

Between Us



INSTITUT DE RÉADAPTATION
Gingras-Lindsay-de-Montréal

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Consolidation of client programs Operation Rubik

By Daniel Leclair, Management advisor

The New Year will see the launch of a vast operation aimed at consolidating the Institut's four client programs in a single location. This ambitious project has been dubbed "Operation Rubik".

Emblematic of the 1980's, when it took the world by storm, the Rubik's Cube was seen by many as a complex puzzle that was almost impossible to solve. But those who really put their minds to it were eventually able to find a solution.

This is similar to the challenge that awaits us since, as with the Rubik's Cube, the various factors involved in consolidating client programs are interrelated and cannot be addressed individually – they all have an impact on each other. Just consider, for example, the technical support centres,

office layouts, information systems, patient services, and capital development – every action taken with a view to consolidating client programs must be carefully coordinated and be the focus of all the necessary consultations to minimize the impact and risk to patients.

A two-part operation

Operation Rubik will extend beyond 2011. Stage I, to take place in the coming months, will consist in planning the movement of clients and teams from one pavilion to the other. It will primarily affect the Neurology and Amputees and severe orthopedic injuries programs.

In stage II, we will review the use, layout, and development of all our workspaces so as to create an optimal

environment for the practice of interdisciplinary rehabilitation.

As project manager, I will have the pleasure of organizing this operation in close collaboration with many people, including Kateri Leclair, the Client services director, and the program heads. I will count on the understanding of everyone who will be directly or indirectly involved and will make myself available to discuss with you any questions or concerns you may have.

OPERATION 
RUBIK

A fun and festive December!

The month of December was packed with parties and festive events, to the great pleasure of beneficiaries, employees, and their children, grandchildren, nieces and nephews!

The employee Christmas party was held on December 10 this year and, judging by the laughter and general merriment of the many participants that evening, the event appears to have been a resounding success. We were even treated to an impressive limbo demonstration.

(continued on page 5)





Hats off!

By Nicole Daubois, Volunteer service coordinator

A new alliance

For many years, the Volunteer service has recruited students, primarily from Collège Brébeuf. A new alliance has just been forged with the help of Luc Laurence, pastoral animator at the IRGLM and Collège André-Grasset.

Luc meets students wishing to do volunteer work, so he has suggested that they do it here, at the Institut. For many, this will be their first volunteer experience, and they must commit to volunteering for an entire semester. They will thus join the next group of volunteers, who will begin in January as meal-time assistants.

Two students in this group chose to do intensive volunteer work during the holiday season instead.



A great group of students from Collège Brébeuf participated in the volunteer training session on November 25.

During a training session on November 25, the students learned about the kinds of clients they will be in contact with and the volunteer role they will play.

Hats off to Luc and this new group of volunteers-in-training!

Institutional recreation week:

A good way to raise client awareness of the importance of living an active life



In honour of Institutional recreation week, celebrated throughout Quebec from November 8 to 12 to highlight the importance of maintaining an active lifestyle, the Institut's recreational service organized a number of activities for our clients.

Information kiosks were set up in both pavilions, and the program of activities included integrated dance workshops, tennis matches, basketball games, and sledge hockey.

Our beneficiaries had a great time participating in these activities and watching demonstrations by the dance troupe. We look forward to doing it all again next year!

The gymnasium was brimming with vitality during Institutional recreation week.



A word from the Executive director

The IRGLM of the future

By Yves Benoit, Executive director

“ Why consolidate the client programs? First of all, to give concrete expression to the merger of the two institutions.”

No doubt you've already heard about the decision to consolidate the teams running our four client programs. This decision is a logical result of the merger, but it aims primarily at providing you with an optimal working environment for the practice of interdisciplinary rehabilitation.

This operation will affect primarily the Neurology and the Amputees and severe orthopedic injuries programs, requiring several moves in the coming months.

The other two programs (Spinal cord injuries and Physical health) will not immediately be affected since the teams were already consolidated in the two pavilions at the time the IRM and the Lindsay Rehabilitation Hospital were merged.

Interdisciplinarity in the strongest sense of the word

Why consolidate the client programs? First of all, to give concrete expression to the merger of the two institutions. Second, because we believe that for the programs to work well and for practices to be harmonized, the players must be in physical proximity. The various therapists, physicians, and nurses must interact with each other on a regular basis to optimize patient care.

That's why we want to bring the various disciplines closer together. Our goal is to give life and energy to the client programs beyond the organization plan and thus create a working environment promoting true interdisciplinarity.

Operation Rubik

I know that these changes may be somewhat disruptive to people who would have preferred to remain in their familiar working environments and aren't too pleased about being moved.

But I encourage you to view these changes in a positive light by considering the opportunities they will create. After all, it's the IRGLM of the future that will be created through this major project, which we have dubbed Operation Rubik. You will read more about this in these pages.

Information technologies

Although Operation Rubik will monopolize much of our energy and resources in the coming months, we also felt it was necessary to prioritize the upgrading of our information systems over the short and medium term. We are currently planning this operation and will keep you informed of developments. In the meantime, I send you my best wishes for health and happiness in the coming year.

Nouvelles du RESEAU



Université
de Montréal

PATIENTS AS PARTNERS IN CARE, THE NEW BRAND IMAGE OF UDEM'S FACULTY OF MEDICINE

In creating the Bureau facultaire de l'expertise patient partenaire, UdeM's Faculty of Medicine is working toward a new vision wherein patients and professionals redefine their relationship so as to tackle together future challenges in the areas of teaching, research, patient care, and university life.

GUIDE DOGS RELIEVE ANXIETY IN AUTISTIC CHILDREN

Guide dogs could soon have a new calling: relieving stress in autistic children. Research has shown that assistance dogs can help socialize autistic children by helping them to show emotions and recognize the needs of others.

SYNAPSE, THE NEW BLOGAZINE OF THE FACULTY OF MEDICINE

Synapse is the latest news medium of the Faculty of Medicine. Both a blog and a magazine, Synapse publishes daily news, four thematic reports each year, and a monthly infoletter. Subjects covered: faculty and student life, research, publications, education, awards and distinctions, and the

university network. Subjects covered: faculty and student life, research, publications, education, awards and distinctions, and the university network

HOW TO ADDRESS EMPATHY IN MEDICAL TRAINING

Each day, health professionals take decisions which call for their moral judgement. Although there is no doubt that empathy is one of the basic qualities of all health professionals, the relation between that emotion and the moral judgement would be less obvious than one would think.

OFFICE POTATOES!

Office work, which forces thousands of white collar workers to remain in a sitting position from morning to night, could explain the alarming rise in obesity in North America in the past thirty years.

Based on overall population statistics, it seems that this forced inaction outweighs even the benefits of healthy living habits.

Results of the Institut's 2010 Entraide campaign

By Diane LeBel, Information officer

The Institut's 2010 Entraide campaign wound up in November, with total fundraising activities, including direct donations, "coffee and croissants," and "jeans days," raising \$1,419.34 on behalf of Centraide, the Red Cross, and HEALTHpartners (PartenaireSANTÉ).

Thank you for your participation and generosity.

Until next year!





The Users' Committee: 1-2-3-GO!

By Diane LeBel, Information officer

With access to voice mail and a brand new e-mail address, the Institut's Users' Committee is now ready to offer its assistance to clients and support them in their various undertakings.

Brochures explaining the goals of the Users' Committee are now available in French in the racks near the elevators and at the reception desks in the Gingras and Lindsay pavilions, with the English version coming soon.

You may contact the committee by telephone at 514-340-2085, extension 4198 (voice mail) or by e-mail at: comite.usagers.irglm@ssss.gouv.qc.ca.

No doubt you've crossed paths with the following members of the Users' Committee at the Institut because they are very involved!



Nicolas Steresco,
Chair



André Desroches,
Vice-chair



Denis Gagné,
Treasurer



Michel Caron,
Member

The following two people have just joined the committee: Raymonde Lefebvre and Marc Pondelicek.

The committee's next meeting will be in January 2011.

A fun and festive December! *(continued)*



Santa Claus, the Snow Queen, elves, snowmen, and a host of other magical creatures were on hand to delight and entertain children young and old at the Children's Christmas Party on December 12. A brief snowstorm made the roads slightly treacherous but created a Winter Wonderland!



Numerous activities were held during the holiday period for the benefit of our clientele. Christmas carolers brought good cheer to all during their rounds of both pavilions on December 21, and our patients also received a visit from Santa Claus!



OXFAM-IRM Nicaragua project – thirty years ago!

By Louise De Serres, occupational therapist

The IRM has participated in many international cooperation projects. On October 8, 1980, five employees (3 prosthetic technicians and 2 occupational therapists) flew to Nicaragua to set up a prosthetic workshop. There, two physiotherapists and one physiatrist – the only one in the country – were waiting for us.

Shortly after the civil war, which left 50,000 dead and finally expelled the dictator from the country, Oxfam-Québec sent a Quebec physician to assess Nicaragua's health and rehabilitation needs. His conclusion: Send antibiotics, train physiatrists, and establish a prosthetics workshop. After the war, there was just one prosthetics specialist in the entire country, and the prosthetics workshop served primarily to produce metal leg braces for the many people affected by polio.

That year, Oxfam chose to use its budget to send five volunteers, supervised by the IRM, along with the necessary equipment to set up a modern, efficient prosthetic workshop. This was a significant challenge in a small tropical country whose only rehabilitation centre, Aldo Chavarria, had been opened seven years earlier following a major earthquake that caused numerous spinal cord injuries. Lucien Debrabander, our mission head, Claude Valiquette, Denis Corriveau, Louise Deschamps, and a much younger me thus constituted the *brigada internacional de la salud*.

Our first challenge: to acclimate to the hot humid weather and prepare a space for all the equipment that was arriving: work tables, an oven, walking parallel bars, a plaster room, prosthesis parts, tools, etc. Our goal was to set up the workshop, produce prostheses,



Francisco, Louise De Serres and Francisco's mother

work with the patients, and, above all, train the staff members who would take over when we left.

“ People no longer lived in fear of being killed ”

Socio-political context

In those days, there was a feeling of euphoria in Nicaragua. It was the golden age: the dictator might have absconded with all the money in the state coffers, but he was gone, the war was over, and hopes were high. People no longer lived in fear of being killed. Under the dictator, just being young was a crime. The brother of the young physiotherapist with whom we were working had been machine gunned in front of his wife and baby. Many more were killed or lost their arms and legs when they refused to stop at roadblocks set up by the guardias.

There were also many foreign volunteers, like us, who came to share their knowledge but, above all, to learn from this joyful and incredibly resilient people.



Arrival of the equipment for the prosthetic workshop. From left to right: Denis Corriveau, Claude Valiquette, Louise Deschamps, Camil Corriveau (founder of the IRM's orthotic prosthetic sector) and Louise De Serres.

Prostheses of all kinds

Whenever possible, people who had required amputation during the revolution had gone to Cuba, Mexico, or East Germany for rehabilitation. When we arrived, we therefore found people with wood prostheses from Cuba and endoskeletal prostheses from Germany. And we brought with us the American approach of using moulded plastic sockets. Lucien, Claude, Denis, and a Dutch prosthetics specialist with whom we were working, thus began to train the four young technicians. Two of them later completed their training in Germany and Brazil.

In the beginning, most of the people we fitted and trained were victims of the war. I remember a young man who told us his leg had been injured by a grenade, and he had nothing but a barrel of stagnant water with which to clean the

wound until help arrived. Another had been machine gunned when he refused to stop at a roadblock. Stopping would likely have signed his death warrant.

Another young man, barely sixteen and already married, had lost both forearms to two Molotov cocktails. Some long-time amputees had made their own prostheses. One was particularly well designed: a socket carved out of wood with rags to wrap around the stump of his thigh and a hinged knee with a piece of elastic to extend the leg: a mechanism of which he was rightly proud.

Most patients we treated had lost their lower limbs. During the year, more than 100 prostheses were manufactured, including about twenty for arms.

Memorable encounters

We met some very special people that year. In particular, I recall the friendship between Francisco, a ten-year-old boy who had lost his left arm and leg when he leaned against a metal fence in contact with an electric wire while taking lunch to his grandfather, and a man who had openly opposed the dictator and lost both legs after undergoing repeated torture. There was so much love and openness between the wise older man and the innocent child. At the end of the year, Oxfam wanted to make a documentary of the project, so we went to visit Francisco at his home in a valley outside the capital.

That's when we realized just what it took for Francisco to come to his appoint-



A moment of happiness for Francisco (centre), next to a health care worker, and a courageous older man (left) who lost both legs after undergoing torture during the dictator's reign.

ments (which were made by telegram, since the people had no phones). It meant climbing the sides of the valley on foot until reaching a dirt road, where he could catch a bus with his mother and the brothers and sisters they brought with them since they couldn't be left home alone. In fact, in his hilly environment, he was better off with a single metal crutch than with his above-knee prosthesis and heavy prosthetic arm.

After we left Nicaragua, Oxfam paid the technicians' salaries for one year. Then the Red Cross took over the project and expanded it: workrooms were enlarged, a patient housing wing was built for people who travelled from afar for

rehabilitation, and an outdoor training area was added. In addition, production was geared to materials available in the country so as not to depend on imports to produce the parts. When I returned, four years ago, Freddy, the technician trained by Denis Corriveau, was the shop foreman.

October 1980 – October 1981: a year of hard work under the blazing Nicaragua sun. One year to learn that international cooperation involves sharing at the technical level, but transforms us mostly at the human level.

Tribute to Lucien Debrabander

Lucien Debrabander died just over a year ago. A tall Frenchman who arrived in Quebec shortly after the end of World War II, Lucien was a machinist, prosthetist, workaholic, and notorious prankster. He was also a full-time proponent of sharing and cooperation.

After working for IRM until past 70,

including several years at Ste-Justine, he continued his involvement, both in Quebec in the training of young people in difficulty in mechanical work and in Haiti in a prosthetic workshop. This humorous, kind-hearted, incredibly energetic man was committed to sharing his talents and helping to build a more just world.



Confidentiality awareness week: A resounding success (don't keep it under your hat!)

By Diane LeBel, Information officer

Confidentiality awareness week, celebrated from November 21 to 27, was organized by the medical records team. Their energy and enthusiasm no doubt contributed to the active participation in the awareness activities they planned.

Here's what Sylvie Sabourin, leader of the medical records team, had to say about the interest shown by staff in the various aspects of confidentiality: "We observed real interest in the legal aspects of confidentiality and respect for privacy." A wide range of documentation and highly instructive materials was made available to staff during activities held at the two information kiosks, and

employees were invited to participate in a challenge testing their knowledge of confidentiality. More than 95 people entered the contest, with two winning participation prizes supplied by the

Institut's Foundation.

You can read more about this under the Foundation's heading on the last page of this newsletter.



Many people stopped by the kiosk devoted to Confidentiality Awareness Week, which presented a wealth of fascinating – and sometimes astonishing – information.



Cocktail party to recognize years of service of Institut employees – a great 2010 vintage!

By Raphaëlle Lebrun, Organizational development advisor

On October 27, we held the first edition of the Years of service celebration (15, 20, 25, and 30 years of service as well as retirees). More than 70 employees and retired persons were invited to attend this event, and every guest of honour received a gift symbolizing their contribution and dedication. Everyone was invited to decorate the Tree of recognition with a personal message, a memory, or a special event marking their time spent on the great IRGLM team. Congratulations to everyone!



Marie-Claude Poulin, Denis Phaneuf, Nicole Bolduc and Elaine Coulombe were all smiles!



Like colleagues who were also recognized for their thirty years of faithful service, Marie Poirier, nurse (and member of the Board of Directors) was warmly thanked by Mr. Benoit.



Canadian Patient Safety Week celebrated in a horrifying way!

By Sandra Lavoie, Risk management officer

Congratulations on another successful edition of Canadian Patient Safety Week! This event is growing by leaps and bounds: this year, more than 1300 organizations across Canada registered to participate, compared to 800 last year!

Many of you participated in the activities held at the IRGLM throughout the week. Whether by stopping by a kiosk, completing the questionnaire on hand hygiene, or testing your knowledge in the chamber of horrors, you once again proved your commitment to offering safe, high-quality care to our clientele. Bravo!

It's a date!

We're already planning the 2011 edition of Canadian Patient Safety Week. Mark it down in your agenda: **October 31 to November 4, 2011.**

Here are the winners of the five \$50 gift certificates from Future Shop kindly donated by the IRGLM Foundation:



It was enough to give you goose bumps! The chamber of horrors was full of traps (mistakes that could lead to falls).

- Mr. Jocelyn Plouffe, outpatient clinic user
- Ms. Carlah Joseph, nursing floating team
- Ms. Pearline Hibbert, nurse, Neurology program
- Ms. Khatun Rahima, patient, Physical health program
- Ms. Denise Létourneau, assistant to the nursing manager, Physical health program

See you next year!

At the last regular meeting of the CPDP, the following people were elected to serve on the 2011 Executive:

- Chair: Dr. N. Beaudoin
- Vice-Chair: Dr. J. Nadeau
- Secretary-Treasurer: Dr. J. Fleury

- Advisor: Dr. M. Nadeau
- Advisor: Mr. C. de Denu
- Advisor: Dr. V. Dahan

Congratulations to the newly elected members.



The IRGLM's Clinical Ethics Committee is ready to answer your questions!

By Natalie Fish, Risk management and quality coordinator

The IRGLM's Clinical Ethics Committee (CEC), revived in 2010, has completed its reorganization and is now ready to meet the Institut's needs. The reorganization involved writing the by-laws, which were adopted by the IRGLM's Board of Directors on November 1, 2010.

The committee is now working on submitting a conceptual framework, as recommended by Accreditation Canada, along with a proposed code of ethics for the Institut based on its organizational values. These documents will soon be available for consultation.

The recruiting process was successful, and we are pleased to welcome the following new members of the CEC:

- Ms. Susan Crabb (multidisciplinary council)
- Ms. Josée Pelletier (multidisciplinary council)

- Ms. Mirna Chamoun (CN)
- Mr. André Desroches (representative of users; vice-chair of users' committee)

These individuals add their skills and knowledge to those of the existing committee, formed of the following people:

- Chair (during the transition period): Ms. Natalie Fish
- Ethicist: Ms. Danièle Laudy, Université de Montréal
- Lawyer: Ms. Anik Nolet, specialized in health law and ethics
- Representative of the MC (multidisciplinary council): Ms. Louise DeSerres
- Representative of the CN (council of nurses): Ms. Diane Ruel
- Representative of the CPDP (council of physicians, dentists, and pharmacists): Dr. Roger Vadeboncoeur, physiatrist
- Public representative: Ms. Suzette Clément

We are now in the process of recruiting a member to represent employees and a second member to represent the Institut's Board of Directors.

The CEC is happy to offer its support and assistance to families and loved ones, staff members, and managers of the Institut by providing a process for considering and discussing ethical dilemmas and thus enabling them to make the best decisions possible.

Don't hesitate to communicate your ethical questions or concerns to the committee by sending them to:

Natalie Fish, Acting Chair of the CEC, extension 4183, or to natalie.fish.irglm@ssss.gouv.qc.ca

A MESSAGE FROM THE EMPC:

It's time to review your colour codes!

By Natalie Fish, Risk management and quality coordinator

The Emergency Measures Planning Committee (EMPC) has been revived, and its members have been selected to represent all sectors of the Institut as well as possible.

The new committee is composed of the following members: Claude Rondeau, Marie-Claude Grisé, Lucie Perreault, Caroline Joly, Annie Marquez, Roger Fiset, Natalie Fish, Francine Dicaire, Raphaëlle

Lebrun, Daniel Marineau, and Pierre-André Breton.

Your EMPC would like to take a few moments of your time to review the colour codes associated with the following emergency situations:

- Code black** : bomb scare
- Code grey** : confinement
- Code red** : fire

- Code white** : violent individual
- Code brown** : hazardous spill management
- Code yellow** : missing user
- Code orange** : external disaster
- Code blue** : medical emergency
- Code green** : evacuation

Please remember that, in case of emergency, you should dial 5555. In future issues of *Between Us* we will review each of these codes in turn with the "code of the month."

The EMPC is also planning a new series of training workshops for sector heads followed by information sessions for all employees.



News from the DRT

By Nathalie Charbonneau, DRT director

We have been busy with several different projects since the last issue of *Between Us* went to press. Here are a few of them:

The clinical team in charge of assessing the eligibility of users for reimbursement under the service dog expense program is now complete. Last October, Molly Hilsenrath joined Valérie Martin-Lemoyne on this team, and together they are now reviewing all applications from users living in western Quebec.

Anyone interested in learning more about this subject will have the opportunity to hear them discuss the program during a symposium on technical aids next spring.

MAB-Mackay rehabilitation centre

Over the last few months, the Directorate of rehabilitation technologies (DRT) has been working with the Centre de réadaptation MAB-Mackay (CRMM) on a project to integrate the activities of the CRMM's technical aids service with those of the DRT. The services involved in this project are the allocation, maintenance, and repair of mobility and posture aids.

Despite the age difference in the clientele of the two institutions, they have been collaborating for more than twenty years.

This integration of services offers many benefits for both the IRGLM and the

DRT. Take, for example, the positioning of the IRGLM, the considerable increase in sales of the DRT, the opportunity to gain a loyal clientele of young adults needing mobility and posture aids, and the solution to the DRT's need for additional space.

If work goes ahead as planned, the DRT should officially have a service outlet at the CRMM by April 1.

Tendon transfer: a rapidly evolving project

By Isabelle Robidoux, Physiotherapist

As you know, our project involving surgery of the upper limb in quadriplegia is expanding. The following is a brief update on recent developments.

This project was launched in 2005, and the first surgery was carried out in 2008. To date, we have operated on three patients (7 surgeries), one of whom is still undergoing rehabilitation. Our team even observed the last surgery! Very interesting. We are continuing to assess patients for potential surgery, and patients are referred to us from around the province. Our own team has grown with the addition of two physiotherapists and an occupational therapist.

As for getting the word out, our team has given several presentations on this new possibility for our patients – at the symposium of Canadian hand surgeons in April, at the International Meeting on Surgical Rehabilitation of the Tetraplegic Upper Limb in Paris in September, and at the symposium on spinal cord injuries organized by Montreal centres of expertise on November 19. We also enjoyed our fifteen minutes of fame with articles in both *La Presse* and *Le Journal de Montréal* last spring.

We are pleased to share the progress of this exciting project with you, and will be pleased to answer any questions you may have.



Part of our team at the International Meeting on Surgical Rehabilitation of the Tetraplegic Upper Limb in Paris. From left to right: Dr. Géraldine Jacquemin, Dr. Alain Danineau, Isabelle Robidoux, and Antoinette De lure.



Research projects

From clinical problem to research project

By Josée Gauthier, Clinical research coordinator

Dr. Nicole Beaudoin, physiatrist in the Neurology program, and Louise De Serres, occupational therapist at the CRIDÉAT of the Directorate of rehabilitation technologies, have been involved with Locked-in Syndrome (LIS) clientele for several years.

Among other things, they examine patients with LIS who have been admitted to the IRGLM to do a complete reassessment of their abilities, their autonomy, their communication methods, and even their quality of life. In presenting their collected data at various conferences, they realized that LIS patients throughout Quebec may not be identified as such and hypothesized that this clientele does not always benefit from the rehabilitative care essential to their autonomy.

Concerned for the quality of life of

persons with LIS, they approached researchers to develop a project to identify persons with LIS immediately upon their arrival at any short-term hospital in Quebec. This will also facilitate the gathering of information about all LIS patients in the province. Moreover, their project “Locked-in Syndrome (LIS):

neurological and functional evolution and quality of life” has earned them a grant from the “New CRIR initiatives” competition, which promotes research to promote rehabilitation research.

Dr. Beaudoin and Louise De Serres are working with researchers Annie Rochette and Sara Ahmed to carry out a systematic survey of LIS literature, review the diagnostic tools used to identify LIS patients when they are admitted to short-term hospitals, and study the availability of information to be collected from LIS clientele throughout the continuum of care and services. Congratulations to this amazing team of clinicians and researchers!



From left to right:
Josée Gauthier,
Dr. Nicole Beaudoin,
and Louise De Serres

The Institut’s emergency brigade

By Natalie Fish, Risk management and quality coordinator

Congratulations to the members of the Institut’s emergency brigade!

These committed team members have successfully completed their three training modules and are now fully prepared to take action in emergency situations at the Institut.

We would like to take this opportunity to introduce the new members of the brigade and to thank Roger Fiset (safety officer) for his excellent training program.

In an emergency situation, you will be able to identify the members of this brigade by their special ID cards:

- Jean-Pierre Ally
- Monique Bois
- Gueslin Charles
- Serge Cloutier
- Steve Durand
- Sylvain Gagnon
- Alain Gaudet
- Marie-Claire Gaudet
- Robert Grenier
- Thanh Liem Huynh
- Joseph Jean-Denis
- Jacques Jérôme
- Claude Laroche
- Nictia Marc
- Sylvain Mitchel
- Christian Morissette
- Milouin Petit-Frère
- Erisse Philistin
- Alexandre Rivera
- Josée Robert
- Marc Rousseau

In the next issue of Between Us, we will update you on brigade members who have completed their final training module.



Implementation of the Logibec - Espresso payroll and human resources system Mission accomplished!

By Carole Beaudoin, Director of financial and information resources

When a major project involving significant change is carried out quickly and efficiently, that's worth celebrating! This was the case with the new payroll and human resources management system.

Known as Logibec-Espresso, this new application allows us to manage everything related to positions, attendance records, payroll, and human resources with a single system. It also greatly facilitates scheduling.

Its implementation was nevertheless a

complex operation given the high volume of transactions and the large number of people involved. In fact all IRGLM employees and managers were affected by this change. The involvement and cooperation of everyone concerned was greatly appreciated. We can say that the transition from the old to the new system was successful insofar as there were no payment delays and no significant disruptions to the organization's daily operations.

I would therefore like to thank everyone involved in this project, particularly

Manon Tremblay, head of the payroll and financial information system sector, and Sandra Desriveaux, human resource management advisor, who were the masterminds behind this change.



Our history

How times have changed!

The December 31, 1937, annual report of the Montreal Convalescent Hospital (the original name of the Lindsay Rehabilitation Hospital) contains some astonishing statistics!

We learn, for example, that the establishment generated an aggregate income of \$58 980.15 that year, with total expenses of \$65 275.30. So the hospital ran a deficit of \$6 295.15. (Confirming that, in the health care sector, deficits are nothing new!)

It's also interesting to note that the hospital kept track of the religion of its clientele. In 1937, it hosted 1 597 patients, of whom 686 were Catholic, 760 were Protestant, 116 were Jewish, and 25 were Orthodox.

As for the origin of patients, 812 were "English Canadian," 128 were "French Canadian," 387 were from the British Isles, 19 were from Newfoundland, 197 were from Europe, 30 were from the United States, 9 were from Asia, and 5 were from the British West Indies.

And would you believe that, in 1937, the daily cost of hospitalization was \$1.69 per patient!

2010 Spinal cord injuries symposium

The most recent Spinal cord injuries symposium, held in Montreal on November 19, offered another excellent showcase for the Institut's state-of-the-art expertise.

Both during the pre-symposium workshops, held on our premises the previous day, and at the event itself, the passion, enthusiasm, and professionalism of IRGLM personnel generated great interest among participants and ensured their satisfaction.

Thank you to everyone who contributed to this success.

Departures

- Soyani Sar – nurse, Nursing, Neurology program
- Diem-My-Melissa Nguyen, nurse, Nursing, floating team
- Maudeline Printemps, beneficiary attendant, Nursing
- Annie Lachance, physiotherapist
- Marie-Régine Umubyeyi, administrative agent, class 2, recall list
- Patricia Contreras, housekeeping attendant
- Gheorghe Radu, nurse, Nursing, floating team



It was with sadness that we learned of the death of Mr. Jean-Guy Ménard on November 11, 2010, following a long illness. Mr. Ménard worked at this institution for more than eleven years, first as director of the HRL Foundation, then as local complaints commissioner. We will remember him for his extensive knowledge, his insatiable curiosity, and, above all, his extraordinary resilience in the face of adversity.

Hellos and goodbyes

New faces



Jessica Goudy, CEPI, Nursing



Diane Roy, speech language pathologist, Spinal cord injuries program



Nabila Perjo, Administrative agent, class 2, recall list



Rogina Vanriel J., administrative agent, class 2, recall list



Anick Bélanger, personnel management officer, Human Resource



Marie-Eve Déziel, Administrative agent class 2, recall list



Isabelle Lévesque, Orthotic/prosthetic technician DRT



Anne-Marie McCabe, administrative agent class 2, recall list



Altagrâce Boucicault, administrative agent, class 2, recall list

Happy retirement

- Timothée Wesner, Physiotherapy attendant
- Huguette Grenier, food services



Appointment

Dr. Pierre Duplessis, Acting director of professional services



On October 28, a retirement party was held for Monique Rochefort. Many colleagues attended to express their appreciation for having worked with Monique.

THIS MONTH'S CONTEST

Identify these animals!

- 1- computer accessory
- 2- may be wooden or Charlie
- 3- take all the blankets
- 4- a gift marking the first day of Christmas
- 5- found in dollar stores
- 6- Harry Potter's messenger
- 7- count on them when you can't sleep
- 8- produced by Volkswagen
- 9- the early bird gets it
- 10- how a rooster greets the day
- 11- has a tasty tail
- 12- spy or pigmented spot
- 13- it's got your tongue
- 14- never borrow money from it
- 15- homerun hitter
- 16- found inside boxes
- 17- eat fast while wearing sheep's clothing
- 18- a good way to start a letter
- 19- not wearing any clothes
- 20- this insect can move a tank

Who am I ?

I take the train and walk to work each day because it's important to me to maintain a good physical health. Moreover, every day you see me striding briskly up and down the hallways of both pavilions. Editor's note: We have learned that, during the Employee Christmas Party, he was king of the dance floor! But who is he?



The answers to the last
Who am I? contest:
A- Luc Laurence
B- Gisèle Archambault

If you have any suggestions for the next "Who am I?" contest, please get in touch with Diane LeBel, at extension 5200.

Entry form - Identify these animals!

1- _____	6- _____	11- _____	16- _____
2- _____	7- _____	12- _____	17- _____
3- _____	8- _____	13- _____	18- _____
4- _____	9- _____	14- _____	19- _____
5- _____	10- _____	15- _____	20- _____

Your name: _____

Your department: _____ Extension: _____

Please submit your answers by February 18, 2011 by dropping your entry form in the contest boxes located in the main entrance of both pavilions. The draw will be made among the entry forms that contain the right answers. Good luck!

The Foundation turns over a new leaf!

A dynamic new team heads up the IRGLM Foundation:



Michel Fortin, Executive director
After more than twenty years with Desjardins, Michel served as deputy director of the Fondation de l'Hôpital Charles-Lemoyne. He now takes up the challenge of being senior manager of the IRGLM Foundation.



Lucie Gougeon
Administrative assistant
With more than ten years' experience in the secretarial and administrative fields, Lucie provides invaluable support to all of the Foundation's activities.



Elsa Delrieu, Communications and development officer
With a master's degree in public relations, Elsa is experienced in the field of philanthropy and now wishes to devote her energies to developing the IRGLM Foundation.



Michèle Jacques, Volunteer
A devoted volunteer, Michèle helps out in many ways at the Foundation. She can be found several days a week working in the offices of the IRGLM Foundation.

Stop by and say hello!

The Foundation office is located in the entrance to the Gingras pavilion.

Would you like to support your Foundation?

You can make regular donations to the Foundation through voluntary payroll deductions. For further information, call extension 2707.

The Fondation de l'Institut de réadaptation Gingras-Lindsay-de-Montréal has just created its own Facebook page! Become a member and earn a chance to win a prize. A drawing will be held on Friday, February 25, 2011, and the winner will be announced soon on our page.

[facebook](#)

"The mission of the Fondation is to raise funds to support the Institut in all its projects, thereby improving the living environment for patients and making the working environment more stimulating for employees."

The IRGLM Foundation participated in Confidentiality week

The IRGLM Foundation is pleased to have contributed to Confidentiality Week, organized by the medical records team. The Foundation donated two pairs of tickets to *Minuit Chrétien*, a play written by Tilly and directed by René-Richard Cyr, at

the Duceppe Theatre. Congratulations to the lucky winners: **Bibianne Castonguay**, nurse in the Spinal cord injuries program in the Gingras pavilion, and **Olesya Gapakov**, occupational therapist in the Lindsay pavilion!



Bibianne
Castonguay



Olesya
Gapakov

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Between Us is the newsletter of the Institut de réadaptation Gingras-Lindsay-de-Montréal. Contents of the articles is the sole responsibility of the authors.

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INSTITUT DE RÉADAPTATION
Gingras-Lindsay-de-Montréal