with those who are ahead of where we want to go and be willing to accept their help as well as give help to others.

Geese Fact #3-When the lead goose gets tired, it rotates back into formation and another goose flies in the point position.

Team Building Fact #3-It pays to take turns doing the hard tasks and sharing leadership.

Geese Fact #4-The geese in formation honk from behind to encourage those up front to keep up their speed.

Team Building Fact #4-We need to make sure your honking from behind is encouraging and not something else.

Geese Fact #5—When a goose gets sick, wounded or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it is able to fly again or dies. Then they launch out on their own, with another formation, or they catch up with their flock.

Team Building Fact #5—If we have as much sense as geese, we too, will stand by each other in difficult times as well as when we are strong.

Having worked in Surgery and Sterile Processing for 44 years, I have served on many teams; some effective and a few ineffective.

The basic building block of good teambuilding is for a leader to promote the feeling that every human being is unique and adds value to the department. Norman S. Hidle once said, “A group becomes a team when each member is sure enough of himself and his contributions to praise the skill of others.

I realize there will be occasions where team members are going to be critical of a team member’s response to a particular situation. Before words are spoken that cannot be retrieved, stop and think about your own personal response. How would you want someone to respond if your performance was in questions? We are most effective as a team when we compliment each other without embarrassment and disagree without fear. When you hear one member criticize another’s performance, ask the following:

“Have you talked to him/her about this?”

“What can you do to help him/her improve the situation?” Often comments are made that are either stated incorrectly or are perceived as negative. These phrases can damage team spirit. Think before you speak and be sure to promote a positive body language. Some examples of phrases that can damage team spirit are as follows:

“You are doing this wrong!”

A better choice of words would be **“How about trying to”**

“What are you going to do about this?” A better choice would be **“What can we do about this?”**

“Who is responsible for this?” A better choice would be **“How can we fix this?”**

“Can I help?” A better choice would be **“How can I help?”**

“I don’t think you should...” A better choice of words would be **“Why don’t we try...”**

There are 7 “C” Steps in effective team performance.

Clarity—what is the common goal and what is the expected outcome?

Capability—Team members must have the knowledge of how to do and how to get things done.

Collaborative—Members must meet on a regular schedule to discuss plans. Collaboration yields results greater than an individual’s contributions. Reaching a consensus requires discussion, debate and collaboration.

Commitments—Each member must embrace the job or project and must appreciate and acknowledge the contributions of others.

Communicate—Members must be able to give or exchange information, practice active listening and be able to give and receive feedback.

Continuous Improvement—Members must be committed to work until the goal is achieved and maintain an on-going

means to make the work processes better and more valuable.

Creativity—Members must be able to make or originate new ideas and solutions, utilizing diverse thinking and using creative skills.

Successful teams in Central Service must

- ◆ Introduce and manage on-going changes
- ◆ Meet the needs of customers
- ◆ Ensure quality products
- ◆ Ensure good patient outcomes
- ◆ Promote effective communication between staff and departments

Teams, whose members are aligned with its purpose, feel a challenge in their task, have a strong sense of camaraderie, feel responsibility for the outcome and experience growth as a team, will be successful. A quote from Henry Ford says it all. “Coming together is a beginning; keeping together is a progress; working together is a success.”

References:

“Tips from Winning Coaches”, Michael Tim Winn, Contract Management, National Contract Management Association
Tall Ships, Building Effective Teams

Team Building 3rd Quarter 2012

1. A team is defined as a group organized to work together to accomplish a set of objectives that cannot be achieved effectively by individuals.
 True False
2. Teams do not have to be developed. They just happen.
 True False
3. Each member brings the same skills to the team.
 True False
4. Technical skills are the most difficult to develop. True False
5. It is important for the team leader to promote the feeling that every human being is unique and adds value to the department. True False
6. Capability and criticism are 2 of the 7 steps in effective team performance.
 True False
7. People skills and technical skills are not vital to effective team building.
 True False
8. Team members are most effective when each other is complimented without embarrassment.
 True False
9. Team members must have a clear understanding of the team's mission and goals. True False
10. It does not pay to take turns doing the hard tasks and sharing leadership.
 True False

EVALUATION--Please evaluate this in-service by selecting a rating between 0 and 4.

0=Not Applicable, 1=Poor, 4=Excellent

Author's Knowledge of the Subject **0 1 2 3 4**

Author's Presentation, Organization, Content **0 1 2 3 4**

Author's Methodology, Interesting/Creativity **0 1 2 3 4**

Program Met Objectives **0 1 2 3 4**

To receive 1.0 contact hours toward certification from CBSDP, complete the in-service "quiz" after reading the article. Send the entire page with the completed "quiz" to:

Lana Haecherl
 P.O. Box 568
 Pineville, NC 28134

Lana will issue a certificate if your score is greater than 70%. Please be sure to fill in the information requested below.

If you are **NOT** a member of NCAHCSP, please include a fee of \$20.00 for instate membership and \$20.00 for out of state membership. Your fee will provide you a 1-year membership in the Association and will also entitle you to submit the next in-service offerings for the cost of a postage stamp. That is potentially six in-service programs for your registration fee. Remember you will not be issued a certificate unless you are a member of NCAHCSP.

CEU credits pending from CBSDP.

CLEARLY print your name as you wish it to appear on the certificate. Enter the address where you want the certificate sent.

NAME: _____

Address: _____

City: _____ State: _____

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E-mail address:

10 Ways to Lower Your Cholesterol

By Mary Anne Dunkin

Improving your cholesterol levels doesn't necessarily mean adding a new medication to the mix. Diet and lifestyle changes can often make a difference. You may be surprised to find that a few things you're already doing – or could be doing – to help your arthritis can lower your cholesterol level as well.

Here are 10 things to try:

1. **Cut the fat.** Limit your consumption of foods such as organ meats; processed meats, including hot dogs, bologna and sausage; whole milk and ice cream; fried foods; butter, shortening and lard.

2. **Get your fill of fiber.**

Soluble fiber – the kind found in food such as oatmeal, apples, kidney beans, peaches, prunes, bananas and broccoli – reduces cholesterol absorption from the intestines. Strive to get 10 or more grams a day – the amount in a couple of bowls of oatmeal or a few bananas or peaches.

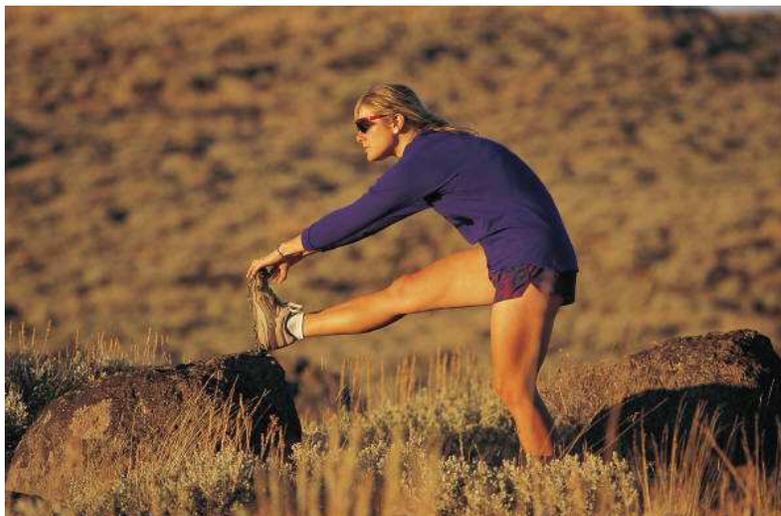
3. **Go a little nutty.** Studies show that walnuts and almonds can have a significant effect on LDL (the “bad” cholesterol). Two ounces (approximately a handful) daily is about what it takes.

4. **Select seafood.** The same omega-3 fatty acids in fish that ease arthritis inflammation can have a cholesterol-lowering effect as well. Try to eat at least two servings of fish each week. Mackerel, herring, salmon and albacore tuna are all good sources of omega-3s.

5. **Change your oil.** Change your regular cooking oil to olive oil and you'll lower your LDL cholesterol without affecting your HDL (“good”) cholesterol. About two tablespoons daily is what you'll need to reap the benefits. A bonus: You may also feel improvement in arthritis in-

flammation.

6. **Look for fortified foods.** Plant substances called sterols or stanols are known to block the absorption of cholesterol. A number of products fortified with these substances have hit the supermarket in recent years. Look for them in orange juice, margarine and yogurt.



7. **Drop a few pounds.** One of the best tactics for reducing strain on your arthritic joints is also one of the best for reducing cholesterol: **Lose weight.** Losing just five or 10 pounds often makes a difference – for both.

8. **Get going.** Staying active can help your cholesterol levels, even if you don't need to lose weight. Moderate physical activity can raise HDL cholesterol.

9. **Give up the cigarettes.** If you smoke, stopping can increase your HDL cholesterol level.

10. **Speak to your doctor.** If diet and lifestyle changes aren't enough, of course, speak to your doctor. He or she may have other advice, including the possibility of adding cholesterol-lowering medication to your daily regimen.





North Carolina Association for Hospital Central Service Professionals will establish itself state-wide as the leading educational organization through innovative programs that enhance the development of the Central Service Professionals.

We're on the web!!

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President—Frank Sizemore/
Treasurer
Manager-Central Service
North Carolina Baptist Hospitals, Inc
Medical Center Blvd.
Winston-Salem, NC 27157-1122
Phone-336-716-6270
Fax-336-716-5269
fsizemor@wfubmc.edu

Past-President—Lana Haecherl —2012
Manager, Sterile Processing and Distribution
Carolinas Medical Center
P O Box 32861
Charlotte, NC 28232
Phone-704-355-9814
Fax—704-355-7225
lana.haecherl@carolinashealthcare.org

President-elect—Karen Furr 11-12
Moore Regional Hospital
Sterile Processing Supervisor
P.O. Box 3000
Pinehurst, NC 28374
Phone-910-715-1081
Fax-910-715-1088
kfurr@firsthealth.org

Secretary—Pricilla Worth
Manager, Sterile Processing & Distribution
Carolinas Medical Center—Mercy
P O Box 32861
Charlotte, NC 28232
Phone-704-355-4922
fax 704-355-7225

Louise Rahilly, RN, Founder-Board Member Emeritus
2623 Fordham Drive
Fayetteville, NC 28304
Phone—910-485-8296
crah115826@aol.com

Diane Fink, RN , ACSP 11-12
202 St. Joseph St.
Kannapolis, NC 28083
dmfink@earthlink.net

Pam Caudell, RN, CNOR, CSPDS 11-12
Assistant Director, Surgical Services
Randolph Hospital
364 White Oak Street
Asheboro, NC 27204
Phone—336-629-8833
pcaudell@randolphhospital.org

Paul Hess, BSN, RN, CRCST, ACSP 11-12
Manager, Support Services, Central Processing and Distribution
Central Processing & Distribution
New Hanover Regional Medical Ctr.
2131 S 17th St. P.O. Box 9000
Wilmington, NC 28402-9000
910-343-2142 (phone)
910-343-4400 (fax)
paul.hess@nhhn.org

Margie Morgan 11-12
Moore Regional Hospital
Asst. Director, Sterile Processing
P O Box 3000
Pinehurst, NC 28374
Phone-910-715-1081
Fax-910-715-1088
mmorgan@firsthealth.org

Judith Carey 12-13
Processing Coordinator, Sterile Supply Services
Gaston Memorial Hospital
2525 Court Drive
Gastonia, NC 28054
Phone-704-834-2346
fax-704-854-4631
careyj@gmh.org

Patricia Washington 12-13
Manager, Sterile Processing
Carolinas Medical Center-NorthEast
920 Church Street North
Concord, NC 28025
Phone-704-783-1441
Fax-704-783-3181
patricia.washington@carolinashealthcare.org

Karen Baker 12-13
Director, Central Service
Carolinas Medical Center-Union
600 Hospital Drive
Monroe, NC
Office-704-225-2572
Fax-704-225-2586
karen.baker@carolinashealthcare.org

Ann Thomas—Instrument Tech IV 12-13
Carolinas Medical Center
1000 Blythe Boulevard
Charlotte, NC 28205
Office:
Fax:
ann.a.thomas@carolinashealthcare.org

