

The Quarterly

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EMPLOYEE SPOTLIGHT

Meet Michelle Evans

Michelle joined HDmedical's production team in October of 2022 and now serves as Production Lead. Her meticulous work, attention to detail, and willingness to help out with anything in sight has brought production to a new level of operational success. When she isn't busy making Refraints, she can be found inspecting product, receiving and cleaning.



Michelle contributes more to the company than her excellent work ethic. She brings a positive attitude and inspiring energy as evidenced by one of her favorite parts of her job. She says, "I am very fortunate to be surrounded by lots of good people to work with".

In her free time, Michelle stays busy with plenty of hobbies. She makes all-natural soaps, bakes delicious breads, and in the summer grows both flowers and vegetables in her home gardens. Her coworkers get to enjoy the products of all of Michelle's hobbies. She often brings in baked goodies for everyone and gives beautiful bouquets and her hand-made soaps as birthday gifts.

"Bring the patient to the forefront. Give them safe freedom, mobility, and cognitive clarity while adopting technologic advances"

DID YOU KNOW



Unintended Consequences of New Technologies: The Surprising Truth About Restraints and Sedation Practices

The practice of restraint and sedation of patients was not always so widespread. The advent of new technologies such as ventilators, programmable IV pumps and EKG monitors allowed bedside caregivers to “set and forget” care that previously had to be done manually. While these devices have saved millions of lives, handing critical care processes over to machines not only distanced the caregiver from meaningful patient interaction, it also removed the patient from an interactive role in their own care: while previously the role of the patient was to participate in their mobilization and self-care, the primary role of the patient connected to these devices became non-interference and stillness. To do otherwise could result in injury and even death, effectively transforming the patient into a source of serious risk and an intervention so gruesome as restraint and delirigenic medication administration into the norm.

If we fast forward to next major wave of technological innovation, we see a similar phenomenon. The Electronic Medical Record, or EMR, held tremendous promise in providing a seamless flow of data from each patient to measure and improve practice at the individual and population level, and there is no denying its positive benefits. However, as more and more sources of data and information became available for each patient, the caregiver was necessarily required to spend more time managing these systems and less and less time at the bedside. As a result, caregivers find themselves even more isolated from the humanity of their patients, and the practice of restraint and sedation took on a new babysitting role.

As we anxiously await an even more controversial and potentially invasive new technology known as Artificial Intelligence, or A.I. with its promise of amazing capabilities to synthesize content, make decisions, and even simulate empathy through virtual interactions, we must not let history repeat itself. Let's show the world that this generation of caregivers will not leave patients behind as we move forward. Make a promise to the world that we will do everything in our power to resist the party line of ‘this is to keep you safe and for your own good’ and bring the patient to the forefront. Give them safe freedom, mobility, and cognitive clarity while adopting technologic advances. Two steps forward and no steps back!

A Message from C4 (*Chief Culture Change Catalyst*)



Dear Readership,

I was doing some nurse education recently and found myself explaining what we do as medical professionals that causes delirium. It made me think that in this post-pandemic craze and subsequent burn-out and nurse staffing shortage, even more new hires are entering practice earlier than usual, finding themselves in a space where it is safest to fit in, not ask too many questions, and look like you know what you're doing until you do.

Let's look at what you are facing. We have patients being restrained and sedated who never exhibited the need – just in case they turn out to be one of those who is aggressive. Awakening and Breathing trials that are cut short when a patient regains consciousness in a confused state and wants to move their arms, resulting in being sent back to the beginning of their physical and cognitive depths to start again.

I think that by now and to this audience, I don't need to go through the litany of horrifying experiences the restrained and sedated patient is having, or the resultant trauma and prolonged course they will have because of this treatment. I would like to send out a small plea though, to staff who feel it is easier or safer to stay the restraint and sedation course:

Don't get caught in the Sirens' song of being called a hero and being praised at every turn. BE the hero and question things that don't make sense, challenge the status quo that chooses work routine over patient well-being, and reach for solutions to the problems your patients are facing. Lastly, never mind your patients thanking you, YOU will thank you!

Yours truly,

Marie Pavini MD FCCM FCCP

A Few Good Mentions

ACCP's CHEST conference in Hawai'i Oct 8-11

Johns Hopkins ICU Rehab Live & recorded conference (dates)

Virtual Reality Day - Saturday, November 18th, 2023

HD**medical**'s PBS spot airs Dec 4

HD**medical**'s commercial airs: Fox Business network Dec 14

"BE the hero and question things that don't make sense."

—Marie Pavini MD

November is National Quality Month

Quality is always the focus at HDmedical.

Through continuous improvement, preventative actions, and constant measurements and self-evaluation, everyone at HDmedical participates in the quality program.

To achieve excellence, a passion for Quality is in our culture, and every associate at HDmedical lives and breathes it. We welcome input, constantly strive to improve, and recognize that without this commitment, our mission to improve patient outcomes is compromised.

November is a good time to acknowledge those people, whether they be where you shop, work, or enjoy a meal, that put Quality first.

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"...where common sense meets
healthcare..."

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IN THE NEWS

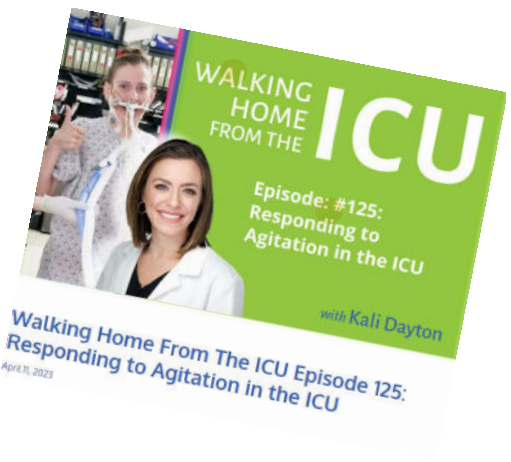
On TV

HDmedical is featured in a PBS segment entitled "Empowered", hosted by Meg Ryan and to begin nationwide broadcast December 4, 2023. This feature highlights our role as pioneers in the field of early mobilization and delirium prevention.

International Coverage

Walking Home from the ICU with Kali Dayton is a groundbreaking Podcast with International acclaim as a resource for healthcare providers in addressing Delirium prevention, best practices and implementing change.

Dr. Marie Pavini, intensivist, and innovator of Exersides shares with Kali more tools and insights for approaching sedation and delirium management in the ICU through updated restraint technology.



HOME IN VERMONT



Autumn is an exciting time in Vermont. The leaves change to brilliant colors, the apples and pumpkins are ripe for picking, and festivals about