

Revitalizing Teams:
Seamless Onboarding
for New and
Returning Employees
Post Worker's Comp
Injury

BRETT MOREAU & BRITTANY BORDELON

AUGUST 15, 2024





Brett Moreau

- Clinical Nurse/Clinical IT/Education Manager
- He has spent four decades saving lives, solving problems, and making sure no one ever leaves his classroom without a great joke. Furthermore he knows Brittany.



Brittany Bordelon, RN


- Risk Manager/Patient Safety Officer at Abbeville General Hospital
- Drawing on her background in both healthcare and investigations she quickly excelled in this critical field, ensuring the safety and well-being of patients and healthcare providers alike.





Objectives

- 1). To equip managers and Healthcare personnel with comprehensive strategies and tools for effectively onboarding new employees, fostering a seamless integration process that maximizes productivity, engagement, and satisfaction within the organization. Through this presentation, participants will gain actionable insights into tailoring onboarding processes to the needs of diverse talent, fostering a culture of belonging, and accelerating new hires' path to success.
- 2). To provide actionable strategies for accelerating the return-to-work process post-worker's comp injury. Attendees will learn efficient communication methods, injury management tactics, and collaborative rehabilitation approaches to enhance organizational productivity and employee well-being.



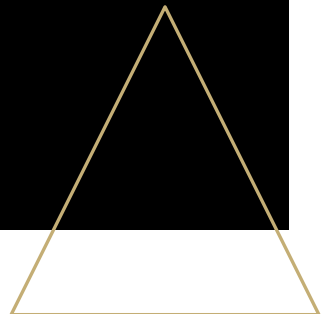
“If you do what you
love, you’ll never work
a day in your life.

- Marc Anthony

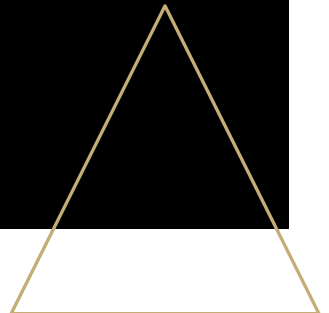
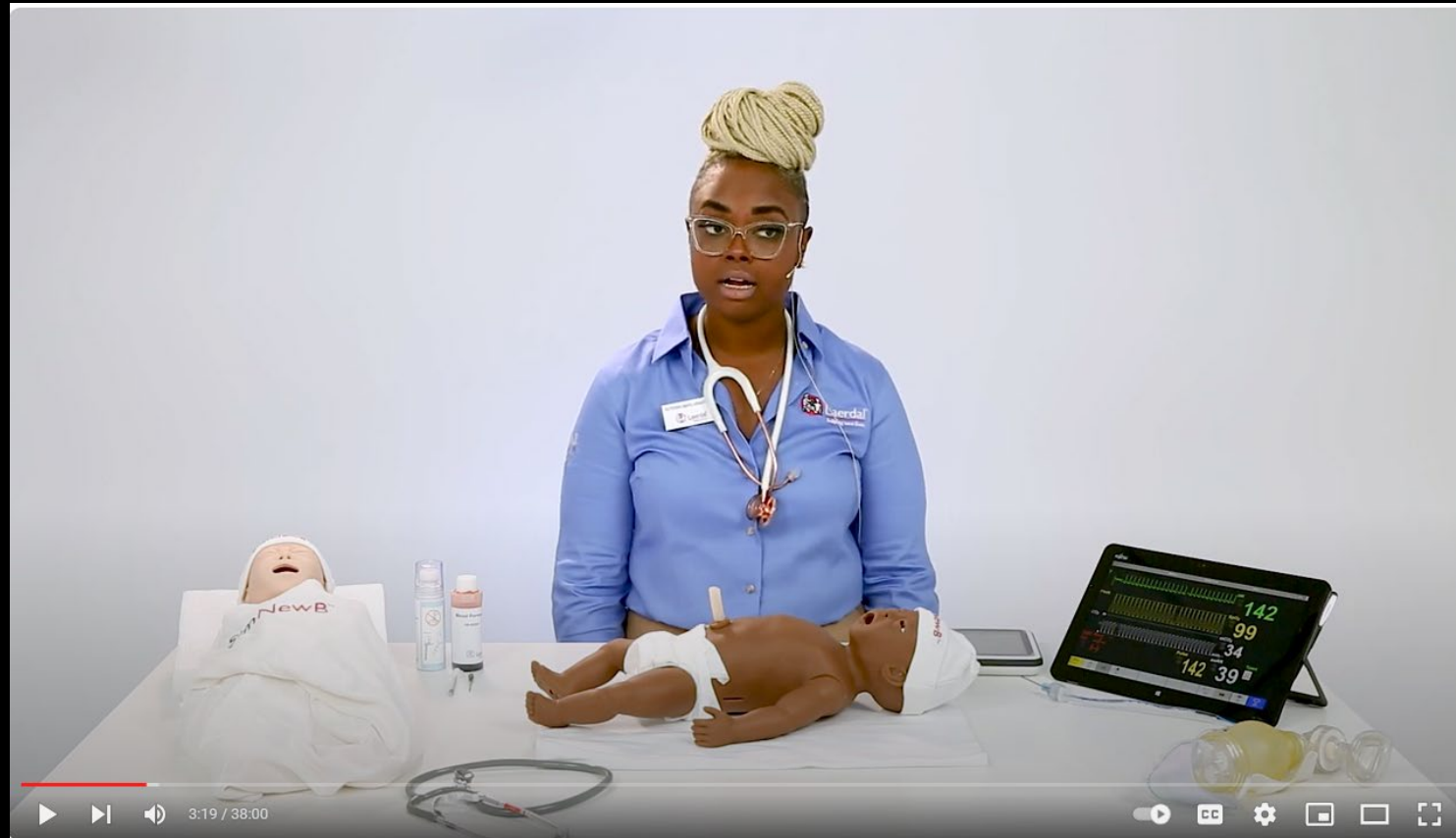


Orientation / Training

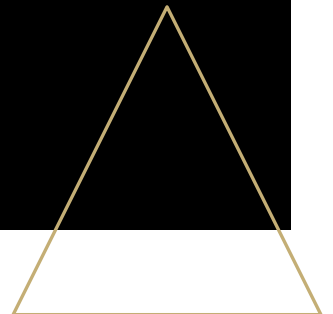
- We have a two part Orientation Program-Part 1 is elearning in careLearning. Part 2 is in-person orientation, which is held monthly.
- We teach in-house CPR, ACLS, PALS, MOAB, EKG Interpretation, NRP and STABLE. We also monitor current compliance for these courses.
- We have a yearly Skills Fair covering topics identified in our Education annual needs surveys.
- We have competency In-Services on new equipment.



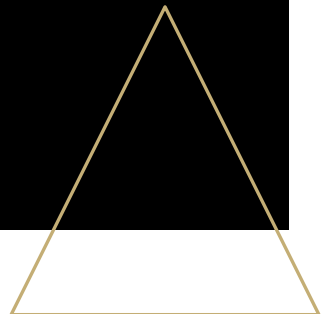
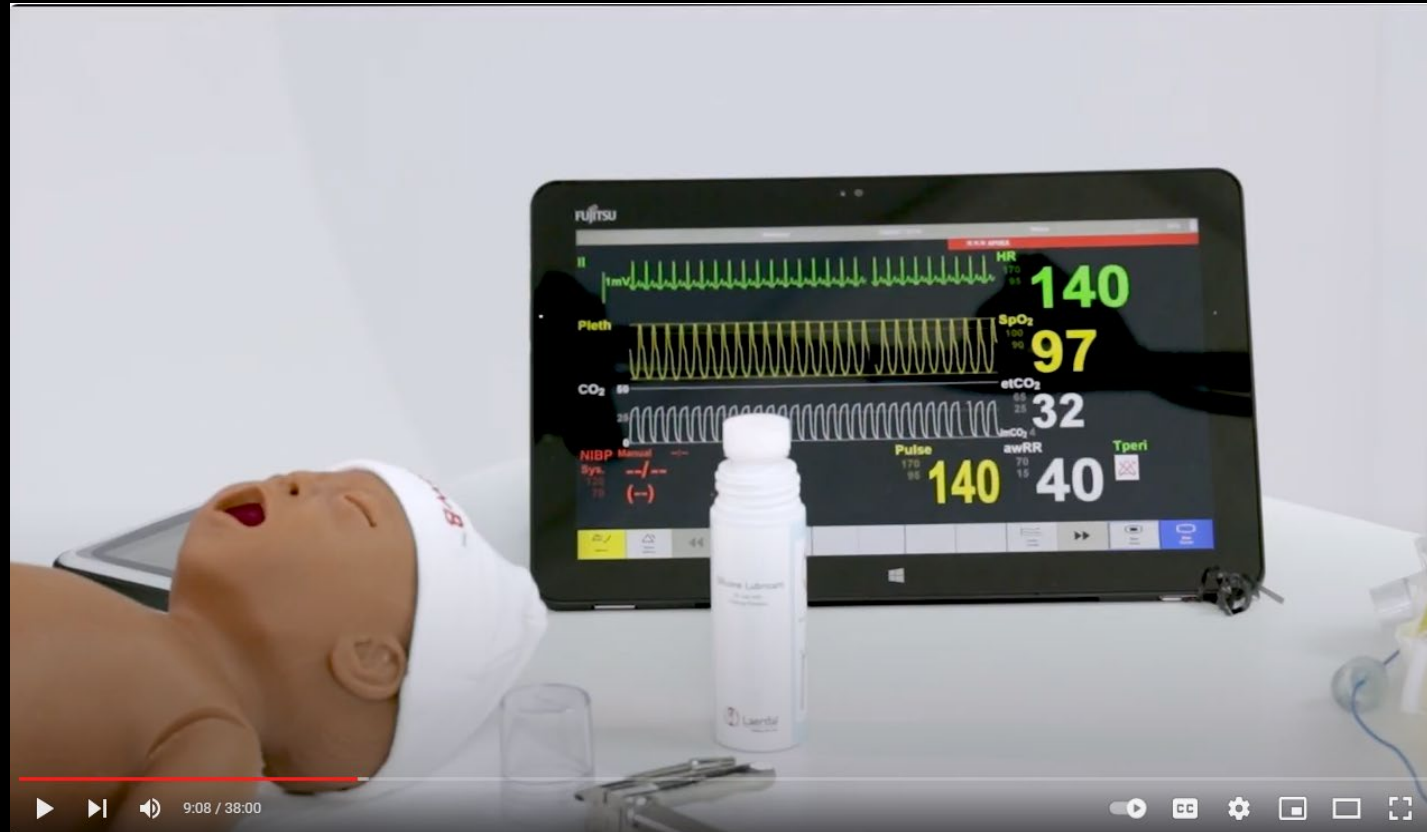
Orientation / Training



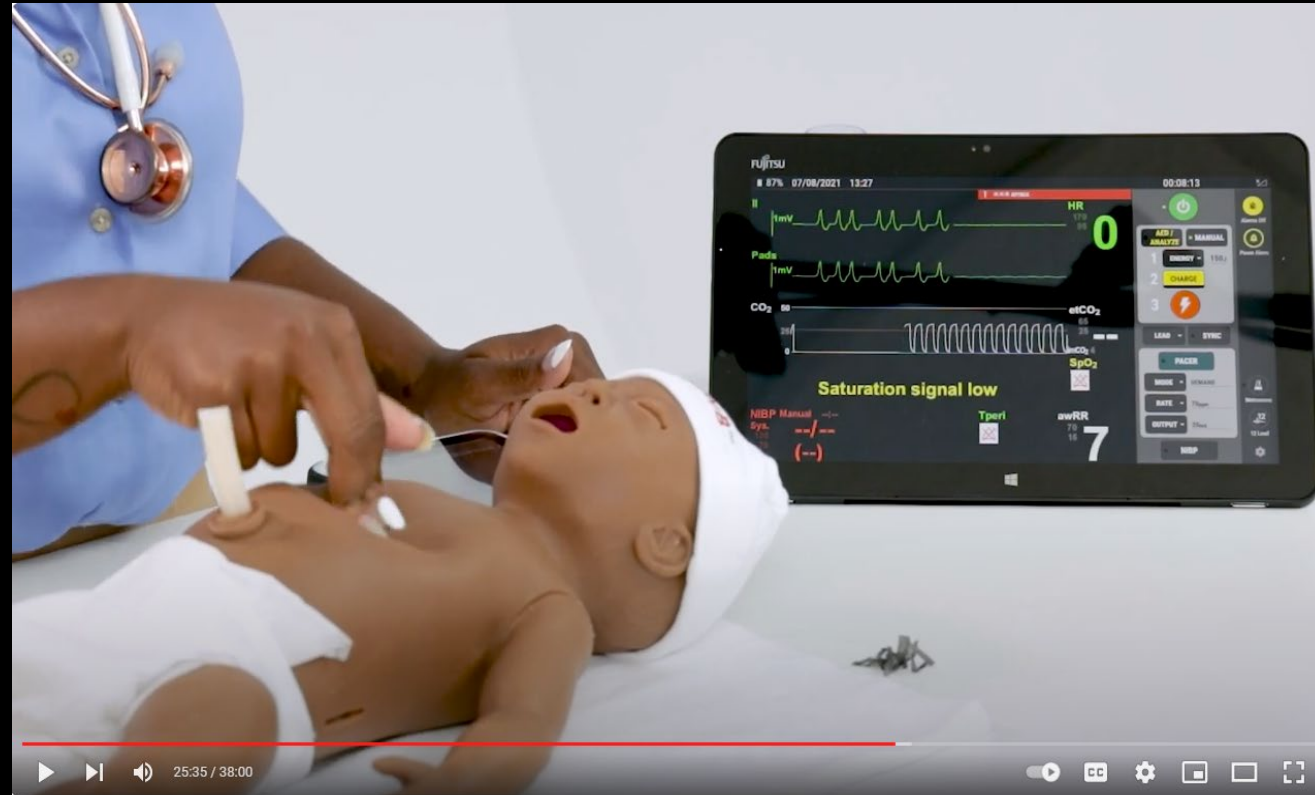
Orientation / Training



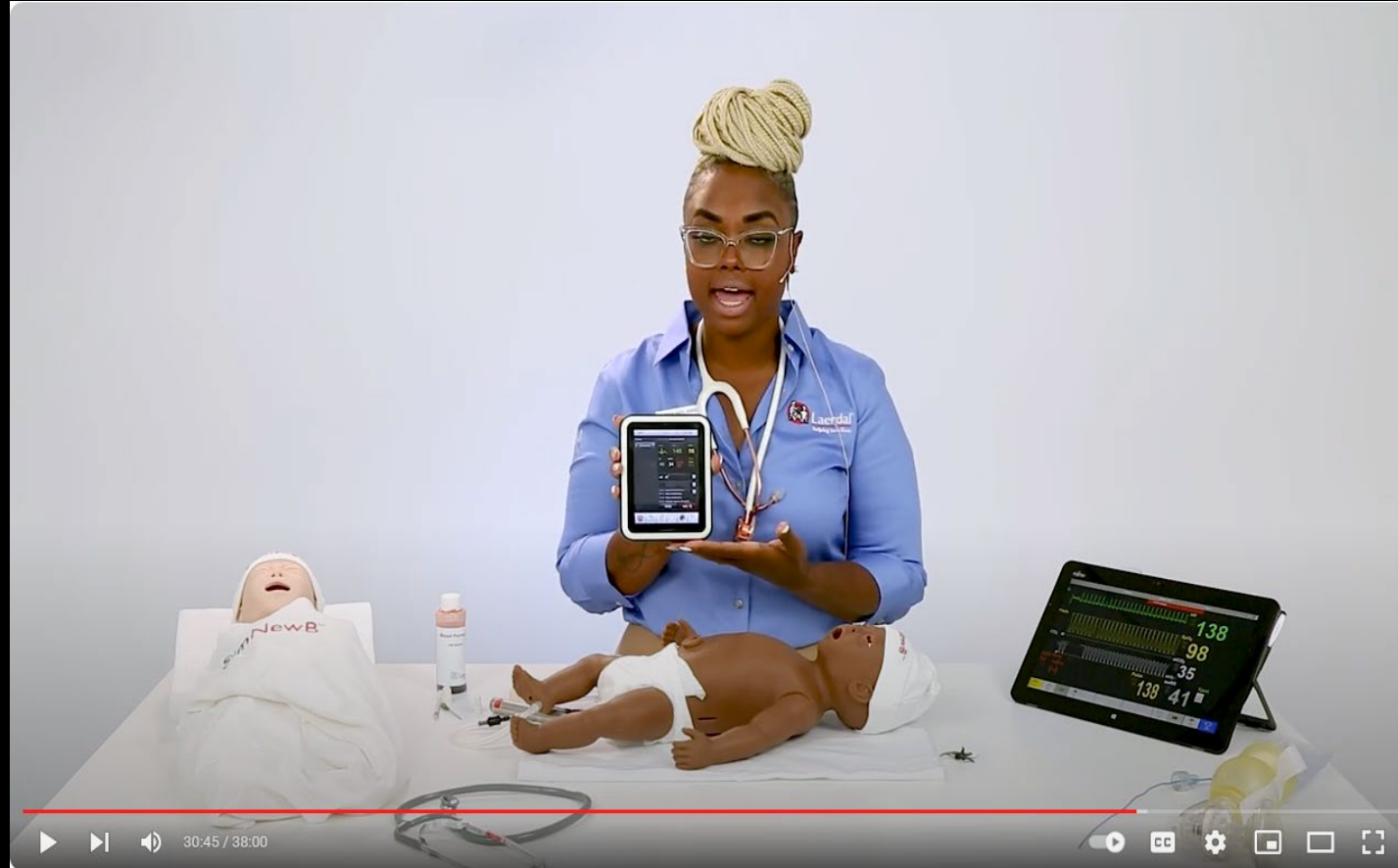
Orientation / Training



Orientation / Training



Orientation / Training



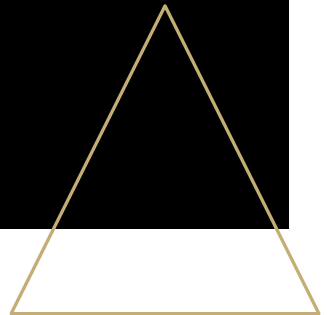
Orientation / Training





Fostering a Culture of Belonging

- I visit with our offsite free standing Clinics quarterly for customer service engagement exercises.
- I visit with all new full time employees once a month for their first three months to explore any concerns they may have.
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- We have simulated De-Escalation training thanks to HSLI grant money.
- We have our newly implemented STARLITE CENTER.

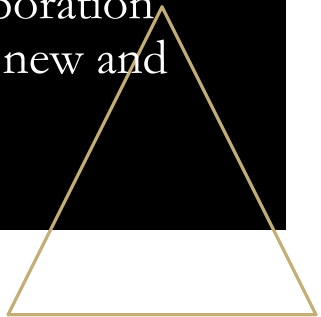




Fostering a Culture of Belonging

STARLITE CENTER

Simulation Training and Reality Learning Integrated Team Education

- **Mission Statement:** The mission of the STARLITE Center is to provide the staff of Abbeville General with a non-punitive, staff-driven learning environment that utilizes old and new learning methods to achieve confidence, competence and experience in practice.
 - **Goal:** To provide a safe learning environment for the staff of AGH utilizing simulation scenarios, manikins and virtual reality along with audio/video and instructor led events that improve patient outcomes and satisfaction.
 - **Vision:** It is the vision of the staff of the STARLITE Center that by providing a true to life, but safe environment for learning, we can instill confidence and empower practitioners. Utilizing available technology, direct feedback and debriefing will raise the bar for our staff to evaluate their current practice and strive for excellence. We wish to be a sought-after location for training, which will invite collaboration with local schools and facilities. We wish to use the STARLITE experience as a recruiting tool for new and experienced professionals who want to elevate their practice.
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Your employee is
injured now what?



Effective
Communication.

Employee Injury

Questions?

ONE:
Was the employee seen by a provider?

TWO:
Treatment/ Referrals?

THREE:
Work Excuse. How long?

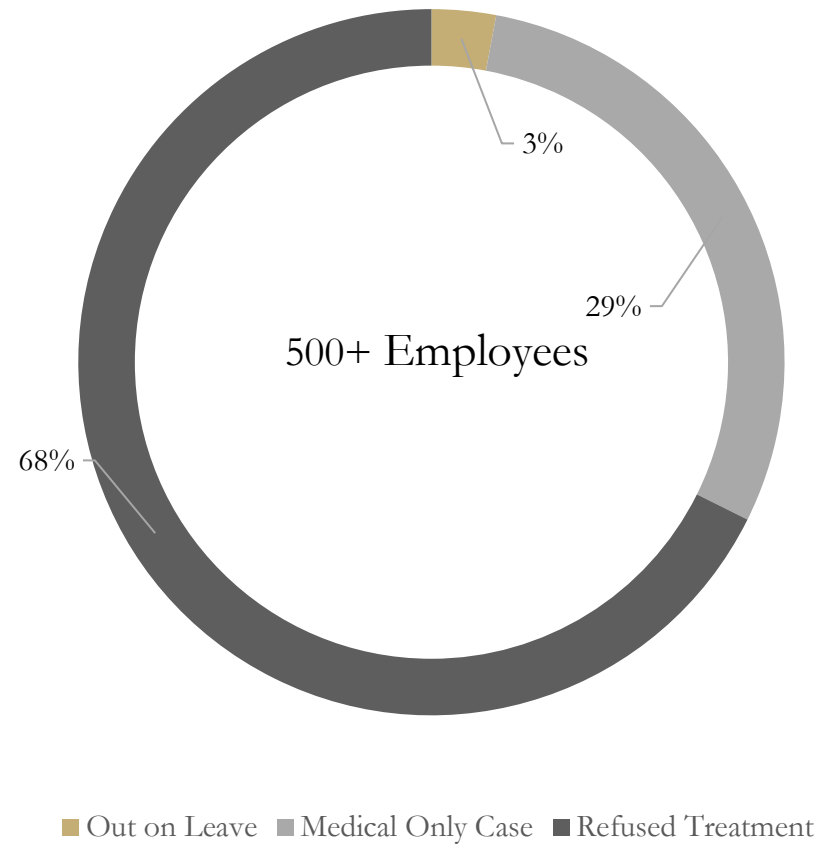
FOUR:
Follow up. Make phone calls.

FIVE:
Can employee return on light duty? Is any available?

SIX:
Keep following up!

“Follow Up”

34 Total Injuries for 2023





Reducing Numbers...

Needlesticks

2022

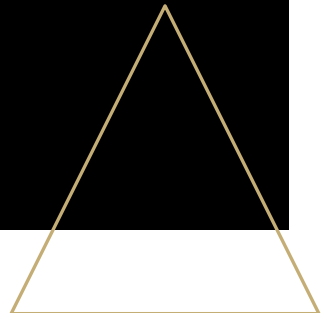
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2023

4

2024

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Thank You



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