



JUNO Healthcare Registry, Inc.
has earned The Joint Commission's
Gold Seal of Approval

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We did it!

Last month I spent the majority of my time out in our LA office to help them prepare for the JCAHO audit. Now known as the Joint Commission, this nonprofit organization was created to ensure that healthcare staffing agencies and registries such as JUNO Healthcare are providing quality healthcare professionals.

To them, the patient is always the #1 priority, so they created a network of professionals from all different sectors to work hand-in-hand to make sure that patients in the thousands of hospitals across the nation are receiving the best possible care.

I am proud to say that after months and months of preparation, and tedious and meticulous hard work, JUNO Healthcare Registry has earned the Joint Commission's coveted Gold Seal of Approval. Having witnessed and participated in this process was such a rewarding experience because it proved to me that not only do we have quality healthcare professionals working for JUNO, but we also have the most dedicated and awesome staff. Gallons of Starbucks coffee and buckets of Jollybee chicken were consumed, but it was all worth it!

And so to all you healthcare professionals out there, you can rest easy in knowing that when you take a per diem or travel assignment with JUNO, you are working with a quality, Joint Commission-accredited agency.

It was far from easy, but then again, the best things in life never are.

The Editor

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MISSION STATEMENT
JUNO Connection provides essential guide and information on working and living in the United States as a JUNO healthcare professional.

PUBLIC INFORMATION

Distribution
JUNO Connection is published monthly by JUNO Healthcare Staffing System, Inc., with address at 91-31 Queens Blvd., Suite 509 Elmhurst, NY 11373. Periodical's postage paid at Flushing, NY.

Subscription
JUNO Connection is made available free of charge to subscribers worldwide. To request a copy, email us at junoconnection@junohealthcare.com

Every precaution is taken to ensure accurate reproduction of manuscripts, artwork and photographs. However, the publisher does not accept responsibility for the correctness of the information produced herein. Send your contributions to the Editor. Article submissions must be double-spaced and may be mailed to JUNO Healthcare Staffing System Inc, 91-31 Queens Blvd., Suite 509, Elmhurst, NY 11373, or emailed to junoconnection@junohealthcare.com. We welcome news reports, feature stories and other relevant publishable materials. The management reserves the right to edit submitted pieces for space and content considerations.

JCAHO: A symbol of quality for the healthcare industry

By P. Tanjuatco

If you've been in the healthcare industry long enough, then you wouldn't need any formal introductions to JCAHO or the Joint Commission on Accreditation of Healthcare Organizations. It is a non-profit organization that aims to improve the safety and quality of care provided to the public through issuing accreditations to healthcare organizations. Surely you would also know that the JCAHO's gold seal of approval is one of the most coveted accreditations by healthcare organizations in the country. But do you really know about JCAHO? Who are they and how do they impact the general public needing healthcare services?

Brief History

JCAHO can be traced back to the early 1900's when a doctor named Ernest Codman, M.D. proposed the use of an "end result system for hospital standardization". This system recommended that hospitals keep track of the progress of each patient and document the effectiveness of the treatment administered so that similar cases in the future may learn. Years later, the American College of Surgeons (ACS) was founded based on the principles introduced by Codman. Soon after, the ACS started conducting hospital inspections and audits based on the Minimum Standards that they developed for hospitals. In the 1950's, the ACS joined with other medical associations to form the Joint Commission on Accreditation of Hospitals (JCAH). It was during this time that the JCAH extended their auditing jurisdiction to long term care, managed care and home care facilities. The name JCAH was eventually changed to JCAHO to represent non-hospital facilities that sought for the accreditation the Joint Commission's accreditation.

Today, JCAHO has extended its accreditation programs to Ambulatory Care, Assisted Living, Behavioral Healthcare, Critical Access Hospitals, Home Care, Laboratory Services and Long Term Care. JCAHO also issues certifications to Disease Specific Care

(Primary Stroke Centers, Inpatient Diabetes, Chronic Kidney Disease, etc.), Healthcare Services (Palliative Care), Healthcare Staffing Services and Transplant Centers.

JCAHO Goals and Day-to-Day Activities

JCAHO seeks to continuously upgrade the level of safety, care and service healthcare organizations provide all patients. As such, it conducts surveys and audits, develops safety and certification manuals, releases "Do Not Use" lists, publishes public policy reports and develops new standards to uphold and improve the current level of care given to the public. Most healthcare organizations focus their efforts on passing the JCAHO surveys and audits because a JCAHO accreditation means that they passed a stringent set of JCAHO standards. This also means that they have met the Medicaid and Medicare certification requirements so they can avail of reimbursements.

The Joint Commission's Gold Seal of Approval

To be a JCAHO accredited healthcare organization also means that you've earned the Joint Commission's Gold Seal of Approval. This seal of approval has been a badge that many healthcare organizations are

proud to have. Their marketability as an organization providing healthcare services to patients improves as a result of this Gold Seal of Approval. Earning the Gold Seal of Approval also reduces risks in an organization and improves its risk management. Since the Joint Commissions focus on innovative performance improvement strategies, healthcare organizations are forced to resolve their safety issues and minimize risks. JCAHO accreditation also attracts highly competent and qualified staff that sees the value in working for an organization with the Gold Seal of Approval. In some states, JCAHO accreditation is a requisite to avail of insurance reimbursements. Therefore, accredited organizations may expect earlier reimbursements. These are just some of the benefits a JCAHO accredited organization can enjoy. Most of these benefits can be translated to a better bottom line for accredited organizations.

Juno Healthcare Earns the Joint Commission's Gold Seal of Approval

Last May 2008, Juno Healthcare Registry earned the Joint Commission's Gold seal of Approval. After months of orientations and preparations, Juno can proudly say that it is a JHACO certified organization.



Choosing the right agency for travel and per diem needs

By M. Primero

As in any aspect in life — personal, career, financial, or any other situation that may be life or world-changing, one is not advised to just jump in the boat and see how things will drift. It is not so wise of a decision, more so if the decision involves nurturing a relationship — a business relationship that may spell disaster or success to the organization.

With the X number of staffing agencies all over the country which is still rising, a healthcare facility already tormented by the worsening staffing issues have to contend with several concerns in choosing the right agency to work with. Sure it feels much more secured to work with huge names in the staffing agencies, but sometimes don't you feel like you are just part of the cold corporate system? And on the other side of the spectrum, if you work with mom and pop agencies, sure they remember your birthday and what else but the big question is— can they deliver?

There are no hard and fast rules in choosing the right agencies but below are just some of considerations to check out in choosing quality per diem and travel agencies.

1. Certification and Accreditation.

JHACO is the most reputable and respected non-profit accreditation organization in US that evaluates compliance of all sectors of the healthcare industries with federal regulations. With the agency being JHACO-certified you are assured of quality service at par with the highest standards set by the state and federal government. Certified companies only hire qualified professionals who have complied with all federal and state requirements and have passed through



screening procedures approved and standardized by JHACO.

2. Superb Customer Service.

A good staffing company has the ability to customize service to needs of certain healthcare professionals and hospitals. There should be personalized service, attention to details, round-the-clock support and assistance where a live person takes care of your call rather than a circuitous telephone answering

system.

3. Perks and Benefits.

Aside from the staples of benefits such as medical insurances and allotment for sick/vacation leaves, good staffing companies can provide for housing, food and fare reimbursements, highly competitive compensation and excellent packages. Some staffing companies even provide for free continuing education, reciprocity fees



With these in mind, one wouldn't be blindly choosing just any agency. After all it is valuable time, effort and money that gets burned in careless decisions so like in everything else in life we should be highly selective and structured in our business decisions.



and tuition reimbursements and discount programs for various services. With these given, healthcare professionals are happier and content workers who can be assets in any institution.

4. Good Financial Standing.

Inclusion in reputable financial listings such as Dun and Bradstreet assures you of security and stability of a staffing agency. Also heck if it is bonded, insured and licensed. Awards

and distinctions from prestigious award giving bodies in the business world in general and within the highly competitive healthcare industry are also indicators of a strong financial capability and the organization's sound management directions.

5. Hot Locations.

Office locations in major cities and worldwide is a good indicator of companies who are continually

growing. Most often these companies have offerings to more job assignments and are able to assist you more in processing paperwork since they are more accessible and spread out.

With these in mind, one wouldn't be blindly choosing just any agency. After all it is valuable time, effort and money that gets burned in careless decisions so like in everything else in life we should be highly selective and structured in our business decisions.

Forging a strong relationship with your healthcare recruiter

By P. Tanjuatco

One of the most important aspects in becoming a successful Travel or Per Diem healthcare professional is having an excellent healthcare recruiter. By forging a strong partnership and maintaining open communication with the healthcare recruiter, you can look forward to hassle-free, fun and fruitful assignments. What exactly do these healthcare recruiters do? What are they looking for in an ideal candidate? How can you help them do their jobs better so in turn they can help you? These are just some of the questions that this piece will answer. This article will help you determine whether you are fit and ready for travel and per diem assignments from a registry recruiter's point of view.

In general, healthcare recruiters match healthcare professionals with jobs according to the skills and preferences of the candidate, as well as the needs of the hiring medical facility. The challenge of the recruiter is to balance the needs of both the candidate and the medical facility. At the end of the day, the recruiter must be sure that both parties are satisfied and both their needs have been addressed. To reach this balance, recruiters must foster strong relationships with interested healthcare professionals. "It is very important to build relationships based on trust with these nurses," Angel Santos, a JUNO Healthcare Registry Recruiter, advises. "It's really all about communication and building rapport with them. If you fulfill all their requests in an assignment, like giving them their ideal pay rate, scheduling them the shifts that they want and just being honest and open with them, then they will be more comfortable with you and will trust you," she explains. Therefore, as a healthcare professional, you must



clearly communicate your needs and preferences so your recruiter can work on giving it to you. Don't rely solely on the information your recruiter gives you. Do your own research because the more informed you are, the easier it will be for you to figure out what you really want in an assignment. Being informed allows you to narrow down your preferences and focus on the ones that are most important to you. This makes it easier for the recruiter to find a job that fits into your sphere of preferences. "If a nurse comes to me ready with a list of preferences along with all the credentials, it becomes easier for me to find the medical facility that best matches this nurse," Perlie Barraca, a JUNO Healthcare Recruiter

based in New York, shares.

There are certain qualities in a healthcare professional that a recruiter looks for to ensure a seamless placement. Both Angel and Perlie agree that it is easier to place nurses with a specialty. "Hospitals usually have their own pool of Med-Surge nurses so their immediate needs are usually for specialty nurses," Angel says. "However, we still manage to place some Med-Surge Nurses," she adds. In general, recruiters look for healthcare professionals who readily provide credentials and other pertinent information. This readiness and willingness on the part of the healthcare professional is crucial to the recruiter looking to make the placement. "I



By forging a strong partnership and maintaining open communications with the healthcare recruiter, you can look forward to hassle-free, fun and fruitful assignments.



can see their level of professionalism when they are eager to submit their credentials and are responsible enough to get back to me with all the information needed," Angel attests, "If they come to me with all their documents and do follow-ups, then I know that they are very interested and will be committed to the job assignment." Ultimately, recruiters will place candidates who they know are professional and won't jeopardize their relationships with the medical facility. "If a candidate does not strike me as professional then I would rather not make the placement because I don't want to risk losing the relationship with the client facility," Perlie declares. She goes on to say, "It is also easier on us when we come

across a healthcare professional who is passionate about his or her job. When you see them approach their work as a calling, then placing them gives me a lot of fulfillment because I actually play a vital role in cultivating that passion."

Furthermore, Angel and Perlie guarantee that they will be there for their recruits even after the placement was made. "I make sure my nurses know that I am on-call 24/7, no matter what," Angel proudly declares, "this is also how I gain their trust, I make time for them." "If their assignment is fruitful and they are satisfied with the after-hours service that I provide to them, then I can be sure that they will come back with their other nurse friends who want new assignments," Perlie chimes

in. After all, for a recruiter, the best success indicator is a referral from a nurse who has had a good experience as a registry nurse. Referrals, or word of mouth, is the beacon that shows a recruiter whether they are doing a good job or not. "After everything is said and done, I know my hard work is appreciated when my nurses come back asking for more assignments," Angel concludes.

So the next time you visit your recruiter, help them help you by readily providing your credentials and other documents needed to give you your ideal assignment. By doing so, you are ensuring your own satisfaction, in addition to a smooth and enjoyable work experience.

JUNO C.E.O. selected to receive The New York Women of Excellence Award in Community Service



The New York Women's Chamber of Commerce

Building a Community of Successful Women

May 19, 2008

Ms. Nonette Teodoro
Chief Executive Officer
JUNO Healthcare Staffing System, Inc.
91-31 Queens Blvd., Ste 509
Elmhurst, NY 11373

Dear Nonette,

I am honored to inform you that you have been selected by the New York Women's Chamber of Commerce to receive *The New York Women of Excellence Award in Community Service*. The award honors those women that have made a positive impact in our society and have excelled in the areas of women's economic development, leadership, advocacy, business, and social or community service/development. The New York Women's Chamber of Commerce wants to recognize your accomplishments and the important work you do for our community. Your nomination was submitted to us by Alenn Fernando A. Nidea.

The New York Women of Excellence Award will be presented to you during **The New York Women's Chamber of Commerce Award Ceremony and "Celebrating ALL Women" Annual Fundraising Breakfast**.

Friday, June 13, 2008
8:30 A.M. to 11:30 A.M.
Tavern on the Green
67th Street and Central Park West
New York City

This event will assist us in raising funds to operate the Women and Minority Business Development Center. The center, located in West Harlem, focuses primarily on offering services to existing and aspiring women and minority entrepreneurs in Harlem, Washington Heights and Inwood as well as other parts of the city.

As women, we are proud of you and would like to express our gratitude to your dedication by presenting you with this award. *Please let us know if you accept this honor by confirming your attendance to the event.*

Thank you for making a difference.

Sincerely,

Quenia Abreu
President

Church grows with FGG feeding program

By V. Apuzen

Awesome God Christian Church (AGCC) in Bocaue Relocation Site, Bulacan is experiencing church growth, in part as a result of its partnership with Foundation for God's Glory. After ten months of FGG's feeding assistance to twenty children in the community, Pastor Conrado Herrera joyfully reports of great progress in his church planting ministry.

In June 2006, Pastor Conrado Herrera wrote FGG seeking assistance for a feeding and livelihood program at his mission outreach. He explained that in December 2005, three thousand squatter families were relocated to Bocaue, Bulacan. Burdened for their

souls, Ptr. Herrera started Bible studies in the community on January 2006. The people were so responsive to the Gospel that within that year they conducted their first worship service in a borrowed lot.

FGG started its feeding program in the community in July 2007. Twenty malnourished children were chosen to benefit from the daily feeding program. Their mothers were organized into a Bible study cell group receiving spiritual feeding. During its first year anniversary on December 2007, the congregation met in a donated 150 square meter lot with a tent as roofing and rice haul as flooring. During their celebration, the mothers of the FGG-sponsored children sang for the

congregation.

Since that time, the new church has been able to conduct a children's vacation Bible school, several outreach Bible studies, leadership trainings, and evangelistic services. They were also able to organize their own choir, adult Sunday school and youth fellowship.

At this moment, the congregation is praying for provision of construction materials for a church building, or at least sturdier, permanent roofing before the coming rainy season (June to August) of this year.

FGG plans to assist the parents of the sponsored children with alternative livelihood projects. We enlist you to pray with us that our endeavors will produce much fruit.



Center for Continuing Education

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Continuum Health Partners is the umbrella organization for 5 top ranked NYC hospitals, Beth Israel Medical Center, St. Luke's Hospital, Roosevelt Hospital, Long Island College Hospital and the New York Eye and Ear Infirmary.

It also supports 2 nursing schools, Beth Israel's Phillips School of Nursing and The Long Island College Hospital School of Nursing; the Doc's Medical Groups and the Center for Health and Healing.

The hospitals are full-service teaching centers for medical schools and the two nursing schools. In conjunction with our philosophy as a teaching and research institution, Continuing Education for our nurses and other health care professionals is a top priority.

The Center for Continuing Education is an approved provider by the NYSNA for RN contact hours. Traditional and complementary programs are offered to meet the educational needs of nurses at the bedside and in leadership roles. In partnership with the Beatrice Renfield Center for Nurses, continuing education opportunities range from the clinical to the alternative, from caring for others to self-care and protection.

Some of the sample courses they offer are:

Hypnosis for Pain Management

The benefits of utilizing hypnosis techniques in healthcare are limitless, for both the provider and the patient. This workshop is designed to give any healthcare provider a basic overview and a working knowledge of hypnosis.

Dates: June 9, September 15, December 8, 2008.

Critical Care Course May/June 08

The focus of this intensive course is the assessment and management of the critically ill patient, with an emphasis



on the identification and integration of patho-physiological data into critical thinking and decision-making.

Dates: May/June 2008

Basic EKG Interpretation

This course is designed for registered professional nurses and other healthcare professionals who work in settings requiring cardiac telemetry. This course provides essential training and education in EKG Arrhythmia Interpretation needed by inpatient and outpatient health care professionals.

Dates: May 12,13,16, Sept 16,17,19, Nov 4,5,7.

Acute Stroke

Recognition, Treatment, Nursing Care and Rehabilitation Stroke, also known as cerebral vascular accident, is the third most common cause of death in the US. The purpose of this program is to discuss etiology, recognition and up-dated treatment modalities for acute stroke.

Dates: Not scheduled yet.

Diabetes

Effective Patient Management The

goal of Diabetes program is to reduce the morbidity and mortality caused by diabetes and its complications by increasing awareness of the seriousness of the disease and the value of its treatment and prevention.

Date: Not scheduled yet.

Emergency Nurse Certification Exam Review

This is a two-day preparation review course for ED nurses interested in mastering the ENA certification exam.

Dates: Not scheduled yet.

Evidence-Based Maternity Care

The purpose of this one day workshop is to describe contemporary maternity care as "intervention intensive" and to develop strategies to implement best practice in today's maternity care system.

Dates: Not scheduled yet.

Feel free to browse the site and register for courses. We encourage your feedback and requests. For more information, visit website at <http://www.nurse-education.org>.

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The joint in the neck and back can cause pain



By Dr. Andrew Maciak

The joints in your spine allow movement and provide stability. Two joints are located in the back part of the

spine where each neck or backbone meets the bone from above and below. There are many joints that make up the neck, upper back and lower back. These small joints can be injured in a care crash or fall and can also become painful as your posture changes and you develop 'wear and tear arthritis'.

What are the Symptoms?

Pain in the neck, upper back or

lower back can be caused by painful joints. Usually the pain is made worse by prolonged postures that compress the joints such as looking up, lying face down, turning the spine or head, and standing. That pain can also radiate to the head, shoulders, upper back or hip.

What Treatment is Available?

Chiropractic spine manipulation or mobilization can reduce symptoms. Exercises can help strengthen the surrounding muscles and enhance spinal stability. Finally, traction can help give the joint a break by reducing the weight on the painful area.

Are There Other Treatments?

Yes, numbing injections with

anti-inflammatory medication may help reduce symptoms while you rehabilitate the area. In addition, if your facet pain won't resolve despite treatment, radiofrequency treatment of the facet joint nerve can provide many months of relief. In this treatment, the tip of a small needle cauterizes the nerve that receives pain signals from the joint.

Will I Recover?

Most patients get relief within 2-4 months and can return to doing normal activities. Furthermore, surgery is almost never indicated. Many patients with more severe situations can control their symptoms with various treatments.



Welcome to JUNO Healthcare

Espiritu, Mary Jane

Nurse quote of the month:

“Nursing is an art: and if it is to be made an art, it requires an exclusive devotion as hard a preparation, as any painter’s or sculptor’s work; for what is the having to do with dead canvas or dead marble, compared with having to do with the living body, the temple of God’s spirit? It is one of the Fine Arts: I had almost said, the finest of Fine Arts.”

Florence Nightingale

REQUIREMENTS CHECKLIST FOR RN & PT APPLICANTS

- Updated resume
- Diploma from your country of origin
- Transcript of records
- Birth certificate, yours and dependents’ marriage certificate (if applicable)
- 3 copies of 2 x 2 ID pictures
- Board certificate and board license (PRC ID)
- Passport / US visa (if applicable)
- TOEFL / IBT or TSE / IELTS results
- Employment and training certificates
- NCLEX result or CFGNS certificate for RNs or NPTE result for PTs

Happy Birthday! May celebrants



1 Loralyn S.	10 Maria P.	19 Simonette G.	29 Victor C. Brenda L. Jonathan E.
2 Mia Bliss R.	11 Minelli C.	22 Nenita F.	30 Philip Omar L.
6 Olivia S.	13 Hristiyaniya V.	23 Sharon G.	31 Leo R.
7 Eufrocina R.	14 Jeanette M.	27 Chelsie D.	
8 Theresa D.	18 Hannah M.		

NCLEX quiz for RNs

Sample NCLEX practice exam

A 14-year-old first-time mother is going home from the hospital with her newborn. An appropriate referral for support of this mother-infant dyad might be:

- A. a home care agency with maternal-infant services.
- B. an adoption agency.
- C. Planned Parenthood.
- D. a nurse midwife.

At 11:00 a.m. a client is brought to the unit from the Emergency Department for admission. Lying on the transport cart, the client complains of severe nausea and vomits into an emesis basin. The client's family is with him. Which action is the most appropriate for the nurse to take at this time?

- A. Help get the client into bed and orient him to the bed controls.
- B. Help get the client into bed and

begin to fill out the detailed admission assessment form.

- C. Ask the client whether he has valuables for the safe.
- D. Help get the client into bed, properly positioned for comfort, and begin focused abdominal assessment targeting his nausea.

A client comes to the nurses' station asking to read her chart. The nurse's best response is:

- A. to supply the chart and answer any questions.
- B. to ask the client to wait until the doctor comes.
- C. to call the doctor for permission.
- D. to ask the client why she wants to read the chart, write down the reasons, and any questions the client has and pass them along to the nursing supervisor.

A 35-year-old female patient on your hospital unit is awaiting a liver transplant. All the following statements about organ donations are true except:

- A. More than 85% of adult Americans approve of organ donation.
- B. Organ recipients are matched to donors by age and sex.
- C. More than 17,000 people were awaiting liver transplants in 2004.
- D. Less than 6,000 liver transplants were performed in 2003.

ANSWERS

- 1. A
- 2. D
- 3. A
- 4. B

JUNO Wordfind

1. Allergy

A term covering immune reactions to non-pathogenic antigens, which lead to inflammation and deleterious effects in the host.

2. Allogeenic

Having a genetic dissimilarity within the same species.

3. Basophil

A polymorphonuclear leukocyte., whose basophils granules contain heparin, histamine and other vasoactive amines. Within tissues, these cells are known as mast cells q.v.

4. Carrier

A large immunogenic molecule or particle to which an antigenic determinant is attached, allowing the determinant to become immunogenic.

5. Determinant

Part of the antigen molecule which binds to an antibody-combining site or to a receptor on T cells.

6. Epitope

An alternative term for antigenic determinant.

7. Genotype

All of the genes possessed by an individual; in practice it refers to the particular alleles present at the loci in question.

8. Hapten

A compound, usually of low molecular

U	L	W	E	P	Y	T	O	N	E	G	Y
B	A	I	U	E	I	O	S	I	F	E	A
E	X	S	H	A	P	T	E	N	I	G	S
T	A	Y	O	P	C	U	T	A	C	A	S
N	C	E	A	S	O	W	E	C	U	H	A
A	O	F	E	M	A	S	C	I	O	P	O
N	V	A	C	C	I	N	A	T	I	O	N
I	U	L	I	U	N	I	R	B	W	R	U
M	E	L	F	D	T	N	R	O	X	C	M
R	I	O	W	G	R	O	I	R	Y	A	M
E	F	G	T	H	O	S	E	U	S	M	I
T	Y	E	U	O	N	P	R	N	H	U	O
E	T	N	N	E	G	O	N	U	M	M	I
D	U	E	P	I	T	O	P	E	E	A	D
O	P	I	O	U	Y	G	R	E	L	L	A
T	S	C	U	T	D	I	O	X	O	T	R

weight, that is not itself immunogenic but that, after conjugation to a carrier protein or cells, becomes immunogenic and induces antibody, which can bind the hapten alone in the absence of carrier.

9. Immunogen

A substance capable of inducing an immune response (as well as reacting with the products of an immune response). Compare with antigen.

10. Intron

A segment of DNA that does not code for protein; the intervening sequence of nucleotides between coding sequences

or exons.

11. Macrophage

A large phagocytic cell of the mononuclear series found within tissues. Properties include phagocytosis, and antigen presentation to T cells.

12. Opsonin

A substance, usually antibody or complement component, which coats a particle such as a bacterium and enhances phagocytosis by phagocytic cells.

13. Radioimmunoassay

A widely used technique for measurement of primary antigen-antibody interactions, and for the determination of the level of important biological substances in mixed samples. It takes advantage of the specificity of the antigen-antibody interaction and the sensitivity that derives from measurement of radioactively labelled materials.

14. Toxoid

A nontoxic derivative of a toxin used as an immunogen for the induction of antibodies capable of cross-reacting with the toxin.

15. Vaccination

Originally referred to immunization against smallpox with the less virulent cowpox (vaccinia) virus; more loosely used for any immunization against a pathogen.



Nursing humor

Are you a graduate nurse or an experienced nurse?

A Graduate Nurse throws up when the patient does. An experienced nurse calls housekeeping when a patient throws up.

A Graduate Nurse wears so many pins on their name badge you can't read it. An experienced nurse doesn't wear a name badge for liability reasons.

A Graduate Nurse charts too much. An experienced nurse doesn't chart enough.

A Graduate Nurse loves to run to codes. An experienced nurse makes graduate nurses run to codes.

A Graduate Nurse wants everyone to know they are a nurse. An experienced nurse doesn't want anyone to know they are a nurse.

A Graduate Nurse keeps detailed notes on a pad. An experienced nurse writes on the back of their hand, paper scraps, napkins, etc.

A Graduate Nurse will spend all day trying to reorient a patient. An experienced nurse will chart the patient is disoriented and restrain them.

A Graduate Nurse can hear a beeping I-med at 50 yards. An experienced nurse can't hear any alarms at any distance.

A Graduate Nurse loves to hear abnormal heart and breath sounds. An experienced nurse doesn't want to know about them unless the patient is symptomatic.

Pinoy humor

3 Bisaya

May tatlong bisaya na gusto matuto kung paano mag salita ng tagalog kaya..

3 Bisaya: Inay punta lang kami palengke maghahanap kami ng salitang tagalog

Pumunta sila sa palengke at naabutan ang mga batang naglalaro.

Bata: Sino ang gusto sumali sa laro?
Mga Bata: KAMING TATLO!

Binalikan ng 3 bisaya ang kanilang nanay at sinabi ang natutunan nilang salita. Inay may natutunan kaming salita, KAMING TATLO! bumalik ulit sila sa palenke. Naabutan nila na may nagbugbugan....

Tao 1: Uy bakit mo binugbog ito?
Tao 2: MAYABANG EH!!!

Sinabi ulit nila ang nalaman nilang salita. Inay may bago po kaming natutunang salita, MAYABANG EH!!! Bumalik ulit sa palenke....

Babae 1: Ale papakyawin ko na itong mga isda nyo.....
Babae 2: MABUTI PA NGA!!!

Inay may natutunan po ulit kaming salita, MABUTI PA NGA!!!! Bumalik ulit sila sa palenke at may naabutan silang saksakan...isa patay. Tinanong sila ng pulis.....tuwang-tuwa ang mga ito dahil magagamit nila ang mga natutuhan nilang salita.

Pulis: Sinong pumatay dito???
3 Bisaya: KAMING TATLO!!!
Pulis: bakit nyo naman pinatay to??
3 Bisaya: MAYABANG EH!!!!
Pulis: Hala sumama na kayo sa prisinto!
3 Bisaya: MABUTI PA NGA!!!

...

Itlog

Tatay: Kumusta ang pag-aaral mo?
Junior: Nag-lesson po kami tungkol sa mga manok.
Tatay: O, ano, madali ba?
Junior: Chicken na chicken po!
Tatay: Anong grade mo?
Junior: Itlog po.

...

Batangueño

Itay: Anak tapos ka na ng high school at di magtatagal mag-aaral ka na ng college. Gusto ko sa isang magandang university sa Maynila ka magaral.
Anak: E Tay, saan ga kaya ako maganda mag-aral, UST, UE, o UP?
Itay: Kahit saan anak basta mag-aral ka lang ng mabuti, nasa likod mo ako anak. Syanga pala anak, pag nasa Maynila ka na nag-aaral dapat maalis sa bibig mo ang salitang "GA" ng "BA!" Nakaka-hiya sa mga tao dun! Basta, pangako ko sa yo, susuportahan kita sa pag-aaral mo hanggang makatapos ka anak.
Anak: TALABA itay, bait nyo po TALABA sa akin!

Nurstoons

by Carl Elbing



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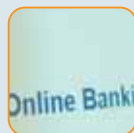
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