

PLAZA *S* HEALTHCARE



Plaza Periodical
October 2023



A Message from the CCO

Kimberly Delorenzo

As the Chief Clinical officer, it is my responsibility to oversee all clinical operations within Plaza Healthcare. One of the biggest responsibilities is staffing. I am fortunate to have a company that prides itself on doing what is right, not only for the residents but for our staff as well.

Each Floor of Plaza Healthcare has a dedicated Director of Nursing as well as Nursing Supervisors for each shift, 7 days a week. Not only are these people in their positions because of their expertise and experience, they are in these positions to provide support and guidance to the line staff who are charged with the most important responsibility; taking care of you and your loved one.

With additional clinical support and line staff such as resource nurses, infection preventionist, senior nurse executive, dialysis nurse, lab nurse, RN IV team, RN Wound team, RNA Program Coordinator, Preceptors, RNA's, CNA's, and Hospitality Aides, I am confident in our commitment to exceed the expectations of the people we serve.

If we do not, please let us know, because our unrelenting commitment to exceptional care is paramount in the delivery of services. We are all here to help, support, and do what is right.



A Message from Talent Acquisition

The How and Why of Employment

When you work for Plaza Healthcare, it is not just a job; it is like joining a family. A family that cares for each other, supports each other, and becomes a part of the culture of doing what is right; always.

When seeking employment, there are many areas to look at to ensure your decision is one that will be long term and fulfilling. Understanding the history of a company will reveal its stability, values, and culture. Plaza Healthcare has been in business since 1991 and has held true to the mission and values throughout the past 30+ years.

Our Mission:

Through the provision of physical, emotional, and spiritual care, we are committed to exceeding the expectations of the people we serve.

Our Vision:

We will strive to be the leader in our community with a complete and unrelenting commitment to exceptional care.

A Message from Talent Acquisition - Continued

When seeking employment, it is also important to ask about working hours, benefits, salary, job responsibilities, use of technology, opportunities for growth, recognition, work environment and work-life balance. We at Plaza Healthcare believe you will check all the boxes when you take the time to do your due diligence for such an important decision.

Some of the benefits and perks Plaza Healthcare offers all of our staff is as follows:

- Monthly All Staff meetings
- Raffle drawings, Monthly puzzle winners, employee birthday recognition, employee anniversaries recognition, and employee of the month recognition.
- All eligible benefits effective the 1st of the month following date of hire
- Paid Time Off and Sick Time Program
- 8 paid Holidays per year including Easter and Mother's Day
- Numerous Employee recognition programs
- 50's Diner restaurant on site – **complimentary drinks per shift**
- Complimentary uniform program
- Subsidized bus vouchers
- Reserve shift bonus program
- Employee Referral bonus program
- Professional growth opportunities
- The Valley's best staffing ratios
- Fun family work environment
- Voted #1 in Arizona by Newsweek Magazine
- New Grads are welcome: we have an extensive training program for new graduate nurses

If you are interested in becoming part of our team, please go to the careers tab on our website and apply to any of the openings that would fit your experience. You can also reach out to Toni Gurrieri, Talent Acquisition Manager at tgurrieri@plazahealthcare.com with any questions and your resume.





Meet our Wound Specialist

Dr. Sanjay Patel

Nutrition and Skin Care

At Plaza Healthcare, skin and wound care is a specialty that requires an interdisciplinary approach involving communication, compassion, and constant monitoring.

This is why at Plaza Healthcare, we have a dedicated team of RN Wound Nurses and an in-house Registered Dietician (RD) who work hand in hand with myself and the clinical team to ensure the best possible outcomes.

Wounds are very common in the skilled nursing and long term care setting and range from simple to very complex. Open wounds may be from pressure sores, trauma from a fall, surgical wounds, diabetic ulcers and other types of injury to the skin. Regardless of the type of wound, our immune system plays a vital role in wound healing.

The immune system is responsible for controlling and fighting infection in open wounds as well as aiding in the healing process. Strong immune systems can decrease the time it takes to heal a wound. Patients with compromised immune systems tend to heal slower. Examples of immuno-compromised conditions may include diabetes, cancer, chronic lung infections, ventilator dependency, chronic kidney failure requiring dialysis and autoimmune disorder (rheumatoid arthritis, lupus, ulcerative colitis, Crohn's disease)

Proper immune system function is very dependent on nutrition and hydration. Adequate calories, minerals/vitamins and water are needed for optimal immune response. Of the three macronutrients (protein, carbohydrates, fat), protein plays a crucial role in wound healing because it is the building block for new tissue growth. Many of the complex wounds have fair amounts of protein and can lead to protein malnutrition, thus delaying wound healing. Increased protein intake is often required to offset losses from wound drainage.

Diabetes mellitus presents a challenging situation in that elevated blood sugars result in decreased efficiency of the immune system, thus placing diabetic patients at increased risk of infection and delayed healing. Therefore, blood sugar control is of utmost importance for wound healing in diabetic patients.

Micronutrients and vitamins are also needed for healthy immune function. Vitamins A,B,C and zinc supplements are frequently used to boost immune health.

Wound care requires multiple disciplines working together to achieve the best results. Nutrition is a large component of the wound healing process and requires special attention.

Employees of the Month

August 2023 - Kat Long



Kathleen joined the Plaza team as a cook just over a year ago and appreciates the recognition of her hard work.

Kathleen enjoys creating different flavors with the food she cooks. Her experience as a cook prior to coming to Plaza has definitely added more zest for everyone.

Her creative streak shines outside Plaza as well to include art design and styling, planning parties and creating party favors.

Kat moved to Arizona from California and loves her two dogs like they were her kids.

Congratulations on being Employee of the Month for August.

September 2023 - Irania Sandoval



Irania has been with Plaza for 5 years. Beginning in laundry, she is now one of our Hospitality Aides promoting joyful interactions and support to the Plaza team and the Residents.

Originally from Morelos, Mexico, Irania enjoys life in Arizona with her two children, four cats and two turtles.

In her free time, Irania makes and designs clothing and jewellery and video games are a must have at her house.

Congratulations on being Employee of the Month for September.

Facility News

Renovations taking place at Plaza Healthcare.

- Beginning in November, some major renovations begin to take place within Plaza Healthcare and Mimosa Springs, our Memory Care Assisted Living Community.
- Work will begin on the following;
 - New handrails and New nursing stations
 - Preparatory work for the installation of two new generators
 - Resident rooms at Mimosa will be completely stripped and have new flooring, paint, lighting and furnishings including new beds, dressers etc.

Plaza Healthcare hosting a Blood Drive.

- Vitalant will be on-site Wednesday November 22 to conduct a blood drive. Plaza staff have been incredibly responsive as there are only a few open spots left.
- For more information, please contact Matt Maroney, Assistant CCO, at 480-874-5324

Plaza Healthcare is gearing up for the National Kidney Foundation of Arizona annual golf tournament on Friday November 17th at Whirlwind Golf Club.

- For more information, visit azkidney.org/golf