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## 100 Years of Inspiration...and counting

The year 2009 marked an epic milestone for Mount Sinai Hospital – its centennial anniversary. During our centennial year we took the opportunity to reflect on our past and look to what the future holds as we grow into the next century.

Our celebrations began on March 24<sup>th</sup> 2009 when the centennial program was officially launched. During this event Mount Sinai, in collaboration with the Quebec Lung Association, presented some of the advanced treatments in respiratory diseases. This date was chosen as it was World Tuberculosis Day, which brought us back to the foundation of the hospital, when it first served as a tuberculosis sanatorium.

Following our launch a number of internal events also took place throughout the year as well as a series of exciting external events:

The external events that took place included:

**INSPIRATION Exhibit at the Montreal Science Centre.** Held from May 28<sup>th</sup> 2009 until September 7<sup>th</sup> 2009, *Inspiration* was developed to educate the public and raise awareness about respiratory diseases while promoting healthy habits. As visitors took a journey through the respiratory system they learnt how the fragile respiratory system works, what factors affect it, what diseases can attack it

and what can be done to keep our lungs healthy. The exhibit was a great success, as more than 100,000 individuals visited *Inspiration*.

**Medical Symposium on Sleep Disorders.** A medical symposium was held at Le Windsor in downtown Montreal on November 12<sup>th</sup> and 13<sup>th</sup> 2009. On November 12<sup>th</sup> a session was held for the public and on November 13<sup>th</sup> a medical symposium for health care practitioners was held. During this daylong symposium there were a series of eight talks surrounding the theme *Sleep disorders in Clinical Practice*.

More than 150 professionals attended our medical symposium and more than 150 people participated in the public conference.

**Centennial Gala hosted by the Mount Sinai Hospital Auxiliary.** Held at the Casino de Montreal, on the evening of June 4<sup>th</sup> 2009, the Mount Sinai Hospital Auxiliary hosted a gala, with more than 200 participants, which celebrated the hospital's centennial anniversary while honoring the past presidents of the auxiliary.

**Pink Lungs Days.** On January 19<sup>th</sup> and 20<sup>th</sup> 2010 the hospital hosted *Pink Lungs Days* at Place Ville Marie in downtown Montreal. These information days were held during Quebec Tobacco-Free Week, for the general public.

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**Centennial Medallion Presentation,** from left: Mr. Anthony Housefather, Mayor of Cote-St-Luc, Mr. Lawrence S. Bergman, MNA D'Arcy McGee, The Honorable Irwin Cotler, MP Mount Royal, Elliot L. Bier, President Mount Sinai Hospital Center and Michel Amar, Executive Director Mount Sinai Hospital.



*Inspiration Exhibit, Montreal Science Centre, May 28, 2009 - September 7, 2009.*

## 100 years of Inspiration and counting...

Over 400 individuals stopped by to take advantage of the opportunity to speak with health specialists about respiratory health and disease. Of those who visited, 200 people received a pulmonary function test.

A Souvenir Book was also developed to highlight the history of the hospital and show through images some of the special moments that have taken place over the past 100 years. This souvenir book was sent to over 17, 000 people.

Special commemorative brass medallions were produced and presented to board mem-

bers, V.I.P. friends of Mount Sinai Hospital and government dignitaries.

We hope that everyone had a wonderful centennial year, where we not only celebrated the hospital as an institution but celebrated all the dedicated individuals who remain committed to both the hospital and its patients. It is these individuals that help and continue to help make Mount Sinai Hospital not just a hospital, but what a hospital is meant to be. A special thank you to the Centennial Committee members who worked hard to plan the events.

*To the next 100 years!*

## Satisfaction at work

Mount Sinai Hospital has always valued its employees, and has put many initiatives into place to demonstrate its appreciation for the dedicated individuals who come into work each day to give the best possible care to our patients.

The initiatives that are already in place include:

### Staff Recognition

- ◆ Special celebrations (Nursing day, Nursing Assistants Day, PAB Day etc.)
- ◆ Summer Staff BBQ's
- ◆ Award of excellence in nursing
- ◆ Free passes to the Montreal Science Centre for the INSPIRATION exhibit
- ◆ Renovation of the cafeteria

### A structured orientation program for all new employees

### A structured staff training and development program

**Promoting staff feedback and consultation: surveys, consultation groups, committees and town hall meetings.**

#### ◆ Development of an Intranet

While there have been many actions already in place, the hospital has recognized that there is always space for improvement. With this in mind, we recently went through the process of evaluating the level of employee satisfaction at work based on 5 factors.

- ◆ Organizational culture
- ◆ Staff Recognition
- ◆ Management Style

- ◆ Quality of internal communications
- ◆ Organization performance

Upon reviewing the results an action plan was developed. This plan includes new additional initiatives such as;

- ◆ Creation of an Editorial Committee for the new employee newsletter (staff & management)
- ◆ A structured training and development program for management staff.
- ◆ Revitalization of the quarterly "Employee of the Season" program as well as an "Employee of the Year" award.
- ◆ Establishment of an Employees Social Club mandated to organize social activities for the staff with the support of management.
- ◆ Health Information Kiosks provided by Staff Health, in order to assist employees with personal health information.

*At Mount Sinai Hospital we all want to work in a positive, innovative and rewarding environment. Now is the time to work together to make it happen!*

## Gone Digital

This year Mount Sinai's Medical Imaging Department underwent a complete renovation. A large part of these renovations was for the acquisition of state-of-the-art equipment and a new integrated diagnostic imaging system. The images are now digitally processed and read on a *Computed Radiography (CR) reader* that brings superior diagnostic capability which provide staff with high levels of image quality and exposes patients to lower radiation levels. The new equipment allows

Mount Sinai to offer patients the best technology on the market, and the new system will lower medical imaging costs, as the need for costly radiology films no longer exists. The hospital's mobile imaging equipment has also been replaced. This new equipment gives staff ease-of-use and more importantly provides more comfort to patients. In the very near future the department will also be replacing its ultrasound equipment.

Mount Sinai has also completed the phase of the Integrated Diagnostic Imaging System (SIID) project. This project incorporates a Pictures Archiving and Computerization system (PACS) that centralizes and manages all medical imaging examinations, a radiology information system (RIS) and digital dictation. This will allow patients radiology images to be accessed and viewed on a unified computer system, eventually accessible to all physicians in Quebec.



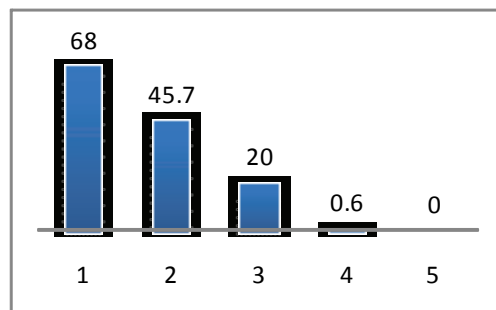
Medical Imaging Department



## Equal access to employment

According to the law with respect to; Equal Access to Employment Mount Sinai Hospital administered an inventory of our staff to evaluate 5 targeted areas. The results were as follows:

1. Female sex = 68.0%
2. Visible minorities = 45.7%
3. Ethnic minorities = 20.0 %
4. Physical handicapped = 0.6 %
5. Aboriginal Peoples = 0.0 %



## Join the club

While the centennial may be over, showing our appreciation for our staff is not. Mount Sinai has continued to organize staff events in order to thank our staff for all they do for the hospital and more importantly for our patients and their families.

So far this year we have celebrated *International Women's Day* by providing all female employees with a free lunch or dinner, and we also organized a *Sugar Party* that took place on Sunday March 21 at *Érablière au Sous-Bois*.

Events like these will continue

throughout the year, and in order to ensure that all of our events are organized efficiently and provide staff with fun and memorable experiences, the hospital has created an Employee Social Club that will be mandated to organize employee social activities.

We encourage staff to join this committee and be part of this great team-building activity. Anyone interested in being part of the Employee Social Club can contact Judith Koller Executive Secretary to the Director of Professional Services and Administration, ext 1060.



Sugar Party at *Érablière au Sous-Bois*. from far left clockwise: Line Ouellette, Assistant Head Diagnostic Imaging Technician, Danielle Lynch, Physical Rehab Therapist, René Acloque, Security and Josée Asselin, Physical Rehab Therapist.

## Helping You Quit



*According to Health Canada more than 37,000 people in Canada will die this year due to tobacco smoke. Of those, over 1000 non-smokers will die of lung-cancer or coronary heart disease, as a result of second-hand smoke.*

Strong medical evidence shows that tobacco smoke causes over 24 diseases and conditions, such as Chronic Obstructive Pulmonary Diseases (COPD). Cigarette smoke has also been linked to an increased risk of respiratory symptoms such as coughing, wheezing, phlegm and labored breathing.

As a hospital specializing in respiratory care Mount Sinai recognizes the importance of helping to make our world a smoke-free one. This year the hospital held two continuing education program sessions for staff on the topic of smoking cessation.

On Tuesday January 19<sup>th</sup> in conjunction with Quebec tobacco-Free Week, Dr.Véronique Pepin, assistant professor for the department of exercise science at Concordia University spoke to staff about pulmonary rehabilitation as an aid to smoking cessation. Also, on March 23<sup>rd</sup> hospital staff participated in a webcast where Dr.Andre Pipe from the Ottawa Smoking

Cessation Program addressed the topic of practical applications for Nicotine addiction and Smoking Cessation.

To help patients get on the road to a healthier, more active and fulfilling life the hospital offers In-Patient and Out-Patient Rehabilitation programs as well as a Nicotine Addiction Center. The Nicotine Addiction Center at Mount Sinai Hospital offers smoking cessation programs, open to staff and the general public, designed to prepare and help people quit and remain smoke-free.

The hospital will also be implementing a new relapse prevention program for people who have already quit smoking but would like to receive ongoing support in order to remain smoke-free. The goal of this program is for participants to remain non-smokers by continuing to handle urges and to feel good and motivated about not smoking.

If you or someone you know would like to take part in either of these programs please contact

## Thinking about your health

The department of Staff Health has recently launched a new program. Throughout the year a variety of **Health Information Kiosks** will be held at the hospital. The objective is to provide employees with personal health information.

The first kiosk was held In March, the topic Blood Pressure. Many took advantage of this opportunity and stopped by to ask questions, obtain information, and even have their blood pressure taken.

April was all about Nutrition, a wide range of information was available along with Dietician Barbara Panayotidis on hand to answer questions.

Healthy recipes were also a big hit!. Upcoming topics that will be addressed this year are: Travel advice, preventing muscular-skeletal disorders, breast cancer, sleep hygiene and menopause.

If there is a topic that you would like to see covered at a Health Kiosk please send your suggestion to Chudney Pierre-Louis, Out-patient Clinic Coordinator and Staff Health, ext 1500.



Staff health Kiosk on Nutrition from left: Barbara Panayotidis, Dietician and Chudney Pierre-Louis, Outpatient Clinic Coordinator and Staff Health.

## World Asthma Day “East Meets West!”

According to The World Health Organization (WHO) estimates, 300 million people suffer from asthma. Currently, about three million Canadians have asthma, while each year, about 20 children and 500 adults die from it. Nevertheless, more than 80% of these deaths could be prevented by providing patients and their families with proper education and management tools. Not only is it the most common chronic disease among children, but it is often under-diagnosed and under-treated.

On May 4th, 2010. Mount Sinai Hospital celebrated World Asthma Day by heading east to Place Versailles in Anjou. Asthma Management Nurse, Chudney Pierre-Louis was on hand to offer educa-

tional material and advice to the public about Asthma as well as the many Respiratory Services offered at Mount Sinai Hospital. The extensive educational program developed at our Asthma Management Center allows patients to learn how to control their asthma while minimizing the use of medication.

World Asthma Day was acknowledged at the hospital as well with an in-service presented by: Dr. Pierre Ernst on the topic "Current Controversy in the Treatment of Asthma". All in attendance were offered an insightful look at the issues.

## National Palliative Care Week

National Palliative Care Week 2010 took place across Canada Sunday, May 2nd to Saturday, May 8th. This is a one week campaign held across the country that focuses on raising awareness about palliative care and hospice palliative care. It is also a time to celebrate, recognize, and share the achievements of palliative care across Canada. On May 3rd guest speaker Jane Chambers-Evans, Nurse practice consultant, MUHC, N. MSc.A.MSc (Bioethics) presented at Mount Sinai on the topic of; "Designing End of Life Conversations to Avoid Conflict; 3 common cases studies".

Our Palliative Care team played host to over 70 guests including our community partners from CSSS Caven-dish, St. Mary's, MUHC and West Island Palliative.

On Thursday evening, May 8th Mount Sinai Palliative Care team took part in what has become the annual bowling tournament at the Rose Bowl Lanes. The Mount Sinai Bowling Angels dawned their wings and did their best to strike out their competitors from surround Palliative Care Units. The final tally is still up in the



Dr. Golda Tradounsky, Head of Palliative Care and the Bowling Angels from left: Nurses Faith Drouin & Judith Marchessault, Emmeline Eugène, Head Nurse, Lee-Anne Kraft, Social Worker, Belle Maclan, Pre-Admission Nurse



## A salute to our nursing staff

Mount Sinai Hospital celebrated PAB Day on April 28th, Nursing Assistant's Day on May 5th and International Nurses Day, May 12th with a special lunch organized by the Nursing Department.

Congratulations to this year's recipient of the Luba and Joseph Fishman Award, Collette Henry, RN. This award was established to recognize those who have demonstrated exemplary nursing care at Mount Sinai Hospital.

The award is on display on the wall on the main floor across from the main elevators.

Congratulations as well to our long service nursing staff for over 25 years of service.: Daniel Marcotte (P.A.B) 32 years, H el ene Leduc (P.A.B.) 31 years, Jos ee Lanthier, (Nurse) 30 years, Ga etan Boissonneault (Nursing Assistant) 29 years, Linda Paquin (Nursing Assitant) 28 years.



Recipient of the Luba and Joseph Fishman Award, Collette Henry, RN. (far left), Elizabeth Markakis, Director of Nursing, Dr. Suzanne Levitz, Michel Amar, Executive Director

## National Volunteer Week

National Volunteer Week was held across Canada April 18th–24th, 2010. Over 12.5 million people volunteer in Canada donating more than 2.1 billion hours of their time. At Mount Sinai Hospital our 225 volunteers gave over 45,000 hours of their time, energy and skills all in an effort to make a difference. This year's National theme was; "Volunteers from compassion to action" and it certainly holds true for our Mount Sinai Hospital Volunteers.

## Special Announcements

Congratulations to Art Therapist Agathe Lesage who published a thesis entitled "Images: Gates to meaning." The theme of this thesis is how Art Therapy can help people find their calling or their place in the world.

Congratulations also to Kimberly Erenyi who is the 2010 recipient of Concordia University's A. Ross Seaman Scholarship Award for leadership qualities in the Department of Applied Human Sciences. Kimberly is presently working a stage in our Recreation Department and explains that "leadership is not just a role, it is a skill and also a personality trait". Outside of school and work Kimberly is also a Mount Sinai volunteer and she is also the daughter of proud parents and long time Mount Sinai employees, April 25, 1978 and October 9, 1979; Peter and Annie Erenyi.

## Research news....

The Research Department of Mount Sinai Hospital Montreal recently presented 3 current studies;

*Success in pulmonary rehabilitation in patients with chronic obstructive pulmonary disease* was presented at the Canadian Respiratory Conference in Halifax in April. *Desaturation on a 6-minute walk test may predict nocturnal hypoxemia in COPD: A Validation Study* & *Fatigue in COPD: Patient perception of fatigue and response to pulmonary rehabilitation* were presented at the American Thoracic Society Conference in New Orleans in May 2010.

Contact Adrienne S. Scott, Research Coordinator for more information on the latest research ext 1681.

## Be part of *Inspiration*

Now that our newsletter is back, with a new name – *Inspiration* – and a fresh look, our hope is that it will serve as a great tool to keep everyone up-to-date on our latest news and events.

*Inspiration* is not just about the hospital but everyone who is part of the Mount Sinai Family. It is you who contribute to making Mount Sinai what it is today and we want to ensure that *Inspiration* reflect our success.

In order to do so an editorial committee, made up of staff and management, will be created to assist in the development of upcoming issues of *Inspiration*.

We are now looking for employees who would like to join this committee. This is your opportunity to put your creative side to work and bring ideas to the table.

In future issues of *Inspiration* we would also like to include special announcements pertaining to the Mount Sinai family such as: welcoming new members of the staff, best wishes to employees retiring or special accomplishments.

Employees who are interested in joining this committee should contact Carol Steadman, Coordinator Community Relations and Volunteer Services at extension 1332.

## Mothers Day

The 5th Annual Mothers Day high tea was held on Sunday, May 9th at the hospital. Organized by the children of the late Ruby Chafetz, a resident at Mount Sinai Hospital, the 35 Moms, with their families who attended were treated to light refreshments, entertainment and beautiful Mother Day gifts. Our thanks to the Chafetz family for their continued generosity in helping to make this a very special mothers day.

# LATEST UPDATES.....

## Dedication Ceremony - June 11, 2010



Dedication in Memory of Mr. Joseph Rothbart, Executive Director 1957 - 2008.  
From left: Katrina Rothbart, Claude Hazanavicius, Sculptor, Michel Amar ,  
Executive Director, Mount Sinai Hospital Center and Elliot L. Bier, President Mount  
Sinai Hospital Center.

## Staff BBQ June 16, 2010



From left, P.A.B's; Carol Baker and Imelda De Leon

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## Accreditation

*Congratulations to all staff.*

*Mount Sinai Hospital Montreal has been fully accredited by Accreditation Canada 2009–2012.*

*Thanks everyone!!*



ACCREDITATION CANADA  
AGRÉMENT CANADA

*Driving Quality Health Services  
Force motrice de la qualité des services de santé*

## The garden .....



**More than 250 fish, 25 different plants, 3 dolphin sculptures thanks to the Auxillary and a new waterfall.**



From left: Bill Nicola, N.A., Dr. Adalbert Jegyud, Palliative Care, Isabelle Letourneau, Cook and Dr. Marc Baltzan, Pneumologist.