

SAN MATEO COUNTY
Inter-Departmental Correspondence

DATE: March 7, 2001
TO: Honorable Board of Supervisors
FROM: John Maltbie, County Manager
SUBJECT: Employee of the Month for March 2001

RECOMMENDATION

Honor Mary Rose as Employee of the Month for March 2001 and authorize the President of the Board to sign the commendation.

BACKGROUND

In September 1984, you approved a resolution establishing an Employee of the Month program and in December 1984, you honored the first San Mateo County Employee of the Month.

The Selection Committee has reviewed the nominations and recommends that Mary Rose, Staff Nurse in the Hospital and Clinics Division of the Health Services Agency be the March Employee of the Month.

DISCUSSION

A County employee for almost 14 years, Mary is a clinical nurse on the Acute Psychiatric Unit at San Mateo County Health Center. Throughout her career, she has consistently demonstrated excellence in nursing care. Mary has always been a dedicated patient advocate and has become a role model to her peers. Her positive regard for patients with mental illness has never waned, even after sustaining a serious injury caused by one of her patients.

In the past three years, Mary has assumed a leadership role on the inpatient psychiatric unit in the realm of crisis management. She is a certified Crisis Prevention instructor and is now responsible for teaching the course to all newly hired psychiatric staff and for reviewing crisis intervention techniques annually with all existing staff. More importantly, Mary has made it her mission to coach and support staff on the unit in their efforts to deescalate potentially violent patients. Mary always takes the time to notice the successes of her peers and acknowledge these in staff meetings. Her leadership efforts to reduce the use of seclusion and restraints have resulted in a 75% reduction of their use on the unit. This is an outstanding accomplishment in the improvement of patient care.

In addition to her “hands on” activities, Mary has been tireless in her review of documentation to assure that the unit is in compliance with all federal and JCAHO regulations. Mary continues to be creative in finding new ideas that may lead to improving techniques for calming agitated patients and for decreasing the usage of seclusion and restraint.

Mary has the ability to take the most difficult situations and turn them into positive experiences, not only for nursing staff but for other disciplines as well. She is an extremely hard worker, willing to take on the most difficult challenges. Her patient care is exceptional. Former patients have often approached Mary and thanked her for her help during their hospitalization. She has had a tremendous impact on the patients and staff.

Our County is fortunate to have Mary Rose as one of its outstanding employees