



Caregiver Notes

A newsletter for the employees of Constant Companions Home Care

Constant Companions Home Care
San Diego and S. Riverside Counties
858.722.9352



Happy Thanksgiving!
November 2009



Important Dates:

10/30—Pay Day
11/2—Timesheets Due
11/13—Pay Day
11/16—Timesheets Due
11/26—Thanksgiving Day
11/27—Pay Day
11/30—Timesheets Due

Marketing Update

—a listing of public relations and marketing activities

10/29—Rotary Club—Rancho Bernardo
10/29—Poway Chamber of Commerce Mixer
10/30—New Brochures and Business Cards finished
11/1—Front Page article in the RB Signature Featuring Constant Companions' 6 years in business
11/5—Rotary Club—Rancho Bernardo
11/10—North County Senior Services Group
11/17—Rancho Bernardo Senior Services Group
11/19—Rotary Club—Rancho Bernardo
11/26—Rotary Club—Rancho Bernardo
11/30—Website finished and Search Engine Optimization begins.



Constant Companions Gets a Makeover

In today's market there are less people willing to pay for our services with more competition than ever, both from other agencies and private caregivers. In order to maintain a competitive edge, the company is reinventing itself. Over the next couple of months you will see evidence of the work we have been doing to make this change happen.

As of October 14, 2009 Constant Companions turned 6 years old and we decided that it was time for a new look. New forms, brochures and business cards are being printed up and our website is being redesigned and re-marketed on the internet.

As for our staff, we will use this newsletter and other means to keep you updated on educational opportunities as well as provide information on various conditions of the elderly. All of our caregivers will have to prove proficiency in basic care giving skills such as transferring, bedridden care, meal preparation, bathing, dressing and medication supervision.

New applicants will have to prove attendance at some type of caregiver training, either C.N.A and/or HHA or MA, *WITH* direct patient care experience in either a Skilled Nursing Facility, Hospital or Board and Care for a minimum of 6 months, with 1 year preferable. All current caregivers will be grandfathered, but at some time in the future, there may be Continuing Education requirements that you will have to fulfill.

Our goal is to set the company apart from the explosion in agencies out there that are NOT as experienced in the field of Home Care and therefore do not know who to hire and why. We have that experience, over 20 years, and we are now going to put it to use to create the BEST agency in San Diego County.

We need the commitment from our staff to help this transformation happen. Over the next few months we will be sending out this newsletter with a review of our Policies and Procedures as well as the addition of a few new ones. We expect all field staff to abide by these standards with no exceptions. New staff will be added in 2010 to conduct field inspections so that the agency is more aware of what is happening out in the homes more frequently and more consistently. If you are found to be in violation of any standard of the agency, you will have one opportunity to correct the conduct or policy violation. After which it will be at the discretion of the company to discontinue your employment.

In order for an agency to survive and thrive, it must be polished, professional and reliable. Let's all do our part to ensure the survival and GROWTH of Constant Companions. Please take the time to READ the newsletter as they will be full of information and opportunities.

If you need a copy of our standards and policies you can always access them on-line under the section 'For Caregivers' They are currently listed under the link that reads Caregiver Information. As we progress, these too will be updated and reloaded on the page so that they are always available. Feel free to look anything up or give Gabriela a call if you have any questions.

Ignorance is NO excuse.

It's Flu Season

As caregivers, REMEMBER to take care of yourself, especially as we approach flu season. Flu shots are NOT mandatory, but they are recommended as you will be in contact with many individuals with compromised immune systems. Below is a small portion of a list of Community Health Centers around the county. Each clinic has its own schedule and services, call first for information.

Comprehensive Health Center
1833 First Ave., Suite 300A
San Diego, CA 92101
619-235-4211

East County Community Health Center
855 East Madison Ave.
El Cajon, CA 92020
619-440-2751

La Mesa Community Health Services
7339 El Cajon Blvd., Suite I
La Mesa, CA
619-668-6280

Escondido Community Health Center
(Main Site)
460 North Elm St.
Escondido, CA 92025
760-737-2000

Temecula Family Health Center
41002 County Center Dr. #310
Temecula, CA 92591
909-694-5200

The complete list of Health Clinics can be found at <http://www.sdcountry.ca.gov/cnty/bos/sup2/help/healthclinics.pdf>

Take your vitamins, get plenty of rest and exercise 30 minutes daily. The tried and true way to keep up your health. If you do get sick, please do not go to work. CALL 858.722.9352 as soon as you know you will be missing work (ANY time of day or night) so that a replacement can be scheduled.

CPR Review

While it is not required yet, we highly recommend taking a CPR/First Aid class. Many of our clients ask for that as a condition of placement and you may not receive an offer for work if you do not have current CPR/First Aid certification.

We will continue to scour local papers and websites to find the most inexpensive classes out there.

In the meantime, to brush-up I have found a website that has information for review and certification if you choose to pay. Here is an instruction card that you can cut out and laminate to keep with you in case you come across a situation and you need a cheat sheet.

When you get a chance go to the site and take the course on line for free. You'll be more confident and ready in case of an emergency.

cprtoday.com	ADULT	CHILD	INFANT
CHECK FOR RESPONSIVENESS	By shaking the victim and shouting	By shaking the victim and shouting	By patting victim's feet and chest
WHEN TO DIAL 911	Immediately if victim is unresponsive	After 1 to 2 minutes of performing CPR	After 1 to 2 minutes of performing CPR
PULSE LOCATION	Carotid artery (on the side of neck)	Carotid artery (on the side of neck)	Brachial artery (inner upper arm)
AIRWAY	Lift the neck and tilt the head back	Lift the neck and tilt the head back	Slightly tilt the head into "sniffer's position"
BREATHING	Pinch the nose; give 2 breaths	Pinch the nose; give 2 breaths	Mouth over mouth & nose; give 2 puffs
CIRCULATION	2 hands, 2 in. deep; 30 compressions	1 hand, 1 inch deep; 30 compressions	2 fingers, 1/4 chest depth; 30 compressions
Check for pulse every minute. Repeat A-B-C cycle as necessary until EMS arrives.			

www.cprtoday.com