



FADONA[®] FOCUS



Florida Association Directors of Nursing Administration/LTC

Together, we can have a positive impact on Long-Term Care!

Carrying the Torch of Leadership in Style

See article on pg. 7



Inside **FADONA Focus**

Regional Reports	4-6
Carrying the Torch of Leadership in Style	7
How to Maximize Your Efficiency When Nursing	8-9
FADONA Needs You! Call for Nominations	10
FADONA has Highest Number of Active Members in the Country	11
Florida Department of Health CRE-Klebsiella Surveillance Collaborative ...	12
FADONA's Alliance Council Members – Our Preferred Vendors	13
FADONA Annual Excellence Awards for DONs, LPNs, CNAs	14
Register Today for FADONA's 27 th Annual Convention & Trade Show	15



PRSR1 STD
U.S. POSTAGE
PAID
WEST PALM BCH FL
PERMIT NO. 3591

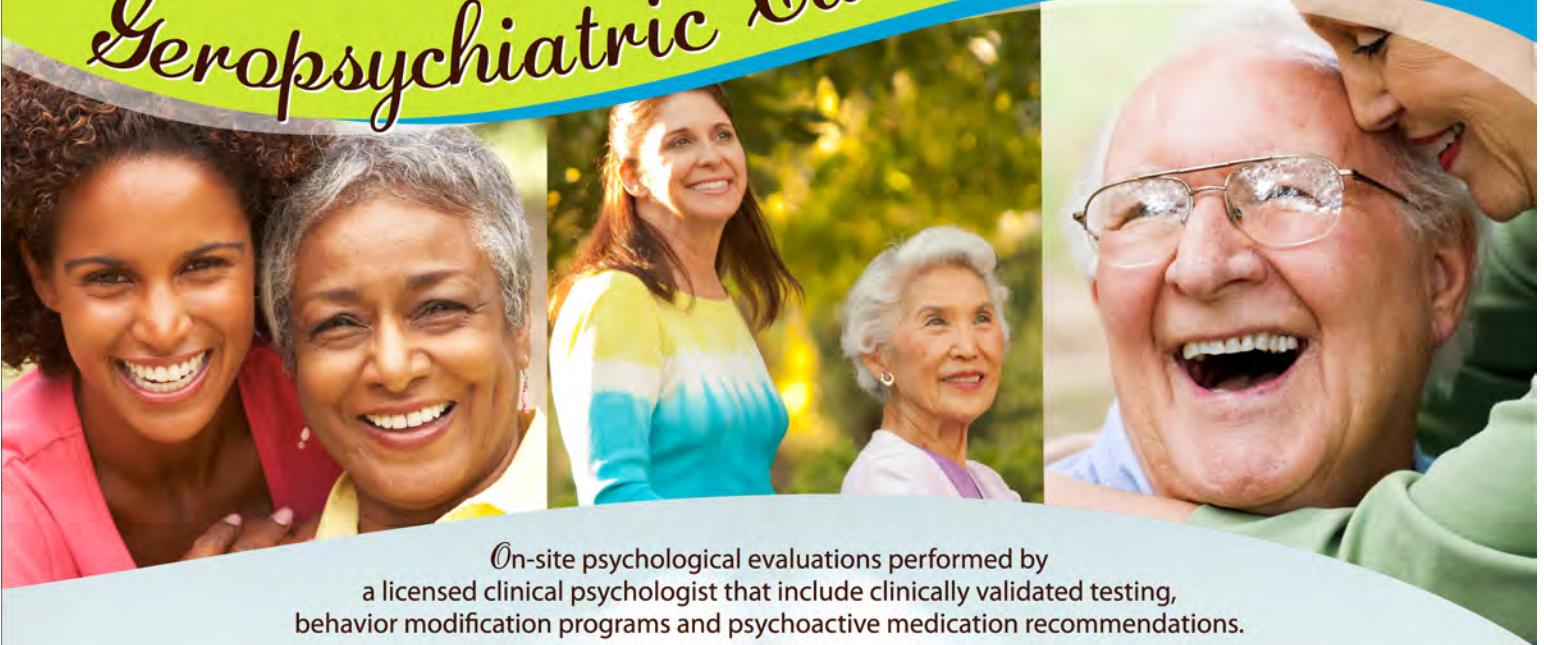
FADONA/LTC
400 Executive Center Drive, Suite 208
West Palm Beach, FL 33401
(561) 683-0037
www.fadona.org



PSYCHOLOGICAL CARE SERVICES

THE LEADER IN

Geropsychiatric Care & Wellness



On-site psychological evaluations performed by a licensed clinical psychologist that include clinically validated testing, behavior modification programs and psychoactive medication recommendations.

Our services have resulted in:

Higher standards of care that are translated into measurable outcomes.

Improvement in results of Quality of Care Indicators such as MDS 3.0 and other state and federal survey measures and guidelines.

Excellence in management of psychoactive medications.

Overall reduction in the use of psychoactive medication.

An emphasis on accurate diagnostics and practical psychotherapy and behavioral management resulting in improved resident functioning and decreased reliance on psychoactive medication.

Improvement and stability in the area of Risk Management.

*For more information, please contact our Regional Clinical Director, Teresa Ridgeway
228-229-5264 • ridgeway.t@psychologicalcareservices.com*

Executive Board

President: 2013–2015

Jean Nelson – 813-367-7321
jeannelson5@verizon.net

1st Vice President: 2013–2015

Susie Jensvold – 941-773-9284
Susie1RN@aol.com

2nd Vice President: 2013–2014

Norma Collins – 407-949-4205
normac1212@aol.com

Secretary: 2013–2014

Carla Russo – 813-503-2810
tampa.dns@sunriseseniorliving.com

Treasurer: 2007–2015

Reuben Bowie – 407-296-1611
reubenabbowie@gmail.com

Immediate Past-President: 2013–2015

Bonnie Cruz – 850-897-5592
cruzbdon@aol.com

Regional Vice Presidents

Region I Vice President: 2013–2015

Sharyn Figgins – 850-430-0500
sfiggins@gulfcoasthealthcare.com

Region II Vice President: 2012–2014

Jacqueline Hinerman – 352-732-2449
jacqueline.hinerman@northporthealth.com

Region III Vice President: 2013–2015

Debbie Coy – 407-963-8400
dc coy@good-sam.com

Region IV Vice President: 2013–2014

Betty Barron – 727-863-5488
bettybcncdon@yahoo.com

Region V Vice President: 2013–2015

Kimberly Joynes – 941-492-5313
kjoynes@greystonehcm.com
941-492-5313

Region VI Vice President: 2013–2014

Sheila Mangrum – 772-335-8844
sheila.mangrum@palmgarden.com

Region VII Vice President: 2013–2015

Amina Dubuisson – 954-495-7788
adubuisson@GreystoneHCM.com

Business Office

Ian L. Cordes – icordes@bellsouth.net
Director of Operations
400 Executive Center Drive, Suite 208
West Palm Beach, FL 33401
(561) 683-0037 • Fax: (561) 689-6324

Message from the President



As I reflect on the successes and challenges of a busy year, I'm even more excited for what 2014 holds for us. Our 27th Annual Convention & Trade Show promises to be fantastic. Upcoming elections for the board will bring new faces and fresh ideas to the table. With your input and support I know it will be an outstanding year.

We are working diligently on the education program for our 2014 Convention. I'm excited to share with you a preview of some of our ideas. During the pre-conference date of April 28, we will offer the three mandatory licensure renewal courses: Update on HIV/AIDS, Domestic Violence, and Preventing Medical Errors.

We are delighted to announce that for the first time ever, we are offering the new approved two-hour required course for Florida licensed nurses, titled, "Laws & Rules Governing Florida Nursing." And, this course is now required for licensed practical nurses, registered nurses, clinical nurse specialists, and advanced registered nurse practitioners.

We are also very enthusiastic about the rest of the courses being offered during the convention. Some of the timely topics will include a legal presentation that deals with nursing home complaint surveys and lawsuits, wound care, prognostication as it relates to hospice and palliative care, risk management in LTC, a regulatory workshop presented by Polly Weaver with the Agency for Health Care Administration, and a presentation by AC Burke with the Florida Department of Health on stopping the spread of Carbapenem-Resistant Enterobacteriaceae Klebsiella (CRE). On Thursday, May 1, we will hold an advanced QAPI training course with Cindy Mason,



Jean Nelson

with Providigm. I look forward to seeing all of you April 28-May 1 at the Rosen Centre Hotel in Orlando.

As you may know, elections will be held this year for the following positions: second vice president; secretary; and regional vice presidents for regions II, IV, and VI. If you would like to nominate a

candidate for any of these positions, please look for the "call for nominations" in the mail soon. In addition, the official ballot will be mailed at the end of January.

FADONA is extremely proud to be the largest chapter of our national organization, NADONA. I consider our nearly 400 members to be a great resource for the organization and a driving force for LTC in Florida. As such, I know we all have something to learn from each other and encourage you to participate in every event locally, regionally, and statewide. If you've never attended one of our inspiring conventions, please join us this year at the best FADONA convention yet. You're in for a real treat.

Respectfully submitted,

Jean Nelson
Jean Nelson, RN-BC, BSHCA
President



FADONA Focus® is a trademark of FADONA. The editor welcomes letters, original articles, and photos. Any statements of fact or opinion expressed here are the sole responsibility of the authors. Copyright © 1991-2014, FADONA. All rights reserved. No portion of this newsletter may be reproduced without written permission from FADONA.

FADONA Focus® is published by OnCore Marketing & Advertising Concepts, a division of Corecare Associates, Inc., (561) 689-6321, icordes@bellsouth.net.

Neither FADONA nor Corecare Associates, Inc., endorses any advertisers.

Regional Reports



REGION I

Sharyn Figgins

Region I—Northwest

1A—Bay, Escambia, Holmes, Okaloosa, Santa Rosa, Walton, Washington; 1B—Jefferson, Madison, Calhoun, Leon, Taylor, Franklin, Gadsden, Gulf, Jackson, Liberty, Wakulla

Our chapter at Fort Walton Beach (FWB) meets the third Friday of every month for a breakfast meeting at 8 a.m. The sites rotate and are held at different facilities each month. Discussion is on pertinent issues of interest to DONs.

The FWB chapter is currently seeking a new chapter president. If you would like to nominate a candidate for the position, please contact Region I Vice President Sharyn Figgins.

The Pensacola Chapter continues active networking via e-mail, sharing concerns and highlights, asking each other questions, and supporting each other.

We would love for any DON, ADON, or nurse manager to join our meetings or get on our contact list.

Contact me at Rosewood Manor by

SCHOLARSHIPS AVAILABLE

FADONA is currently accepting scholarship applications — including the **Imogene Ward Nursing Scholarship Award** — from eligible applicants.

If interested, please go to www.fadona.org, or call the business office at (561) 689-0037.

phone at (850) 619-2622 or e-mail sfiggins@gchc.com for any questions (or directions to meetings).

Sharyn Figgins, RN, MSN
Region I Vice President



REGION II

Jacqueline Hinerman

Region II—Northeast

2A—Hamilton, Lafayette, Alachua, Marion, Clay, Nassau, Suwannee; 2B—Dixie, Union, Putnam, Baker, St. Johns, Columbia, Gilchrist; 2C—Levy, Bradford, Duval, Flagler

Margaret Fuller once wrote “If you have knowledge, let others light their candles in it.”

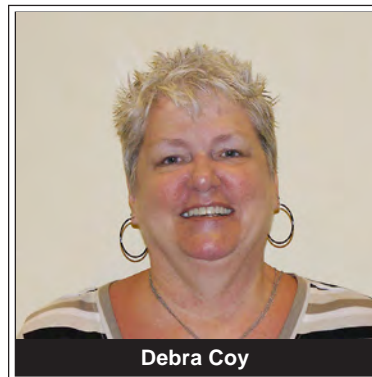
As nurse leaders it is important to share our experiences to enlighten others and grow ourselves. FADONA gives us the opportunity to network and learn from each other, which in turn helps us serve our community better.

FADONA meetings are held in Ocala for lunch on the last Thursday of the month. Last meeting we had Dr. Ivan, with Infectious Diseases Associates, give an informative speech on C-diff. We are seeking a chapter president for the Jacksonville area. Presently Jacksonville meets every other month. Help build a strong nursing community by sharing your flames and by lighting your candle by attending the meetings.

Any nurse leaders in the Ocala and Jacksonville areas who would like to be included on our e-mail and fax send-outs, please e-mail me at jacqueline.hinerman@northporthealth.com. I can also be reached at (352) 732-2449. I would love to meet you and introduce you to some of the best nurse leaders in your area. So please

contact me, Jackie Hinerman, RN, DON, Ocala Health & Rehabilitation, 1201 SE 24th Road, Ocala, FL 34471; (352) 732-2449; Fax: (352) 690-6909.

Jacqueline Hinerman, RN
Region II Vice President



REGION III

Debra Coy

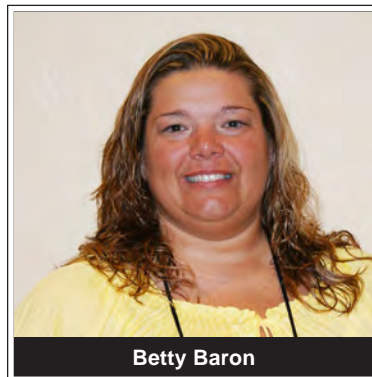
Region III—Centraleast

3A—Lake, Osceola, Orange, Seminole
3B—Volusia, Hardee

For more information about GOFADONA, please contact **Teresa Mena**, president, at Waterman Village, Mt. Dora; **Nelson Rios** at Conway Lakes, or **Marisol Arrindell** at The Parks.

For Region III questions, please reach me at (407) 963-8400, or my email address is dcoy@good-sam.com.

Debbie Coy, RN
Region III Vice President



REGION IV

Betty Baron

Region IV—Centralwest

4A—Hillsborough, Pinellas, Highlands, Polk
4B—Hernando, Sumter, Citrus, Pasco

What an honor to be asked to serve on the FADONA board as the Region


 Regional
REPORTS

IV vice president. I look forward to seeing everyone at the local meetings.

Region IV hosted a successful 15th Annual Symposium on September 18 at Embassy Suites at USF in Tampa.

Our Hillsborough president, **Kimberly Bascue**, is looking forward to meeting everyone at our monthly meetings. Our meetings take place on the third Wednesday of the month and usually at the same location, Red Lobster on N. Dale Mabry. Each month we have a different company sponsor our lunch. This gives an opportunity to see what's new in the industry and also leaves plenty of time to network with fellow DONs.

Liz Raymond, the Pinellas Chapter president, currently has meetings every second Tuesday of the month at The Banquet Masters in Seminole. Each month a new stimulating topic is presented. Stop on in to see what exciting things are happening in Pinellas.

Our president for the Polk, Hardee, and Highlands area is **Patricia Knigge**. They are currently meeting quarterly in that area and have been successful in getting a sponsor for the meetings.

Please feel free to contact any of us for more information. We are here to help and love for you to get involved. For Hillsborough County, you can call **Kimberly Bascue** at (443) 852-9782, or kimberlybascue@yahoo.com. For Pinellas County, contact **Liz Raymond** at nurse_raymond@yahoo.com. For Polk, Hardee, and Highlands, contact **Patricia Knigge** at (727) 641-9578.

I am also available to assist in any way and can be contacted at (727) 863-5488 or bettybcncdon@yahoo.com. I encourage you all to get involved. If I have learned one thing over the years of my involvement with FADONA it is that you're not alone. Reach out and someone will help.

Betty Barron
Region IV Vice President



Kim Joynes

REGION V

Region V—Southwest

5A—Manatee, Charlotte, Collier

5B—Desoto, Lee, Sarasota

There is still fire in our torch and FADONA is on the move in Region V.

Region V is well established in the northern territory of our region as evidenced by the active Manatee/Sarasota county chapter led by **Tracey**

Rickabaugh. They continue to have regular meetings and are very busy recruiting new NADONA/FADONA members.

They have elected officers and call themselves the "Manasota" chapter of FADONA! They are charging \$5 a meeting for members and \$10 a meeting for non-members.

The officers for Manasota are:
President: **Tracey Rickabaugh**, 749-6611, 730-3822
Vice President: **Kathy Michalsen**, 747-1881, 929-5509
Secretary: **Diane Nelson**, 747-8681
Treasurer: **Sarah Bolles**, 747-3706, 448-3581

We are diligently seeking an active chapter in Charlotte County to incorporate nurse leaders in North Port, Englewood, Port Charlotte, Punta

Continued on page 6

What would you do if you discovered the Golden Egg?

Visit the **CareerCenters** at

www.fadona.org, www.fmda.org, and www.fhcswa.net

These are the official online CareerCenters of the Florida Association Directors of Nursing Administration, Florida Medical Directors Association, and Florida Health Care Social Workers Association.

These **CareerCenters** are a **treasured** new online resource designed to connect long-term care industry employers with the largest, most-qualified audience of nurses, nurse administrators, directors of nursing, nurse practitioners, medical directors, physicians, physician assistants, social workers, social service designees, and directors of social services in Florida.

Job Seekers may post their résumé (**it's FREE**) — confidentially, if preferred — so employers can actively search for you.

Let these **CareerCenters** help you make your next employment connection!

Regional Reports

Continued from page 5



Gorda, North Fort Myers, and Cape Coral who will be able to gain support, networking, and camaraderie. If you have an interest, don't hesitate to contact me.

As we work our way south, I anticipate getting something established in Lee/Collier counties and will be seeking assistance in the Fort Myers/Naples area to find chapter leadership and establish an interest base. I know we have members down that way, so let me hear from you! We are always looking to pass the torch of leadership and carry it to our southern boundaries.

Gear up everyone, we have a great convention coming in April, and would love to see all of you there. Orlando, here we come! Bring your flip flops and sunglasses! Region V will make a big splash!

Please forward your questions to me at: kjoynes@greystonehcm.com or call (813) 748-8999. If you would like to host a chapter meeting, just let me know!

Kim Joynes
Region V Vice President

Focus Wins Another APEX Award

FADONA President **Jean Nelson** is proud to announce that *FADONA Focus* received an Award of Excellence in the APEX 2013 25th Annual Awards for Publication Excellence, in the category for "Newsletters — Electronic & Web."

"This is quite an honor, one that we share with the membership and everyone who contributes to this newsletter, including **Ian Cordes**, who along with Corecare Associates, publishes *FADONA Focus*," said Nelson.

Based on excellence in graphic design, editorial content, and the ability to achieve overall communications excellence, the 2013 APEX Awards judged more than 2,400 entries in 12 categories.



Sheila Mangrum

REGION VI

Region VI—Southeast

6A—Palm Beach; **6B**—Brevard, Indian River, St. Lucie, Martin, Okeechobee; **6C**—Hendry, Glades

Every area of Region VI needs dynamic people to champion a group of DONs in their area. Though time, effort, and energy are involved, the results are support for all. Please consider coordinating a local group meeting. There are many resources available to sponsor the food, help with notifications, etc. Please call if support, help, questions, or information are needed to urge you toward this valiant goal.

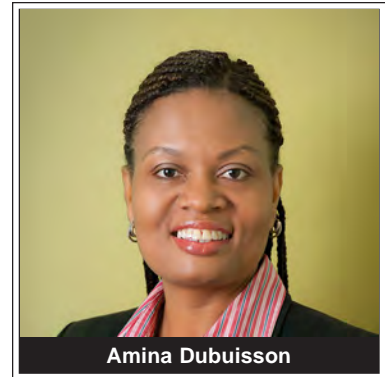
Here is the local chapter contact information:

- Indian River County** — Attend our next meeting by calling **Nancy Henderson** for details. She is the local contact, and she can be reached at (772) 288-0060.
- Palm Beach County** — **Deborah Grotke** at (561) 588-4333. The Palm Beach County DON Assn. continues to meet monthly on the third Wednesday.

We have an active, growing group of members and associate members. Meetings allow us to network and share valuable information with our fellow nursing administrators and associates. This in turn helps increase the quality of care that our facilities can provide to our residents and supports our efforts to be survey-ready.

We need your help to re-energize other areas of Region VI. If you are interested in helping out, or know someone you think would be a great asset, please contact me at (772) 335-8844.

Sheila Mangrum
Region VI Vice President



Amina Dubuisson

REGION VII

Region VII—Southeast

Miami-Dade, Monroe, and Broward Counties

This region runs from Deerfield Beach all the way south to Key West.

Miami-Dade County

Officers include:

President: **Delia Rubio**, ADM, Perdue Nursing Center; Vice President: **Marie Fleurantine**, DON, Perdue Nursing Center; Secretary: **Anne Museau**, DON, Pines Nursing Home; Treasurer: **Natalie Roy**, RDCO, Greystone Healthcare Management

Broward County

The Broward County Chapter of FADONA has been very busy. Congratulations to Broward County Chapter President **Peggy Moses** and her dedicated chapter leaders who are forging forward.

If you are interested in helping grow our region, contact **Amina Dubuisson** at (954) 790-5171, or adubuisson@GreystoneHCM.com.

Amina Dubuisson
Region VII Vice President

Mandatory Licensure Renewal Classes

On April 28, we will offer the three licensure renewal courses: *Update on HIV/AIDS, Domestic Violence, and Preventing Medical Errors*. And for the first time, we are offering the new 2-hour course for nurses, "*Laws & Rules Governing the Practice of Nursing in Florida*."

See the convention registration form on page 15 for details.

Carrying the Torch of Leadership in Style

Convention Corner by Susie Jensvold, RN; 1st Vice President and Annual Convention Chair, FADONA

I encourage you to attend our 27th Annual Convention at the Rosen Centre Hotel in Orlando. Mark your calendar for April 28-May 1 and join us for an experience that promises not only to be educational, but entertaining and fun.

On April 28 we will offer pre-conference programming including the three licensure renewal courses: Update on HIV/AIDS, Domestic Violence, and Preventing Medical Errors. For the first time ever, we are also proud to offer the newest two-hour required course for nurses: "Laws and Rules Governing the Practice of Nursing in Florida." In addition to the pre-conference sessions, an exciting agenda is being planned to support




Susie Jensvold

FADONA's mission to offer educational programs for our LTC nurses. A few of the courses you can expect this year are: infection prevention, regulatory update, advanced QAPI, risk management, legal issues, wound care, prognostication for end-of-life

care, ethical dilemmas, reducing anti-psychotic drug utilization, documentation and other timely topics.

Through a collaboration with statewide nurse executives and FADONA members working in LTC, the FADONA board of directors established "Principles of Excellence for Directors of Nursing in Long-Term Care" in 2009. The principles are divided into five domains: Mission & Vision, Culture of Quality, Resident Care & Quality-of-Life, Caregivers & Staff, and Finance. Our educational program is based on these principles, and they guide our planning process as we strive to acquire exceptional speakers and offer premier courses at every convention.

The five principles encourage nurse administrators to follow a reasonable course of action based on current knowledge, available resources, and the needs of the facility so that the most effective and safest care can be delivered to its patients/residents. They also call attention to areas of focus that nursing administrators are expected to be knowledgeable in and drive education and training.

Therefore, as we plan our conference educational programming, we intend to incorporate sessions that allow participants to work on those key areas. 



2013 Annual Convention Attendees Said it Best!

"The conference was timely and packed with valuable information which addressed my current concerns as a LTC leader."

"Another year of pertinent information. Facilities staff anticipate me coming back to share what I learned. Continue this wonderful conference with great speakers and content."

"FADONA is doing a great job. Your availability to members and providing online tools means a lot."

"This was a great conference. All the topics were very relevant and appropriate for the audience. I always enjoy the FADONA conference. Great job FADONA team!"

"Kudos! You did it again. We are all looking forward to next year to enhance our knowledge and experience more so we can take care of our beloved residents with dignity, respect, and expertise."

"This was my first convention. It won't be my last. Amazing, knowledgeable speakers who brought a wealth of pertinent information."

"Very good program. I wish all DONs would see the value of attending this annual convention."

"Excellent and informative! FADONA is impressive."

Any questions may be directed to the business office at (561) 689-6321 or to icordes@bellsouth.net.

See you at the Convention!

❖ FADONA ❖ a State Chapter of NADONA Benefits YOU!

- ✓ Educational Awards
- ✓ Annual Conferences at Reduced Rates
- ✓ Quarterly Newsletter
- ✓ Bimonthly Bulletin
- ✓ Reference and Research Service includes published material, videos and audios
- ✓ National Network
- 📞 Contact NADONA at 800-222-0539 for additional information.

How to Maximize Your Efficiency When Nursing

The profession of nursing is growing ever more complex and demanding, sometimes leaving you to feel like no matter how hard you work there aren't enough hours in the day. Today's nurses must think while acting, intervene in emergencies, and advocate for residents — all while educating those around them. A typical duty day can tax the organizational skills of even the most seasoned nurse.

This article is about increasing efficiency and making the most of your time. Hopefully the advice within will benefit both you and your residents. Below are some common barriers to effective time management and ways to overcome them.

Barrier #1: The seemingly constant med pass

Some days, you may feel as if the only thing you've done is administer medications. While polypharmacy in the elderly is well-documented, nearly all patients with acute conditions receive medications as part of their care.

Having a plan is one of the most basic skills you can utilize to manage your time effectively. Do you ever wonder why the longer you care for the same residents it seems you are more organized than the first day? It's because, intentionally or not, you formulated a plan. If you plan things right, you can achieve this same level of organization on day one.

The plan for the day should start during shift change when you receive report. As your colleague explains your residents' diagnoses, behaviors, procedures, and so on, start to formulate a plan. For example, you might plan to develop checklists or a timeline in which you assign tasks to time slots. You can then insert medication administration into any of these formats, and assign it the approximate

amount of time needed. Review your residents' medication records; note not only what medications they're receiving but how many and, based on past experience, how long it will take you to prepare and administer them.

It helps if you prioritize the most difficult and time-consuming tasks and accomplish them as early as possible. Procrastinating the tasks you dislike may cause you to slow your pace, which affects the efficiency of your plan. When you are fairly consistent,



your residents know what to expect and are less likely to interrupt you. Throughout the shift, revisit your plan and make changes as needed.

Make multitasking a no-no

When it comes to medications, steer clear of multitasking. Although some people claim multitasking is the hallmark of organizational skill, current research suggests this fragmented approach can impair patient safety. Instead, designate a quiet zone around the medication preparation area, and concentrate on one task at a time when preparing and administering a drug.

At the bedside, explain to the resident and family that medication

administration requires your concentration. Assure them you'll be happy to answer all their questions after you've finished preparing and giving the drug. (Just make sure that you go back to respond to them.) With fewer interruptions, you'll be able to complete your med pass faster and more safely while saving valuable minutes.

Don't leave empty handed

Before leaving the medication preparation area, ask yourself, "What else will I need? Does the patient's I.V. tubing need to be changed?" If so, grab the tubing now, along with a date-and-time label. Do you have all the extra supplies you'll need? If you don't, you'll end up wasting time looking for them during medication administration.

Barrier #2: The sinking ship

Imagine you've already started your assignment when the charge nurse calls to tell you another resident is on the way and will arrive within the hour. It's 11 a.m., you haven't started your morning charting, and already you have that sinking feeling you'll never get out on time.

Ask for help. Knowing where to turn for help can make all the difference. Patricia Benner, who did extensive research involving expert nurses and their habits, observed: "Expert nurses often noted how they are aware of the rest of the staff, the total picture of patient needs, and the resources available to them."

By keeping their finger on the pulse of the unit, expert nurses always know who's available to give assistance. Is there another nurse willing to help? Is the charge nurse free, or is she tied up with an emergency? Can a certified nursing assistant (CNA) help enter vital signs for you? Can you delegate some other tasks to the CNA?

The Golden Rule applies here: Nurses who are good time managers

know that although they're the ones asking for help today, tomorrow they'll be asked to help others. They store up good will with colleagues by helping out when they're not busy, knowing they'll need to call in that favor the next time their own shift goes astray. Teamwork is the backbone of effective time management within a unit.

Don't be afraid to delegate

Nurses aren't always great at delegating. Some of us think we're the only ones who can get things done the right way. If you're among them, keep in mind that in the long run, it doesn't matter that you weren't personally responsible for every bit of care delivered to a resident. Ultimately, it only matters that it was done correctly.

Good delegators invest energy up front to find out who's great at what, and then stroke these individuals' egos when asking for help. "Anna, everyone knows you're the best at inserting a nasogastric tube. Would you mind demonstrating your expertise in that area while I start an I.V.?" Shameless schmoozing goes a long way toward securing full cooperation of a colleague.

Barrier #3: Documentation

Just when you think the powers-that-be can't come up with one more category of data for you to chart, they do. Thanks to the advent of managed Medicaid, documentation has never been scrutinized more closely or seemed so overwhelming.

One of the most successful strategies that nurses use is to document as early in the shift as possible. The first physical assessment is particularly crucial. For effective time management and accuracy, document the most time-consuming chore as early in your shift as you can. If you can document all of your first assessments on skilled residents within the first few hours of your shift, you can adapt better to any unforeseen events you'll encounter throughout the day.

Making brief notes about abnormal findings during your assessment can improve your documentation

accuracy. At the end of the shift, when you're exhausted, you may have trouble accurately recalling in which lobe you heard abnormal breath sounds. Your charting will be faster and more accurate if you use your notes when you sit down to document.

**Today's nurses
must think while
acting, intervene
in emergencies,
and advocate
for residents
— all while
educating those
around them.**


If your unit has whiteboards in patient rooms, use these as documentation tools — for jotting down drugs given during a procedure, blood glucose levels, or intake and output amounts. Later, when it's time to record these facts, you won't have to waste time searching for them.

Barrier #4: Tag, you're it!

Nurses work long hours. When you're near the end of your shift, your main focus is to give report and get home (so you can come back tomorrow and do it all again). Making a few tweaks to shift change can make report go smoother and faster, helping you get out on time and headed home for a well-deserved rest.

Both the receiving nurse and the reporting nurse have important roles in report. When you're receiving report, be sure to practice active listening. The appropriate time to ask questions is at the end of report — if your question has gone unanswered. Nothing is more aggravating than for the receiving nurse to ask a question about something the report just told her. Active listening is harder than you might think; it takes practice and energy.

Benner observed that some reports are "retroactive descriptions of how the past shift went, which are seldom really predictive of how the next shift is going to be. But some nurses have the ability to present the report in terms of situations most likely to develop and the problems awaiting resolution in the next 8 to 10 hours." Don't waste time talking about what your shift was like. Instead, paint a picture of the probable future — what the receiving nurse's shift might look like and problems awaiting resolution. When you frame your report in this manner, you're helping to jump-start a plan for the day.

"Time is precious." It's a cliché, but it's so true. With practice, these tips can help you organize your day, giving you more time to spend where you belong — at the bedside. They might even yield the ultimate payoff — time to have a relaxed conversation with your patients. 

Source: Wendi L. Froedge, RN, MSN, CCRN. Wendi L. Froedge is an RN IV clinical educator in critical care services at Houston Methodist Willowbrook Hospital in Houston, TX.

References: Benner P. *From Novice to Expert: Excellence and Power in Clinical Nursing*. Commemorative ed. Saddle River, NJ: Prentice Hall, 2000.

FADONA NEEDS YOU!

Volunteers are the heart of FADONA. Our strength is a result of the time and effort provided by those who volunteer their time and knowledge to serve their colleagues and to further nurse administration in long-term care.

We invite each member to become more involved in the Florida Association Directors of Nursing Administration (FADONA). Numerous volunteer opportunities are available to serve for a year or two, a month, or even a day. You can help guide our association, advise the board of directors, coordinate or lead a program, or even start a new chapter or committee.

Participating as a volunteer provides a gateway to develop and hone leadership skills, increase professional contacts, and give back to the profession. Let us know what types of volunteer opportunities interest you and whether you are interested in the local, regional and/or statewide levels. We look forward to your involvement in FADONA. Should you have any questions, please contact **Ian Cordes**, director of operations, at (561) 683-0037, or icordes@bellsouth.net.

CALL FOR NOMINATIONS

Support FADONA's membership by being elected to a position and serving on the FADONA Board of Directors. The bylaws state that the Nominating Committee will present the slate of officers to the membership at least 60 days prior to the annual meeting, prepare a mail-in ballot, and ask members to return the mail-in ballot no later than 30 days before FADONA's 27th Annual Convention, April 28-May 1, 2014. Newly elected officers will be installed at the closing of the annual business meeting by the president. See next page for job descriptions as defined by the bylaws.

The following FADONA leadership positions will be vacated in April 2014:

2nd Vice President • Secretary • Region II Coordinator • Region IV Coordinator • Region VI Coordinator

If you are interested in running for office, please complete the Candidate Information Form below and forward your nomination(s), received no later than **Friday, February 15, 2014**, to **Bonnie Cruz**, Immediate Past-President, and Chair, FADONA Nominating Committee, c/o FADONA, 400 Executive Center Drive, Suite 208, West Palm Beach, FL 33401. You may also fax it to (561) 689-6324 by the stated deadline.

FADONA/LTC Candidate Information Form

Name: _____ Membership Expires: _____

Address: _____ Phone: _____

Facility: _____ Email: _____

Position: _____ Years as DON: _____ Currently a DON: _____ YES _____ NO

Indicate office or position for which you are applying: _____

How long have you been a member of FADONA? _____ years. Have you ever held office in FADONA? _____

Which office? _____ Have you ever served on any FADONA committees? _____

Indicate which committee(s): _____

Are you a FADONA *Founding Member*? _____ A FADONA *Charter Member*? _____

An officer in a local or state association? _____ (If yes, name of association) _____

Have you attended any national conferences? _____ Florida state convention(s)? _____

If yes, which ones? _____

Are you a CDONA/LTC? _____ Indicate year of certification: ____/____/____

Are you free to travel at least three times a year for 1-4 days? _____

Are you free to conduct some Association business during regular hours? _____

In 50 words or less (use another sheet if necessary), indicate why you would like to be an officer of FADONA/LTC and why you feel you are qualified to assume this position (include educational background as well): _____



I understand that my application for office in FADONA/LTC will be reviewed by the Nominating Committee of the Association, which will, if necessary, and with my permission, use my application for any other open offices at the time of my application.

Signature: _____ Date: ____/____/____

Candidate information forms received after Friday, February 15, 2014, will not be accepted.

Calling All Leaders

– Job Descriptions for FADONA Officers

The following FADONA leadership positions will be vacated in April 2014:

- 2nd Vice President • Secretary • Region II Coordinator • Region IV Coordinator • Region VI Coordinator.

Here are the job descriptions as defined by the bylaws.




Article VI—Duties of Officers

Section 3. The 2nd vice-president shall serve as membership chairperson and shall assist the president and 1st vice-president as delegated by the president.

Section 4. The secretary shall record the minutes of all board and general meetings and shall be responsible for any delegated correspondence from the Executive Committee.

Section 6. The regional coordinators shall: act as liaisons between state and local Associations, increase networking by promoting educational forums, and motivate local involvement of all members in legislative concerns.

If you are interested in running for office, please complete the Candidate Information Form on page 10 and forward your nomination(s), no later than Friday, February 15, 2014. 

FADONA has Highest Number of Active Members in the Country

FADONA is an active Florida state chapter of NADONA. Overall the NADONA membership has tripled in the past three years. This is fabulous news to celebrate with our colleagues. FADONA state chapter currently has the highest number of active members with close to 400 strong. The momentum continues with new state chapters forming in the near future. This surge in growth brings LTC nurse administrators closer together as one voice for quality and excellence in the field of geriatrics.



Bonnie Cruz

FADONA also welcomes NADONA trainers to Florida to teach the DON certification exam review class. Once ready, the DON may take the exam on NADONA's website for the certification as a DON in LTC. This review class will soon be offered online as well.


Another exciting news alert is that NADONA/LTC has achieved accreditation by the American Nurses Credentialing Center (ANCC). This ANCC accreditation demonstrates that the organization excels with quality and excellence in curriculum development and presentation on continuing nursing education.

FADONA also benefits from NADONA's access to national associations. At present, NADONA is active with CMS, CDC, AARP, Advancing Excellence, Pioneer Network, Coalition of Geriatric Nurses, and APIC.

Respectfully,

Bonnie Cruz

Bonnie Cruz, RN, BSN, MEd, CDONA, FACDONA

Immediate Past FADONA President, Corresponding NADONA Secretary 

SILENT AUCTION

Last year, FADONA raised nearly \$1,000 for its scholarship fund from its Second Annual silent auction. We are inviting all our members, attendees, and exhibitors to donate auction items to raise money for FADONA's scholarship fund. Over the years, FADONA has provided tens of thousands of dollars in scholarships to its members and their staff and, with your support, we will be able to continue our tradition.

For more information on how you can make a contribution, please call **Matt Reese** at the FADONA business office at **(561) 683-0037**.



Florida Department of Health CRE-Klebsiella Surveillance Collaborative

As national statistics indicate, Carbapenem-Resistance has been associated with high mortality rates (up to 50 percent in some cases). The spread of CRE organisms can be stopped through tracking and targeting prevention practices to individuals who are colonized or infected.

In the past several years, outbreak reports in health care facilities due to these organisms have become more frequent and at least one case of CRE infection has been reported in 41 states. FDOH is committed to working with the health care facilities to improve the processes for detecting these types of infections and have them reported in the National Healthcare Safety Network (NHSN) surveillance system.

The Florida Department of Health has been recruiting health care facilities statewide, consisting of nursing homes (NH) and acute care hospitals (ACH) to participate in a carbapenem-resistant Enterobacteriaceae-Klebsiella (CRE-Klebsiella) surveillance collaborative.

Ideally, the FDOH would like to pair one nursing home with one hospital located within a close geographic area for conducting surveillance activities. The hospital/nursing home pairs would be located throughout the state and efforts will be made to recruit at least one pair from each of the regions listed below, and two pairs from more densely populated regions.

1. Panhandle – Pensacola, Tallahassee
2. NE Florida – Jacksonville, Gainesville
3. Central Florida – Metropolitan Orlando
4. Central West – Metropolitan Tampa Bay Area
5. SW Florida – Sarasota, Ft. Myers, Naples
6. SE Florida – Palm Beach, Broward, Miami-Dade

Goals

1. To improve detection and surveillance of CRE-Klebsiella in health care facilities

throughout the state.

2. To increase awareness of CRE-Klebsiella prevention strategies.

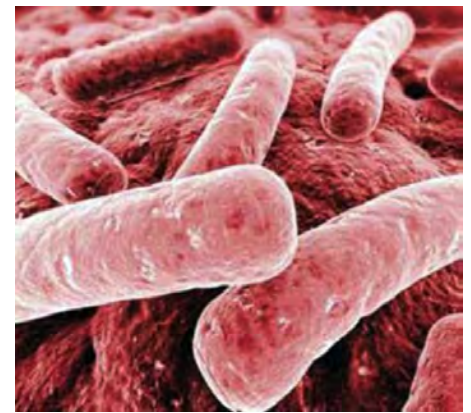
Outcome Measures

It is hoped that by December 31, 2014, at least 10 ACH and 10 NH in

As national statistics indicate, Carbapenem-Resistance has been associated with high mortality rates (up to 50 percent in some cases).

The spread of CRE organisms can be stopped through tracking and targeting prevention practices to individuals who are colonized or infected.

Florida will have developed the capability of detecting and reporting laboratory-identified (LabID) CRE-Klebsiella to the National Healthcare Safety Network (NHSN) and attained knowledge on CRE-Klebsiella prevention strategies.



Requirements for Participation

Participating facilities will be required to report CRE-Klebsiella LabID data to the NHSN. More specifically, the participants will report CRE-Klebsiella LabID Events at the overall facility-wide inpatient (FacWideIN) level in accordance with NHSN protocol. Health care facilities participating in the collaborative will be trained on CRE-Klebsiella surveillance, current laboratory standards for CRE-Klebsiella detection, NHSN data entry, and analysis. In addition, the FDOH will also provide education on CRE-Klebsiella prevention strategies and conduct data validation.

Recruitment is currently open; please enroll your facility by contacting **Dr. Zeenat Rahman** at (850) 728-5044 or by sending an email to **Zeenat_Rahman@doh.state.fl.us**.

FADONA's Alliance Council Members – Our Preferred Vendors

David Keller
Advanced Pharmacy
 45 Skyline Dr., Ste. 1011
 Lake Mary, FL 32746
 407-754-5421
 dkeller@advancedpharmacy.com

Lisa Ollmann
Airamid Health Services
 1675 Palm Beach Lakes Blvd., Ste. 900
 West Palm Beach, FL 33401
 561-801-7598; Fax: 414-368-4233
 lolmann@airamid.com

Robert Canino
Allied Mobile X-Ray
 8360 Flagler St., Ste. 207
 Miami, FL 33144
 561-302-6209; Fax: 305-554-9339
 robert@amxdx.com

Jim Jackson
American Health Associates
 15712 SW 41st Street
 Davie, FL 33331
 954-984-5023; Fax: 727-541-6319

Jaclyn Hawkins
American Medical Technologies
 209 Rosewood Drive
 La Vernia, TX 78121
 512-431-8119; Fax: 512-843-0207
 jaclyn.hawkins@amtwoundcare.com

Heather O'Neill
Clover Medical Solutions
 1193 Sarasota Center Blvd.
 Sarasota, FL 34240
 941-779-5944; Fax: 888-965-9395
 heather@clovermedicalsolutions.com

Iris Onrot
ComfiHips
 10611 Montrose Bay Ave.
 Boynton Beach, FL 33473
 813-376-9040; Fax: 877-200-5744
 iris@worldwideortho.com

Carina Bayer
Cotler Health Care & Development
 901 S. 62nd Avenue
 Hollywood, FL 33023
 561-790-1191; Fax: 561-793-0669
 cotlerhealthcare@aol.com

Karla Conway
Eccolab Group
 1502 Lago Vista Blvd.
 Palm Harbor, FL 34685
 754-244-5474; Fax: 727-771-7766
 kceccolab2@aol.com

Rosie Crawford
Florida Alliance of Portable X-Ray Suppliers
 120 66th Avenue SW
 Vero Beach, FL 32968
 772-569-9729; Fax: 772-569-2769
 rose@mobleimagingsslc.com

Amy Friedman
Genadyne Biotechnologies
 1500 W. Cypress Creek Road
 Ft. Lauderdale, FL 33309
 954-570-7151; Fax: 954-570-7152
 amyf@genadyne.com

Matthew Marconi
Greystone Healthcare Management
 4042 Park Oaks Blvd., Ste. 300
 Tampa, FL 33610
 813-675-2312
 mmarconi@greystonehcm.com

Rob Taymans, RPh
Guardian Pharmacy
 9402 International Court
 St. Petersburg, FL 33716
 727-209-4900; Fax: 877-249-1045
 Rob.Taymans@guardianpharmacy.net

Jim Cassidy
Hartmann USA
 2693 Waters Edge Ct.
 Dunedin, FL 34698
 727-424-5527; Fax: 803-325-7606
 jim.cassidy@hartmanninfo.com

Renee McElwaney
Healogics Specialty Physicians
 5220 Belfort Road, Ste. 130
 Jacksonville, FL 32256
 727-692-2376
 reneemcelwaney@healogics.com

John Dowd
Health System Services
 8100 Belvedere Road, Ste. 15
 West Palm Beach, FL 33411
 561-333-0404; Fax: 561-333-0475
 johnd@healthsys.net

Mike Cecelia
McKesson Medical-Surgical
 1093 Harmony Lane
 Clermont, FL 34711
 407-304-7783; Fax: 352-989-4401
 mcecelia4@msn.com

Adam Furman
Medline
 6609 Waverly Lane
 Lake Worth, FL 33467
 954-295-2740; Fax: 866-747-4790
 afurman@medline.com

Dana Waters
Millenium Pharmacy Systems
 100 E. Kensing Drive, Ste. 500
 Granberry Twp., PA 16066
 724-940-2889; Fax: 724-940-2493
 dwaters@mprsrx.com

Rosie Crawford
Mobile Imaging of Port St. Lucie
 120 66th Avenue SW
 Vero Beach, FL 32968
 772-569-9729; Fax: 772-569-2769
 rose@mobileimagingsslc.com

Brinn Helton
Mobilex USA
 PO Box 17159
 Clearwater, FL 33762
 727-366-9670; Fax: 727-442-7851
 brinn.helton@mobilexusa.com

Cathleen Sallitto, RN
Novaerus
 1408 N. Westshore Blvd.
 Tampa, FL 33607
 941-228-5684; Fax: 941-922-7170
 Cathy@Novaerus.com

John Gorman
Omnicare
 5553 West Waters Ave., Ste. 302
 Tampa, FL 33643
 954-253-8203
 john.gorman@omnicare.com

Wanda Bryant
Optum Care Delivery and Management (Evercare)
 9009 Corporate Lake Dr.
 Tampa, FL 33634
 813-890-7852; Fax: 855-314-6842
 wanda_m_bryant@optum.com

Saul Greenberger *
Pharmscript
 3801 Corporate Park Drive, Ste. 100
 Tampa, FL 33619
 888-319-1818; Fax: 877-290-1812
 sgreenberger@pharmscript.com

Dave Lotz
Quality Surgical Management
 21150 Biscayne Blvd., Ste. 400
 Aventura, FL 33180
 305-466-9988; Fax: 305-466-9989
 dave.lotz@magilen.com

Jeff Wilkes
RxPerts Pharmacy Services
 1911 US Highway 301, Ste. 100
 Tampa, FL 33619
 813-579-7042; Fax: 407-650-2581
 jwilkes3@cfl.rr.com

Mike Odle
Sun Laboratory Services
 721 Cortaro Drive
 Ruskin, FL 33573
 813-634-6120; Fax: 813-634-6865
 modle@suncitylabs.com

Gail Allison
Tridien Medical
 6608 S. Westshore Blvd, Ste. 2132
 Tampa, FL 33616
 813-917-5665; Fax: 813-870-0101
 gallison@tridien.com

Cindy Bencsik
Vitas Innovative Hospice Care
 1800 SE 10th Ave., Ste. 320
 Ft. Lauderdale, FL 33316
 305-808-4038; Fax: 305-350-6970
 cindy.bencsik@vitas.com

Greg Lawless
Wellfount Pharmacy
 5751 West 73rd Street
 Indianapolis, IN 46278
 317-409-0684; Fax: 317-524-1513
 glawless@wellfount.com

— Current as of Dec. 30, 2013

* Patron member
 Platinum Partners

Discount Pricing

*Optional Pre-Convention
 Mandatory Licensure
 Renewal Courses*

1. HIV/AIDS Update
2. Domestic Violence
3. Preventing Medical Errors
4. Laws and Rules that Govern the Practice of Nursing in Florida

Regular Fees: \$25 per course for members, \$35 for non-members.

Discounted Member Pricing: Any 3 courses for \$65. All 4 for \$85.

Discounted Non-Member Pricing: Any 3 courses for \$95. All 4 for \$125.

FADONA Annual Excellence Awards for DONs, LPNs, CNAs

– Enhanced Awards Honor Those “In the Trenches” as well as Nurse Leaders in Long-Term Care

FADONA is pleased to announce that it is currently accepting nominations for the 2014 Nurse Administrator of the Year Award, as well as entries for the Annual LPN and CNA Awards of Excellence. The awards support FADONA’s “Principles of Excellence for Florida Directors of Nursing” — aimed at providing the atmosphere, mindset, and leadership for the most effective and safest care to long-term care residents.

The Nurse Administrator of the Year Award was founded by FADONA to recognize an outstanding director of nursing who exemplifies professional responsibility as a nursing administrator. In order to be considered for the award, candidates must symbolize passion for their profession by mentoring and nurturing others, as well as demonstrate a strong commitment to the standards of nursing practice in long-term care. Our

thanks go to Optum (Evercare), which has sponsored the award for 11 consecutive years.

The Annual LPN and CNA Awards of Excellence recognize licensed practical nurses (LPNs) and certified nursing assistants (CNAs) — the caregivers in the trenches — whose commitment and devotion to their profession and their residents are exemplary. Cash awards include \$500 for first place, \$300 for second place, and \$200 for third place in each category. These awards have been generously sponsored by RB Health Partners four years in a row.

All nominations must be received in the FADONA office no later than March 26, 2014. FADONA’s Executive Committee will serve as the selection committee, with input from pertinent regional vice presidents. Nomination forms are only open to FADONA members and are available at www.fadona.org. Please share entry

FADONA will provide

**enhanced 1st, 2nd,
and 3rd place awards**

of excellence to

LPNs and CNAs.

These honors

recognize professional

responsibility and

commitment to high

standards in caring for

residents of long-term


care (LTC) facilities.



2013 Nurse Administrator of the Year Award Winner – From left to right: Bonnie Cruz, FADONA immediate past-president; Dr. Robert Kaplan, President, Florida Medical Directors Association; Marie-Rose Dydynski, DON at The Springs at Boca Ciega Bay; Dr. Wanda Bryant, Optum (Evercare); and Dr. Gregory James, Florida State Medical Director, Optum (Evercare)

information with your staff and peers so that they may nominate deserving nurses in long-term care.

The winners will be announced during the Annual Awards Luncheon held on Wednesday, April 30, 2014, at FADONA’s 27th Annual Convention & Trade Show. The location of this year’s convention is the Rosen Centre Hotel, 9840 International Drive, Orlando, FL 32819; www.RosenCentre.com; phone: (407) 996-9840.

Questions may be directed to Director of Operations **Ian Cordes** at icordes@bellsouth.net or (561) 683-0037. 



Register Today for FADONA's 27th Annual Convention & Trade Show

Rosen Centre Hotel, Orlando, Fla. • April 28-May 1, 2014

Convention Highlights: ✓ Focus on skills needed to be "Exceptional" DONs and nurse administrators ✓ Earn contact hours for RNs, NHAs, LPNs, with requested ANCC-approval for nurses ✓ Included – **Advanced QAPI Workshop** ✓ Annual Awards Luncheon ✓ Nationally recognized speakers ✓ Innovative and timely programming ✓ Special registration fee for first-timers ✓ Special registration fee for 2nd, 3rd, etc., person from the same facility ✓ Full Registration includes all planned meals ✓ Meet manufacturers and suppliers, and stay current with the changes in the industry's products, services, and trends at our Annual Trade Show ✓ Affordable luxury hotel rooms in Orlando ✓ Great door prizes



FADONA's
Carrying the Torch
of Leadership

2014 FADONA Convention Registration Form

Not a member? Join now at www.fadona.org or call the business office for an application and mail it directly to NADONA (attach and mail a copy of the form and accompanying payment to FADONA). Registration forms without fees cannot be processed. Please use separate registration form for each person.

Name _____ Title _____

Circle all appropriate professions: RN / LPN / NP / NHA _____ License # _____ State _____

LTC Facility Name / Org. _____

Home Address _____

County _____ Phone (____) _____ Fax (____) _____ E-Mail _____

[] **YES!** Here are my 2014 FADONA Convention Registration Fees.

NO REG. FEE INCREASE!

1. **Early-Bird "Full Registration" fee*** is \$295 for members and \$350 for non-members until **March 28, 2014**. \$ _____
— After **March 28**, the fee is \$350 for members and \$425 for non-members. \$ _____
 2. **Half-Price "Full Registration" fee* for 1st-Time FADONA Convention Attendees** \$175 \$ _____
 3. **Discounted "Full Registration" fee* for 2nd, 3rd, etc., person from the same facility:** \$ _____
a. When 1st registrant is a member, the fee per person is \$195
b. It is \$225 when the 1st is not a FADONA member. **Please use separate registration form for each person.**
 4. **Optional: Florida mandatory licensure update courses...** \$25 per course for members, \$35 for non-members. \$ _____
Please check the ones below that you will be attending: For discounted pricing, see details below.
 HIV/AIDS Update Domestic Violence Preventing Medical Errors
 New approved 2-hour "Laws & Rules Governing Florida Nursing"
 5. **"Amazing Wednesday!"** Includes all educational sessions on April 30; contact hours for RNs, LPNs, and NHAs; Annual Awards Luncheon; and Annual Trade Show (does not include admission to "Fun Night").... \$115 \$ _____
 6. **Thursday Only – Advanced QAPI Workshop with Cindy Mason, LCSW, LHRM** on May 1 \$125 \$ _____
✓ **Special Rate:** Additional staff members from the same facility, organization, or corporation .. \$95 \$ _____
 7. **Seminar Tickets:** Any single educational seminar on April 29-30 (1-2 hour seminars) \$25 \$ _____
 8. **Book of Seminar Tickets:** Any 4 seminars of your choice on April 29-30 (1-2 hour seminars) \$85 \$ _____
 9. **"Fun Night" on Wednesday, April 30:** Each paid Full-Registrant above receives one (1) ticket.
Extra tickets for spouses or guests (this rate is not available to vendors or exhibitors) \$70 each \$ _____
 10. **Daily Trade Show Pass** — Not available to vendors \$25 \$ _____
 11. **Optional Printed Handouts** (see details below) \$50 per set \$ _____
- Total Amount Enclosed.....**\$ _____

* **Full Registration Fees:** Starts with session #105, Monday, April 28, through Thursday, May 1, 2014, only. Fee includes attendance at all FADONA educational sessions; all planned meals and receptions; contact hours for Florida-licensed RNs, NPs, LPNs, and NHAs; handouts on CD; trade show admission; and eligibility to win great door prizes.

Pre-conference Monday: All four (4) mandatory licensure renewal courses: **HIV Update, Domestic Abuse, Preventing Medical Errors, and Laws & Rules Governing Florida Nursing**, on **Monday, April 28**, are not included — there are separate registration fees. **Members:** Any 3 courses for \$65. All 4 for \$85. **Non-Members:** Any 3 courses for \$95. All 4 for \$125.

Handouts: All handouts provided to us by the speakers will be available at www.fadona.org at least 10 days before the convention, so you may print them without charge before you get to the conference. If you prefer, for an extra charge of \$50, you may order a set of handouts now when you register, and it will be ready for you when you arrive at the conference. However, please be aware that we cannot ensure the availability of every PowerPoint presentation or handout for every session due to the speakers' timeliness of providing their materials.

Refund/Cancellation Policy: All requests for attendee refunds must be made in writing and received by **April 7, 2014**. There will be a \$50 administrative fee on all attendee refunds. There will be no attendee refunds after **April 7, 2014**. Refund requests due to AHCA regulatory surveys will be given priority.

Returned-Check Policy: There is a \$25 charge for all checks returned from the bank.

Special Needs: Let us know if you would like to request a special diet or if you have other needs during your stay with us. Contact the business office for more information.

Hotel Reservations: Registration fee does not include hotel accommodations. Rosen Centre Hotel*: The special FADONA group rate is \$135 per single/double occupancy with no resort fee and 50% discount on self-parking for overnight hotel guests. For hotel reservations, call 1-800-204-7234 and identify yourself as part of the FADONA Convention Group to receive the Group Rate. You may also reserve online by going to www.fadona.org/convention.html (once the link is live). * Reservations must be made no later than March 28, 2014.

Make all checks payable to FADONA and mail to: 400 Executive Center Drive, Suite 208, West Palm Beach, FL 33401.

Questions? Call the FADONA business office at (561) 683-0037. Fax: (561) 689-6324

RXPERTS

INC.

RXPERTS PHARMACY

OUR
ADVANTAGES

The Long-Term-Care Pharmacy Experts

▶ Our website, **RXPERTSLink**, offers access to electronic invoicing, resident and medication profiles, utilization management reports, and pre-admission cost calculation.

▶ Digital Resident Photo printed on every Rx label, MAR, POS and Treatment Sheet.

▶ A Cost Management Program that will decrease pharmacy cost through formulary management, discounted pricing and utilization review.

▶ The MAR has Quality Indicators, Side Effects and Therapeutic Category for each drug appearing on the form.

▶ Proven success with seamless Pharmacy transitions.

▶ Your choice of Treatment Sheet Formats, Behavior Monitoring Record, Insulin / Accucheck Form, and many other customized choices.

▶ Choice of on demand or automatic refills.

▶ Cost Savings on Medicare, House Stock and Privates. Participation in all state-wide PDPs.

▶ Drug Interaction Alerts, High Cost Medication Alerts (you determine what is High Cost), Lower Cost Therapeutic recommendations, and Refill-Too-Soon Reports.

▶ Instant Credit on qualified returns.

▶ RXPERTS Pharmacy delivers seven days a week, up to three times a day plus STATS.

▶ Consultant RN with IV & PICC certification and Clinical Consultant RPH on call 24/7/365.

▶ Extensive In-Service Programs and Certification of Nurses for Infusion Therapy available.

RXPERTS PHARMACY	NIGHTINGALE, FLORENCE	123-A
	M & M's - PLAIN	
	CHEW ONE PIECE OF CANDY AS NEEDED FOR CHOCOLATE CRAVINGS	1 OF 3
	Qty: 30 PIECES Date: 03/1/13 PV DS	
	NDC: 00113041178 Exp: 03/14 Dr: SMITH, A.	
	Rx#: 050994 001 GOLDEN ACRES NURSING HOME	
RXPERTS	M & M's - PLAIN	
	Last Name: Nightingale	
	First Name: Florence	
	Room: 123-A	
	Rx#: 050994 001	
	Date: 03/1/13	
	050994 M & M's - PLAIN	
	NIGHTINGALE, FLORENCE	03/1/13
	ONE PIECE PRN	Qty: 30
		ORDER

RXPERTS has now partnered with *@ccu-flow* e-MAR

Accu-flo is a server-based medication administration system designed for use in long-term care facilities. The software automates the process of distributing, tracking, and re-ordering medications and treatments safely and efficiently. Accu-flo has a user-friendly touch screen application.

The software's eMAR, eControl, eLog, and ePrescribe modules provide complete functionality.

• **eMAR** – Ensures intended residents receive correct medications and dosages within CMS guidelines.

• **eControl** – Safeguards controlled medication from theft as logged by shift and nurse utilizing fingerprint identification and bar-code technology.

• **eLog** – Maintains accurate inventory of all drugs received for storage in a medication cart, as well as those returned after being discontinued.

• **ePrescribe** – Provides exceptional convenience with direct re-ordering capability with institutional pharmacies.

Visit us online: www.RXPERTSPharmacy.com

Jeff Wilkes

National Director of Sales & Marketing
813-579-7042

Arlan Larson

Sales & Marketing RXPERTS TAMPA
813-361-4687