

# March & April 2025

## Contact Numbers:

Office: 636-734-7334 (Call/Text)

X101 Laura

X104 Melissa

Fax: 636-235-9548 HR

Fax: 636-235-9556

- Please call & text during office hours unless you are with a client or it's an emergency.



### March

Jim R

Melissa F

### April

Callie J

None currently

## Pay Day

Friday March 7<sup>th</sup> & Friday March 21<sup>st</sup>

Monday April 7<sup>th</sup> & Tuesday April 22<sup>nd</sup>

## Paycheck Stub's

Available at:

[hcm.execupay.com/secure/home.aspx](http://hcm.execupay.com/secure/home.aspx)

User ID: Email

PW: Your customized password

## Company Holidays- 2024

New Year's Day, Wed. Jan 1<sup>st</sup>

**Easter, Sunday April 20<sup>th</sup>**

Memorial Day, Monday May 26<sup>th</sup>

4<sup>th</sup> Of July, Friday July 4<sup>th</sup>

Labor Day, Monday Sept 1<sup>st</sup>

Thanksgiving Thursday, Nov 27<sup>th</sup>

Christmas Eve, Wed. Dec 24<sup>th</sup>  
(3p-12a)

Christmas Day, Thursday Dec 25<sup>th</sup>

New Year's Eve, Wed. Dec 31<sup>st</sup>  
(3p-12a)



**Don't Forget** to set your clocks **forward one hour Saturday night, March 9<sup>th</sup>!** Yes, we lose an hour of sleep (boo! 😴), but we **gain an extra hour of daylight** (yay! 😊).

### 💡 Fun Facts About Daylight Saving Time (DST):

- Not every state follows DST—**Hawaii and most of Arizona opt out!**
- It was first introduced during **World War I** to save energy.
- Your body might need a few days to adjust, so try **going to bed 15 minutes earlier** leading up to the time change.
- Studies show the extra sunlight can **boost your mood and increase productivity!**

💡 **Caregiver Tip:** If your clients struggle with changes in routine, remind them about the time change and help adjust their clocks. A little preparation can go a long way!

Ahoy Old Salts, Scallywags & Seadogs!



Referrals FROM YOU ARE LIKE THE

**Pot of Gold** AT THE END OF THE  
Rainbow!

All hands to the ready! Bring your mates aboard in March or take a leap into April and claim a \***\$100 gift card to TGI Fridays!** Sláinte to you!

("Sláinte" (pronounced SLAHN-cha) means "cheers" or "good health" in Irish)

*\*Awarded at New Hires 90 day*

It is That Time of The Year To  
Hippity Hop on Board Caregivers

Can anyone find an Easter Bunny?

Find an Easter Bunny, take a Selfie of yourself with it,  
text the picture into 636-734-7334 to enter a  
drawing for a chance to win a  
\$20 Gift Card!!

Be creative, have fun and use your imagination  
just look at some of our last year pictures



# Household Management

## Spring Cleaning and Fresh Air Tips for Caregivers

Spring is in the air, and it's the perfect time to freshen up and ensure our clients' homes are clean and safe! As caregivers, maintaining a clean-living environment for our clients is an essential part of providing excellent care. Let's take this opportunity to focus on areas that may not always get regular attention during daily cleaning tasks. Here are some helpful tips to keep your client's home in top shape and their indoor air quality fresh and healthy.

### Spring Cleaning Tips:

- **Deep Clean Key Areas:** While you likely tackle routine cleaning every day, now is a great time to give attention to areas like:
  - The inside and outside of the refrigerator.
  - Around the kitchen trash can.
  - The outside of kitchen cabinets.
  - The oven or toaster oven.
  - The bathtub or shower – does it need a new shower curtain liner?



### Fresh Air for Better Health:

Improving indoor air quality can make a big difference in your client's overall comfort and health. Here are some practical ways to freshen the air while keeping their home clean:

- **Air Out the House:**
  - With permission from your client or their family, open doors to let in fresh air, especially while dusting or using household cleaners.
- **Clean Smart:**
  - Start cleaning or dusting at the top of a room and work your way down. This allows dust to settle to the ground, where it can be vacuumed, swept, or mopped up easily.
- **Monitor Safety Devices:**
  - If you suspect batteries in smoke detectors or carbon monoxide detectors need to be changed, let the office know so we can ensure the family addresses it.
- **Use Cleaners Sparingly:**
  - Avoid overusing household cleaners, as their odors can be overwhelming for some clients. A little goes a long way!

By tackling spring cleaning and focusing on indoor air quality, we can help our clients enjoy a safe, fresh, and welcoming home environment. Thank you for your dedication to their comfort and well-being!



## Taking Care of Your Client: Communicating and Preventing Falls

Providing great care means connecting with your client while ensuring their safety. Two key areas to focus on are communication and fall prevention.

### Clear Communication

- Get on Their Level – Be at eye level when speaking.
- Light It Up – Good lighting helps them see your face.
- Keep It Simple – Use short, clear sentences.
- Use Body Language – Gestures enhance understanding.
- Speak Normally – Face them, make eye contact, and use a calm tone.

### Fall Prevention: Happy Feet

- Foot Health Matters – Aging affects balance and comfort.
- Choose Proper Footwear – Ensure shoes fit well and provide support.
- Report Issues – Let the office know if footwear causes discomfort.

Good communication and foot care help keep your client safe. Keep up the great work!

## Taking Care of Yourself: Tips for a Healthy Mind and Body

Caregiving is rewarding but can be demanding, so it's important to care for yourself. A healthy back and positive mindset benefits both you and your clients. Here's how:

### Quick Back Strengthening Exercises

Keep your back strong and injury-free with these simple moves:

#### Hug Your Knees

- Lie on your back with knees bent, feet flat on the floor.
- Hug one knee at a time to your chest.
- Repeat 10 times for each knee.

#### Flatten Your Back

- Lie on your back with knees bent, feet flat.
- Tighten your abs and press the small of your back into the floor.
- Hold for a count of 15 while breathing deeply.

### Simple Steps for Positive Interactions

Small changes can make a big difference:

- **Give Compliments:** Acknowledge small wins with positive feedback.
- **Share Smiles:** Encourage and uplift with a simple smile.
- **Stop Negative Thoughts:** Wear a rubber band on your wrist and snap it gently to shift your mindset.
- **Embrace Acceptance:** Support others by avoiding criticism and celebrating who they are.

Taking care of yourself helps you bring your best self to caregiving. Start small and see the difference it makes for you and those around you!

*"Before starting any new exercises, please consult with your healthcare provider to ensure they are safe for you. Tailored Senior Services is not responsible for any injuries resulting from these suggested movements."*



## 🍀 Fun Facts About St. Patrick's Day! 🍀

Get ready to celebrate St. Patrick's Day on **March 17th**! Whether you're Irish or just Irish for the day, here are some fun and festive facts to get you in the spirit:

🍀 The original color of St. Patrick's Day was blue, not green! Green became the tradition because of Ireland's nickname, "The Emerald Isle."

🍀 The Chicago River is dyed bright green every year for the holiday—a tradition since 1962!

🍀 Legend says that St. Patrick used a three-leaf clover (not a four-leaf one!) to explain the concept of the Holy Trinity.

A St. Patrick's Day Riddle: What's green and hangs out all day but never talks?  
A clover!

### From the Desk of Laura



#### A Reminder on Reviews...

Full time and part time caregiver have an opportunity for a formal review in January, May, or September. Employees who have worked consistently for at least 12+ months and meet satisfactory criteria are eligible.

How do you prepare for your review and how do you increase your chance of a pay raise? Although we try to communicate through the year, knowing the criteria of your review will give you the opportunity to keep a pulse on your performance all year long.

**Primary Criteria:** All caregivers are now rated into two categories at the time of hire and re-evaluated each year. (We no longer hire just companion/homemaker care) Criteria is based on your knowledge and **willingness** to perform different levels of care. All caregivers are expected to work with all types of clients such as male and female and work in all of our service areas (usually within 30 minutes of our office)

1. Personal Care: includes but not limited to assisting with bathing, toileting & assisting with incontinence, ambulation, feeding, dressing, transferring, and more.
2. Advance Care: includes but not limited to personal care, working with difficult behaviors and having the ability to care for seniors with other advance disabilities.

Both categories require companionship and homemaker duties which may include house cleaning, cooking, errands/transportation, laundry, med reminders, and more.

Please note that sometimes there will be an overlap of a skill. To move into Advance Care, you need to be proficient with all of the skills and willing to perform them at any time with any client in any of our locations.

**Other Criteria:** After you have your criteria rating then you will be evaluated on the following:

- |   |                            |
|---|----------------------------|
| 1. Attendance   | 5. Behavior/Attitude       |
| 2. Performance  | 6. Communication           |
| 3. Safety (incident reports, newsletter safety quizzes)       | 7. Privacy Policies        |
| 4. Flexibility (work other clients/shifts and ability to sub) | 8. Professional Boundaries |

A review does not guarantee a pay increase. We use industry standards for our pay scales then move to the criteria above.

# Mouth Watering Recipe – Easy Pea & Spinach Carbonara

(Could add chicken/sea food/steak for added protein)



## Ingredients

- ✓ 1 ½ Tablespoon Extra-Virgin olive oil
- ✓ ½ cup Panko Breadcrumbs
- ✓ 1 small clove garlic, minced
- ✓ 8 tablespoons grated Parmesan cheese,
- ✓ 3 tablespoons finely chopped Fresh parsley
- ✓ 3 large egg yolks
- ✓ 1 Large egg
- ✓ ½ teaspoon ground pepper
- ✓ ¼ teaspoon salt
- ✓ 1 (9oz) package linguine
- ✓ 8 cups baby spinach
- ✓ 1 cup peas (fresh or frozen)

## Prep Time

**20 min**

## Total Time

**20 min**

## Servings

**4**

## Nutrition Profile:

High-Calcium/Bone-Health Diabetes-Appropriate/Nut-Free Healthy/Aging Healthy Immunity/Low-Sodium/Low Added Sugar/Soy-Free/High-Fiber/Heart-Healthy/Vegetarian/Low-Calorie

## Nutrition Facts (per serving)

<u>Calories</u>	<u>Fat</u>	<u>Carbs</u>	<u>Protein</u>
430	15g	54g	20g

## Directions

- Put 10 cups of water in a large pot and bring to a boil over high heat.
- Heat oil in a large skillet over medium-high heat. Add breadcrumbs and garlic; cook, stirring frequently until toasted (about 2 minutes). Transfer to a small bowl and stir in 2 tablespoons Parmesan and Parsley. Set Aside.
- Whisk the remaining 6 tablespoons Parmesan, egg yolks, egg, pepper, and salt in a medium bowl.
- Cook pasta in the boiling water, stirring occasionally, for 1 minute. Add spinach and peas and cook until the pasta is tender, about 1 minute more. Reserve 1/4 cup of the cooking water. Drain and place in a large bowl.
- Slowly whisk the reserved cooking water into the egg mixture. Gradually add the mixture to the pasta, tossing with tongs to combine. Serve topped with the reserved breadcrumb mixture.

# Dementia & Alzheimer's

## Navigating Challenging Behaviors

Caring for clients with Alzheimer's and dementia can be challenging, especially when behaviors like arguing, resistance, or aggression arise. These actions often stem from frustration or a sense of lost control rather than being directed personally at the caregiver. Understanding and addressing the root cause can help manage these situations effectively.

### Responding to Aggressive Behavior

Aggression, whether verbal (shouting, name-calling) or physical (hitting, pushing), may occur suddenly or result from frustration. Here are some tips to help:

#### 1. Check for Pain

- Discomfort or illness can trigger aggression. Ensure pain isn't a factor.

#### 2. Identify Triggers

- Reflect on events or situations leading up to the behavior.

#### 3. Focus on Feelings

- Look beyond the words or actions to understand their emotions.

#### 4. Stay Calm

- Speak slowly, softly, and reassuringly, avoiding reactive emotions.

#### 5. Create a Calm Environment

- Minimize distractions and adjust surroundings to reduce stressors.

#### 6. Redirect and Soothe

- Introduce calming activities like music or gentle massage, or shift their attention to a different task.

#### 7. Take a Break

- Step away briefly if it's safe to do so, to collect your composure.

#### 8. Ensure Safety

- Prioritize safety for both you and the client. For help, call the office or on-call numbers. In emergencies, dial 911 and notify the office afterward.

### Remember Your Support System

Managing these behaviors can be taxing. It's okay to seek assistance and take moments to regroup. Your compassion and dedication are vital, and the team is here to support you.



# SPRING

## Word Scramble

FEBYTRTUL\_\_\_\_\_

SMMOROUH\_\_\_\_\_

SGOSAHEL\_\_\_\_\_

KSRIELC\_\_\_\_\_

ALBLMEUR\_\_\_\_\_

NARI TOBOS\_\_\_\_\_

GFOR\_\_\_\_\_

SDIYA\_\_\_\_\_

MTOWENREAL\_\_\_\_\_

CNIIPC\_\_\_\_\_

FLIDDAFO\_\_\_\_\_

SCCURO\_\_\_\_\_

THA\_\_\_\_\_

USN SVROI\_\_\_\_\_

SBOLSMO\_\_\_\_\_

DPDSLUE\_\_\_\_\_

# SPRING WORD SCRAMBLE

Good Luck!!



# SAFETY

## Safety Spotlight: Body Mechanics & Back Safety

At Tailored Senior Services, your safety is as important as your client's. Using proper body mechanics and back safety techniques can prevent injuries for you and the individuals you care for. Below, we've merged essential principles into a comprehensive, practical guide.

### The Fundamentals of Body Mechanics

By consistently practicing proper body mechanics, you can reduce the strain on your back and muscles:

- Maintain a straight back: Engage your core and avoid hunching.
- Lift with your legs, not your back: Bend your knees, tighten your stomach muscles, and use the power of your legs.
- Secure your footing: Keep your feet shoulder-width apart for better stability.
- Avoid twisting: Pivot with your feet instead of twisting your torso.
- Keep the client close: Hold the client close to your body to minimize strain.
- Communicate effectively: Explain each step of the transfer to the client and encourage them to assist where possible.

### Using a Gait Belt

The gait belt is a simple yet effective tool to assist with transfers. Follow these steps:

1. Wash your hands and explain the process to the client.
2. Apply the belt snugly around their waist and double-check that it's secure.
3. Use a firm grip on the belt during movements, keeping your knees bent and back straight.
4. Pivot your whole body—never twist—to transfer the client.
5. Always lower the client gently using your legs, not your back.

### Transferring Clients Safely

Whether you're moving a client from a bed, wheelchair, or walker, the principles remain the same:

- Prepare the area: Ensure the floor is free of obstacles and that you and your client wear nonslip footwear.
- Align equipment properly: Position wheelchairs or walkers to minimize reaching and straining.
- Focus on your posture: Bend at your knees, keep your back straight, and engage your core muscles.
- Guide, don't jerk: Smooth, controlled movements protect both you and the client.

# SAFETY – Continued

## Safety Spotlight: Body Mechanics & Back Safety

### When Accidents Happen

If a client starts to fall:

1. Lower them gently to the ground, using your body to control the descent.
2. Call for assistance: Non-emergency lift-assist numbers are available in the care plan.

*Call the office to report any accidents as soon as possible to complete required incident report.*

### Back Safety for Bed Mobility

Caring for clients in bed requires specific precautions:

- Adjust the bed height (if possible) to avoid excessive bending.
- Roll toward you, not away: This reduces the strain on your back.
- Shift your weight: Stagger your feet and lean into movements instead of pulling with your arms.
- Stay close: Lower bed rails to reduce overreaching and maintain proper posture.

### Key Takeaways

- Always prioritize your safety alongside your client's.
- Communicate and involve your client during every step of care.
- Use tools like gait belts and adjust equipment as needed.
- Practice consistent, simple body mechanics to protect your back and muscles.

By staying mindful of these principles, you can ensure a safer environment for yourself and your clients. Your health and well-being matter—let's keep you moving strong!



# QUICK QUIZ

## True or False Quiz:

1. Proper body mechanics involve lifting with your back rather than your legs.  
T    F
2. Keeping your feet shoulder-width apart helps maintain better stability.  
T    F
3. Twisting your torso during a transfer is a safe practice if done slowly  
T    F
4. Engaging your core can help prevent back strain while working.  
T    F
5. Always keep the client close to your body during transfers to minimize strain.  
T    F
6. A gait belt should be applied loosely to ensure client comfort.  
T    F
7. When using a gait belt, it is safe to twist your body to help with transfers.  
T    F
8. Pivoting your whole body during a transfer helps prevent back injuries.  
T    F
9. It is acceptable to jerk the client's body during a transfer if they are in a hurry.  
T    F
10. Preparing the area by clearing obstacles is a critical step before starting a transfer.  
T    F
11. Clients and caregivers should always wear nonslip footwear during transfers.  
T    F
12. Lowering a falling client to the ground gently can reduce the risk of injury.  
T    F
13. If a client starts to fall, you should try to stop the fall by pulling them up.  
T    F
14. Adjusting the bed height helps reduce excessive bending during bed mobility tasks.  
T    F

15. Rolling the client away from you during bed care reduces back strain.

T    F

16. When working with clients in bed, staggering your feet and leaning into movements is recommended.

T    F

17. Keeping bed rails up at all times improves caregiver posture and reduces strain.

T    F

18. Communication with the client during transfers is important to involve them and ensure safety.

T    F

19. Using a firm grip on the gait belt and keeping your knees bent promotes safe movements.

T    F

20. Your safety is important as your client's when performing caregiving tasks.

T    F

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_