



Konedu Home Care



"Cares About You"

Newsletter

August 2019

KONEDU HOME CARE OPEN ENROLLMENT FOR THE 2019-2020 HEALTH PLAN YEAR IS HERE!

Konedu Home Care will be maintaining the same health care plans and open enrollment. Informational meetings and trainings are continuing in August and will be finalized August 15th with an effective date of September 1st for health care benefits.

Video presentations will be available on our secure staff portal at www.konedutraining.com use your email to login and password is konedu. This will be mandatory to view and acknowledge receipt.

Orientation face-to-face meetings will also be taking place for live question and answer time.

Enrollment and/or waivers must be completed by every employee. Dates and further information will follow.

New Payroll Provider! ADP

ADP will be providing our payroll services. Features will include direct deposit and viewing your check on-line 24/7. Check your email for the ADP notice to enroll.

Carie Jones, Co-Owner/Credentialing and Compliance Director

Doussouba Kourouma, Co-Owner/Administrator



TRAINING

*Annual Training is always on-going. Is your annual training due?
Please visit our webpage and your staff portal to view and complete.*

If you have questions, contact Barbara Oleynick.

PLEASE TAKE A FEW MINUTES OF YOUR TIME TO COMPLETE THESE COURSES!



| | | | |
|-----------|--------------|-----------------|----------------------|
| Wed, 8/14 | – 8:45am-4pm | RA 8-hour class | Konedu must register |
| Fri, 8/30 | – 8:45am-4pm | RA 8-hour class | Konedu must register |
| Wed, 9/11 | – 8:45am-4pm | RA 8-hour class | Konedu must register |



In the Spotlight . . .

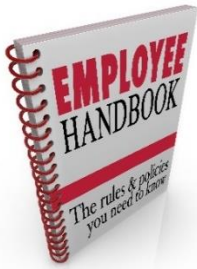
Working as a healthcare professional is never easy. It takes a certain amount of fortitude, compassion and patience to succeed in the health care industry. Long hours in combination with various physical and emotional challenges can leave you feeling exhausted and uninspired. ***These quotes are for you . . . enjoy and be encouraged for the great job and service you do!***

"The best way to find yourself is to lose yourself in the service of others." – Mahatma Gandhi

"It is not how much you do, but how much love you put into the doing that matters." – Mother Teresa

If you want others to be happy, practice compassion. If you want to be happy, practice compassion." – Dalai Lama

"They may forget your name, but they will never forget how you made them feel." – Maya Angelou



Damage, Loss and Theft of Personal Property Policy

Konedu Home Care holds a zero-tolerance policy for theft, damage and dishonesty. Any investigation leading to the confirmation of theft, damage or dishonesty of any employee will result in the immediate termination of that employee. We recognize that despite all efforts being taken to minimize instances of accidental damage and/or theft to a Client's equipment, belongings or property; events may still occur during service provision to a Client.

In the instance of damage, loss or theft of property, Konedu Home Care will consider all information relating to the damage/loss/theft and will advise the client to initiate an damage, loss and theft report. Consideration may be made on a case by case basis regarding any reimbursement for damage/theft or loss. Matters of employee performance as a result of the damage, loss or theft will be addressed by HR and in accordance with Konedu's Human Resource policies.

All employees are responsible for their actions during the care of clients to include protecting and handling with care all items and property of the client.



Heat Stress in the Elderly

Elderly people are more prone to heat stress than younger people for several reasons:

<https://caregiver.com/articles/heat-stress-elderly/>



- Elderly people do not adjust as well as young people to sudden changes in temperature.
- They are more likely to have a chronic medical condition that changes normal body responses to heat.
- They are more likely to take prescription medicines that impair the body's ability to regulate its temperature or that inhibit perspiration.

SIGNS & SYMPTOMS: Paleness, Muscle cramps, Tiredness, Weakness, Dizziness, Headache, Nausea/vomiting, Fainting

What You Can Do to Help Protect Elderly Relatives and Neighbors

- Visit older adults at risk at least twice a day and watch them for signs of heat exhaustion or heat stroke.
- Encourage them to increase their fluid intake by drinking cool, nonalcoholic beverages regardless of their activity level.
- Warning: If their doctor generally limits the amount of fluid they drink or they are on water pills, they will need to ask their doctor how much they should drink while the weather is hot.
- Take them to air-conditioned locations if they have transportation problems.



STRENGTH IN

The shifting majorities of the sexes in the workplace. (Male vs. Female)

<https://flowingdata.com/2017/09/11/most-female-and-male-occupations-since-1950/>

Decades ago, men went to work and women stayed at home to take care of the home and children. This of course changed a lot. In 2015, it's closer to 70 percent for women and high 70s for men.

Naturally, men and women now work many of the same jobs, but many jobs are mostly men or mostly women. The most female job was preschool and kindergarten teachers, and the most male was carpenters. The male-female ratios for these jobs changed little. But there are a lot of jobs in the middle that shifted plenty. Since 1950 here's how employment specifically in "personal care and service workers" categories changed since 1950 to 2015 based on data from the American Community Survey.

Personal care and service workers stand out. We see the growing trend here at Konedu Home Care with 115 employees and almost of ¼ of them being male.

