



Keeping Business Healthy is an informational resource published quarterly by Business Health, a program of Baptist Health Care. Ellie Smith, editor

Your comments are welcome; please send them to: Michelle Cook, Director Business Health 1301 West Moreno Street, Pensacola, Florida 32501

Summer 2004 Your guide to wellness in the workplace

NURSE PRACTITIONER JOINS OCCUPATIONAL HEALTH CLINIC



Baptist Health Care is pleased to announce that Deborah U. Robards, Advanced Registered Nurse Practitioner (ARNP), has joined the occupational medicine staff at Baptist Medical Park-Pensacola. Board Certified in Family Practice, Deborah possesses twenty-five years experience as a clinical professional.

Deborah received both her BSN and MSN from the University of South Alabama in Mobile. Most recently she worked as a nurse practitioner in the field of emergency medicine. Additional areas of expertise include Medical-Surgical, Intensive Care, Community Health, Clinical Instruction, Maternal Child, and Pediatrics.



Deborah Robards, ARNP

Deborah looks forward to working in the occupational health arena, which she says will be a new challenge for her, a “specialized area that is a cross-section” of her diverse clinical experience.

In her new position, Deborah will be joining Ramon S. Ryan, M.D., Medical Director of the occupational health clinic.

Deborah and her husband of twenty-eight years have two children and three grandchildren. Born and raised in the Milton/Pace area, she performs as part of a local blue grass-gospel band when time allows.

WORKPLACE TRAUMA

You’ve just experienced an incident of violence at your work site - a critical incident that resulted in serious injury, loss of life, or profound mental anguish. What’s the next step? How do you help your employees recover from the trauma?

Baptist Health Care’s Employee Assistance Program (EAP) is fortunate to have available a therapist credentialed in Critical Incident Stress Debriefing (CISD). This is the process of helping people involved in a traumatic event to put the incident behind them and return to their normal level of functioning.

The specially-certified therapist travels to the job site within 48 hours of the incident to work with groups of employees (15 or less at a time). The small group setting offers a safe environment for participants to de-stress.

During the CISD process, employees review the event plus their responses to it, and derive support from each other. They are educated on normal responses to crises, and given information on what stages they can expect in their recovery. The therapist may identify and refer participants in need of one-on-one counseling.

Examples of incidents wherein employees could benefit from CISD include serious accidents or death in a work setting, work-related auto accidents, bank or business robberies, murder/suicide in the workplace, natural disasters, or bomb threats.

The CISD, which requires a minimum of two hours, is a fee for service. For more information, contact Baptist Business Health at 850/434-4551.



THE

Un-Stress CALENDAR 2004

Stress is a natural phenomenon that has been with us since the days of dinosaurs. Stress is unavoidable, but often it is a motivating force. In short, stress is energy.

When stress is channeled constructively, it can help you concentrate, perform at a higher level under pressure, work more creatively, and enjoy life more fully. If you think stress is all bad, evolve your attitude. It can be a positive influence.

Practice Safe Stress

What's New in the Field of Drug Testing?

On April 13, 2004, the United States Department of Health and Human Services (DHHS) announced a proposal to revise its Mandatory Guidelines for Federal Workplace Drug Testing Programs. DHHS is seeking to establish guidelines for the **testing of hair, oral fluid, and sweat specimens for drugs**, in addition to urine (the specimen that must be used under the current regulations). The proposed rules would affect drug testing of some 400,000 federal employees. Private employers may be impacted directly if the rules are adopted by the U.S. Department of Transportation (DOT) for trucking and other regulated industries.

The proposed guidelines will delineate the procedures to be followed in collecting each type of specimen; the cut-off concentrations to be used to establish positive test results for each specimen type; the criteria to be used to establish adulterated, substituted, and invalid tests; and the requirement for validity testing on all specimens. DHHS is proposing that hair testing, oral fluids, and sweat be implemented for pre-employment, random, return-to-duty, and follow-up testing.

Hair testing generally can detect drug usage within the past 90 days – a much longer period in comparison to urine, sweat, or oral fluid. **Oral fluid** is readily accessible, its collection is perceived as less invasive than a urine specimen collection, and it is particularly useful in detecting drugs within one hour of use. **Sweat specimens** may be collected as liquid perspiration, on sweat wipes, or with a sweat patch; sweat patches detect drug use that occurred shortly before the patch was applied and as long as it remains on the skin.

Individuals and organizations may submit comments on the Notice of Proposed Rulemaking to DHHS by July 12, 2004.

TOP WORK WISHES FOR MOMS

Flexible work schedules and the ability to work from home top the list of most-wanted benefits for moms.

A survey of 25,000 women showed that 61% of them named flexible schedules as the most valuable benefit, followed by “the ability to work at home” named by 15% of respondents. In third place? On-site day care, named by just 9%.

WorldWIT, a global discussion network for women in business and technology, conducted the survey. They commented, “Companies who fail to offer any family-friendly benefits may find that their stance costs them dearly in the form of stress claims, lower productivity, and lost time.”



TERRIBLE OR TERRIFIC TEENS

Presenter: Bonnie Butcher, LMHC

August 5
Baptist Hospital
Medical Meeting Room
8:00 – 9:00 a.m.

434-4551 for
reservations

August 10
Baptist Medical Park
Azalea Room
5:30 – 6:30 p.m.



A presentation of Baptist Health Care's Employee Assistance Program (EAP)