

2018

Professional Advisory Committee Annual Report of the Health Disciplines



St. Joseph's
Healthcare  Hamilton

Professional Advisory Committee Report Overview

Vision:

“As leaders in professional practice we are committed to making a difference in people’s lives through collaboration, accountability, and integration of excellence in professional practice that promotes clinical care, education and research across St. Joseph’s Healthcare.”

The mandate of the Professional Advisory Committee (PAC) is to advance and support both discipline specific and interdisciplinary professional practice at St Joseph’s Healthcare Hamilton (SJHH).

The PAC is comprised of nineteen health professional disciplines. The disciplines include regulated professions recognized under the Regulated Health Professions Act and the Social Work and Social Services Work Act, and unregulated professions that have provincial or national standards of practice.

Each discipline has a Professional Practice Lead. The responsibilities of the Professional Practice Lead and PAC are to:

- Ensure standards of care, education and research are based on best practices; and meet relevant policy, regulation and legislation;
- Provide leadership in change processes and ongoing quality improvement;
- Represent professional practice issues in decision making at SJHH;
- Enhance the profile of SJHH with external agencies;
- Support recruitment and retention of excellent professional staff;
- Contribute to the achievement of the strategic directions for SJHH.
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- Contribute to the achievement of the strategic directions for SJHH.

In 2018, the PAC continued our work focusing on the **priorities** of St. Joseph’s in Hamilton. In preparation for, the successful implementation of, and ongoing optimization of **Dovetale**, the PAC undertook leadership and participation in a wide variety of activities, committees and task groups. Finally, we maintained our attention on and led and /or participated in initiatives, committees that focused on **quality, engagement and leadership** in the domains of **clinical service, education and research**.

The report that follows highlights the accomplishments of the PAC in 2018. Discipline specific achievements have been compiled by the Professional Practice Leads for your review.

If you have any comments or questions we would be pleased to speak with you.

Winnie Doyle, Executive Lead, PAC

Jane Loncke, Chair, PAC

Monica Alderson & Helen VandeMark, Vice-Chairs, PAC

PAC Leadership

Below summarizes our current PAC Leadership and our Professional Practice Leads (PPL)

(* on leave ; + lead until summer 2018)

Position	Name	Health Professional Discipline	Contact
Executive Lead	Winnie Doyle	Nursing	33567
Chair	Jane Loncke	Speech-Language Pathology	33578
Vice-Chair & PPL	Monica Alderson	Occupational Therapy	34127
Vice-Chair & PPL	Helen VandeMark	Clinical Nutrition	33155
PPL	Holly Raymond	Addiction Services	36280
PPL	Linda Hollingham	Audiology	33573
PPL	Sandra Reis (Julie Childerhose*)	Diagnostic Services	32732
PPL	Denis Rabbat (James Bellamy +)	Dialysis Technology	33120
PPL	Andrea Tjahja	Medical Laboratory Technology	33756
PPLs	Larisa Volman & Erin Doherty	Nursing	36350, 33698
PPL	Fiona Wilson	Peer Support	36446
PPL	Connie Lukinuk	Pharmacy	35843
PPL	Magda McCaughan	Physiotherapy	33207
PPL	Mary Basalygo	Polysomnography	33590
PPL	Randi McCabe	Psychology	33695
PPL	Leslie Brooks	Respiratory Services	34115
PPL	Jimena Silliker	Social Work	33051
PPL	Bonnie Reaburn-Jones	Speech-Language Pathology	34089
PPL	Kelly Collins	Spiritual Care	32857
PPLs	Sandra Berzaitis-Smith & Susy Marrone	Therapeutic Recreation	35566, 33963
PPL	Bruno DiFranco	Vocational Services	36745

PAC Subcommittee Leads

Education	Monica Alderson
Legislation	Pat Ford
Polices & Procedures	Helen VandeMark
Research	Randi McCabe



February 12, 2019

RE: Annual Professional Advisory Committee (PAC) Report

The Annual Professional Advisory Committee (PAC) Report shines a spotlight on 19 health professional discipline groups here at St Joseph's Healthcare Hamilton. The power of the professional disciplines on healthcare is extraordinary. St Joseph's Healthcare Hamilton is an anchor institution in our community with a very positive reputation amongst our patients, families, community colleagues and academic partners. This reputation is in large part due to the way each of our health professionals steps up each and every day in forming connections with patients, leading the implementation of best practices, educating learners and contributing to research. On behalf of our Board and the Senior Leadership Team we are very grateful for their leadership, readiness to drive positive change, and investment in ensuring that St Joseph's Healthcare Hamilton is known as a remarkable place to work and learn. As we move into 2019 we will be completing the development of our new Strategic Plan and we will be undergoing Accreditation. The successful implementation of both these initiatives will be linked to the expertise and advice of all the PAC disciplines so their guidance and enthusiasm will be critical. This report provides numerous examples of achievements and excellence. Thanks to each of the Professional Practice Leads and your teams for this impressive Report.

Sincerely,

Winnie Doyle
Interim President
St Joseph's Healthcare Hamilton

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2018 REPORTS:

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Psychology	111
Respiratory Services	126
Social Work	131
Speech-Language Pathology	137
Spiritual Care	142
Therapeutic Recreation	149
Vocational Services	156

PAC Achievements: 2018

Focus	Summary
Human Resources	<p>Finalized, posted & communicated information about generic job descriptions for all health professional disciplines represented on the PAC.</p> <p>Reviewed and ensured discipline specific competencies were available for Managers for performance reviews with the new Performance Appraisal Tool.</p> <p>Developed & implemented a centralized data base of credentials for each health professional discipline and members of the leaderships team.</p>
Dovetale Leadership & Participation	<p>Continued focused work in the following areas:</p> <ul style="list-style-type: none"> • participation/leadership on Committee, Task Groups, Meetings inclusive of Ambulatory Steering, MHA Task Groups, Legal Medical Record, Discharge Task Group (AVS), Consent & Capacity, Ontario Hospital Reporting System • development of discipline specific and interprofessional builds and updates to such in clinical documentation, inclusive of striving to standardize how information is being communicated and terminology and the development of interprofessional goals in the care plan particularly related to functional goals • development of discipline specific training materials, and fulfilling the roles as Subject Matter Experts and Dovetale Pros • integration, prioritization and development of themed lists for Dovetale Optimization requests • validation of student co-signature and /or attestation requirement per discipline • development of policies or guidelines for discipline specific documentation • optimization of discipline specific & interprofessional areas of clinical documentation • ongoing collaboration with Dovetale for learner processes • collaboration with People and Organizational Effectiveness to finalize and upload health professional designations into Dovetale; designations to be used internal and external to Dovetale (e.g., correspondence) • development & implementation of reports to measure performance in selected areas of practice <p>Consulted with external organizations to share learnings as requested.</p>
Engage Leaders	<p>Welcomed new leaders, provided orientation to & identified opportunities for collaboration with the PAC &/or Professional Practice Leads</p>
Accreditation 2019	<p>Completed all necessary requirements in preparation for Accreditation in May 2019:</p> <ul style="list-style-type: none"> • Updates to policies & procedures. • Enterprise Risk Management for credentials, competencies, learners & orientation. • Evidence of education initiatives, strategies. • Participation in accreditation meetings, task group, pop-up events & dissemination of relevant information to practice councils.
ROPs: Information Transfer & Client Identification	<p>Completed self-assessment, implemented changes in practice, communicated requirements & evidence of compliance across SJHH.</p>
Quality Report for Quality Steering Committee	<p>Completed & submitted annual report.</p>
Quality Improvement Projects	<p>Provided leadership & support for implementation of the follows:</p> <ul style="list-style-type: none"> • After Visit Summary, inclusive of developing standardized discipline specific smart text. • Reduce Workplace Violence. • Patient Family Communication Boards.

PAC Achievements: 2018

Focus	Summary
Practice Changes/ Expansion of Practice	Responded to changes in health professional practice &/or emerging issues in the healthcare environment.
Annual Report	Completed Annual Report of the Health Professional Disciplines.
Health Professionals Event	Hosted event in fall 2018.
Research Awards	Promoted, organized, evaluated & awarded in fall-winter 2018-19.
Engaged People	Reviewed & shared results of survey & implemented discipline specific & interprofessional action plans as appropriate.
Strategic Plan	Continued to participate in & consult on plan in the stakeholder engagement & developmental phases .
Interprofessional Leadership	Identified, developed & implemented at least one interprofessional initiative that advances clinical service, education &/or research at SJHH: "What matters to you most?" patient goal setting.
Professional Practice Lead Professional Development	Supported Professional Practice Leads to participate in various opportunities such as the PAC Retreat, Health Leaders Institute, LEAN Training, Professional Practice Network of Ontario Sessions. Two Professional Practice Leaders obtained LEAN Yellow Belt Certificates. Education/Information Sessions on Medical Assistance in Dying, Learning Management System, Prevention of Violence in the Workplace, Critical Incidents.
Leadership	Continued to lead &/or participate in initiatives that impact health professional disciplines & participated on Corporate Committees & Task Groups as follows: <ul style="list-style-type: none"> • Anti-Stigma • Ethics • Fiscal Advisory • Hand Hygiene • Health Records • Legal Medical Record • Medical Advisory • Order Sets • Patient & Family Advisory • Pharmacy & Therapeutics • Psychological Health & Safety in the Workplace • Quality Steering

Interprofessional Education

Subcommittee/Coordinator Achievements

“By engaging with Experienced professionals on a multidisciplinary team within a healthcare setting, I am better equipped to provide exceptional spiritual care and psychotherapy. Overall, this residency has been a great experience that I would highly recommend it to anyone interested in pursuing SPE or a career in Spiritual Care.”

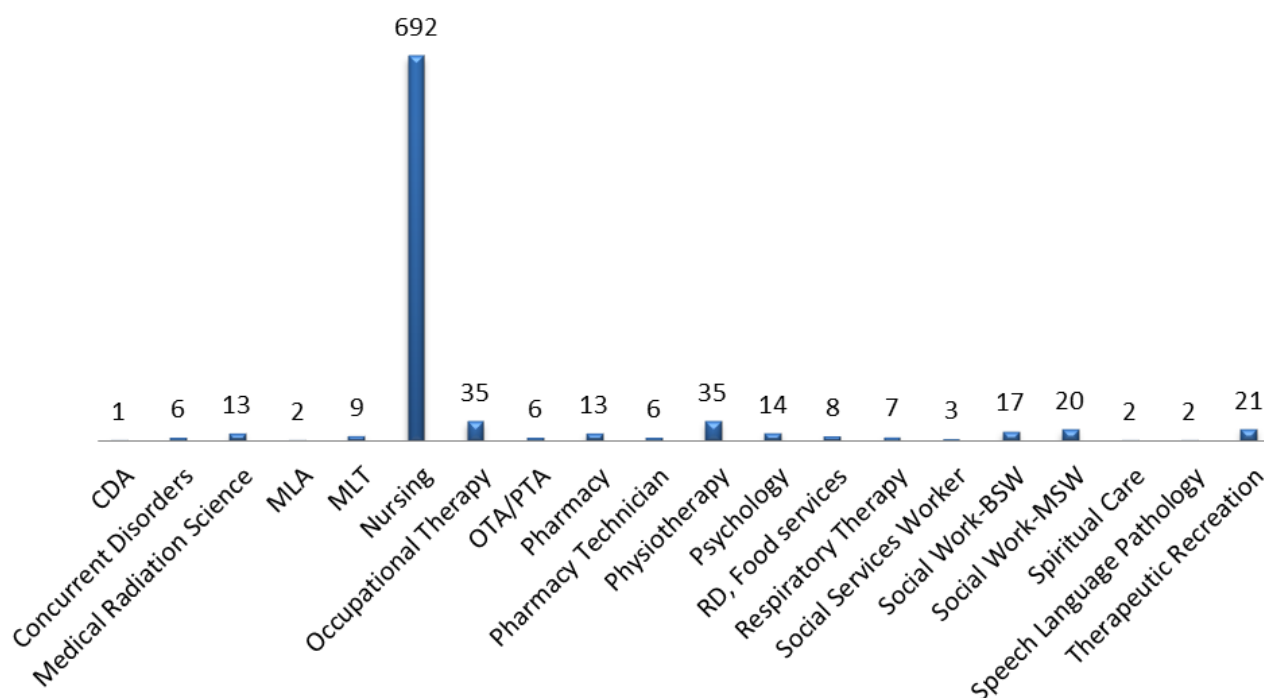
- Updated and maintained the MyStJoes MyCollaboration Site for documentation of learners orientation completion, and safety training.
- Compiled core content in one place for all learners – why choose St. Joe’s, who we work with, how to arrange a placement (new), and how to prepare for a placement (new) to reduce duplication.
- Updated learner handbook with to do items marked in red.
- Targeted learner audience specific pages that highlight tasks to complete once accepted to the placement for nursing learners, for health professional learners and for non-clinical learners.
- Updated information on observational Job Shadowing and Co-op Placements.
- Developed new learner welcome guide – tips for working with your placement supervisor, shuttle and parking information, library and campus information.
- Maintained Affiliation database on the My Collaboration site, inclusive of Renewals. Current affiliation agreements are available at:
 - <http://www.joinstjoes.ca/learners/who-we-work-with-affiliations>.
- Completed “Unpaid Worker Checklist and Process” and rolled out education to all disciplines to ensure compliance. Revised the “Unpaid Learner Safety and Training Compliance Checklist” to reflect the changes to the handbook and orientation.
- Completed and distributed integration of CPI training consistent with the Prevention of Violence in the Workplace, with training depth relative to area of practice, level of independence of the learner and length of the placement.
- Created and streamlined new intake processes for learners to facilitate their training to document on Dovetale. A new lead time (6 weeks) for placement on-boarding of learners was established and communicated to preceptors and academic programs. A streamlined centralized approach to these requests was established and communicated to learners. Detailed mapping of the use of Dovetale across sites and training needs of learners in each area was established.



“Already being a healthcare professional I wasn’t sure what I would learn in placement that I didn’t already know, however focusing on policy development and evaluation has opened my eyes to what I don’t know, and strengthened my desire to be a lifelong learner.”

Social Work Student

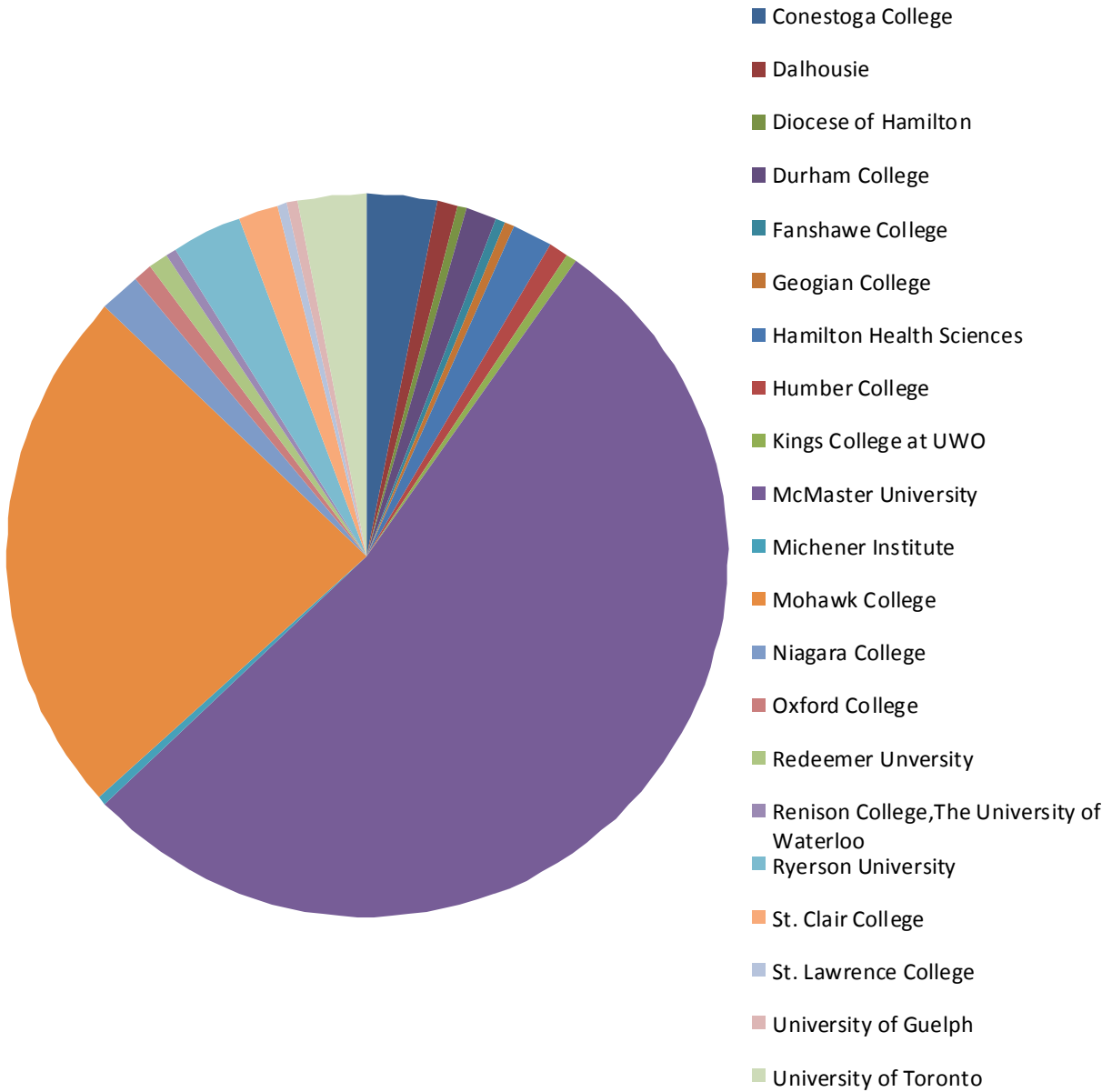
Number of Learners by Discipline



“Thank you for your feedback, both positive and constructive. This has helped me identify areas for growth and I believe I’ve improved considerable in these areas across this rotation.

Psychology Residency Learner

Number of Placements/Educational Facility



“Already being a healthcare professional I wasn’t sure what I would learn in placement that I didn’t already know, however focusing on policy development and evaluation has opened my eyes to what I don’t know, and strengthened my desire to be a lifelong learner.”

Bachelors of Social Work Learner

Interprofessional Research

Subcommittee Achievements

- Monitoring of ongoing projects.
- Awarded Two New Projects in 2018.
- Presentations of research findings at local and national meetings.

The PAC Research Awards

The Professional Advisory Committee (PAC) Research Award Program is designed to support health professionals engaging in independent research activities at SJHH. Through the generous support of the SJHH Research Institute, these awards are aimed to foster ongoing research activity conducted by professionals from across the health disciplines, facilitate initial pilot data to support future external research funding applications, and serve as a catalyst to take new research ideas to action.

The 2018 Research Award winners were:

Principal Investigator: Dr. Joe Pellizzari, Psychology

Project: Caring for those who suffer

Co-Investigators: Kathleen Baba Willison (Nursing), Dr. Anne Woods (Physician), Marilyn Swinton (Health Researcher), Dr. Joshua Shadd (Physician), Andrea Frolic (HHS Ethicist), Dr. Alex Farag (Physician-Fellow), Cait O'Donnell (Bioethics Graduate Student).

Principal Investigator: Dr. Elena Ballantyne, Psychology

Project: Evaluating a cognitive remediation intervention during the menopausal transition: A pilot study.

Co-Investigators: Dr. Sheryl Green (Psychology), Dr. Jelena King (Psychology), Dr. Eleanor Donegan (Research Fellow).

Prior awards led to presentations in the past year local and national meetings including the Association for Behavioral and Cognitive Therapies (*Implementing group CBT for insomnia: Protocol and data from a sleep medicine clinic*), the International Congress on Palliative Care (*Postcards from the edge: Nursing those who suffer in this new era of MAiD*), and McMaster Research Day (*Clinical Predictors of Response to ECT in Patients with Depression*).

Interprofessional Research

Discipline Research Participation:

Discipline	Research Proposal Development	Research Data Collection	Principle Investigator	Research Funding Received
Addiction Services	✓	✓	✓	✓
Audiology				
Clinical Nutrition		✓		
Diagnostic Services				
Dialysis Technology		✓		
Medical Laboratory Science	✓	✓	✓	✓
Nursing	✓	✓	✓	✓
Occupational Therapy	✓	✓	✓	
Peer Support	✓	✓	✓	✓
Pharmacy	✓	✓	✓	✓
Physiotherapy	✓	✓	✓	✓
Polysomnography		✓		
Psychology	✓	✓	✓	✓
Respiratory Therapy	✓	✓	✓	✓
Social Work	✓	✓		
Speech-Language Pathology	✓			
Spiritual Care	✓	✓		
Therapeutic Recreation	✓	✓		✓
Vocational Services	✓	✓		✓



- Parlar, M., Frewen, P.A., Oremus, C., Lanius, R.A., McKinnon, M.C. (in press). Dissociative symptoms are associated with reduced neuropsychological functioning in patients with recurrent depression and a history of trauma exposure. *European Journal of Psychotraumatology*.
- PPL Partnership with Boris Research Centre to promote the integration of research into clinical practice. A publication that highlights the Concurrent Disorder program has been submitted.
- Womankind: Significant contribution to the Withdrawal Management Standards document that was recently updated and published.
- Womankind: Research Group looking at Integrated Treatment for Pregnant Women – 2 staff on the advisory panel.
- CD Out-patient: In partnership with the Boris Research Centre, a battery of screening and assessment tools has been implemented. Ethics approval has been received. The battery will be used for clinical advancement and future research.
- Build advanced concurrent disorder skills through education and professional development.
- Relationship with the Boris Centre to increase the opportunities for the integration of research into practice.
- Support for the INSPIRE (Implementing a National Smoking Cessation Program in Respiratory Clinics) Ottawa Model for Smoking Cessation program in Firestone Institute.
- 1 Dietitian advancing PhD work on “The role of amniotic fluid growth factors in fetal overgrowth.”
- Project of painting/disguised door on the ALC unit to reduce agitation, responsive behaviours and exit seeking. We are still gathering data re: it's effectiveness.
- BRAVE study. Contributed to the proposal for the BRAVE Trial: A pragmatic randomized trial to investigate the effectiveness of Behavioural Activation group therapy in reducing depressive symptoms and improving quality of life in patients with depression. (occupational therapy, psychiatry, social work, psychology, therapeutic recreation, nursing).
- “Pushing Limits” study. Adventure-Based Therapy (occupational therapy, therapeutic recreation, psychology, social work).
- Nordic Walking – continuing to develop this new program “Up and Out” and initiating research study with Anxiety Treatment and Research Centre (in progress) – with therapeutic recreation, psychology, psychiatry.
- Development of Tinetti for Dementia ongoing PAC supported research.
- Evidence Based Practice Projects:
 - McMaster (Faculty of Health Sciences) to supervise student research activities within the Concurrent.
 - Disorders unit with OT leading the 4 students throughout the project titled “A Study of the Concurrent.
 - Disorders Unit at St. Joseph’s Hospital (West 5th Campus).”
 - Eight students, research/quality assurance projects in Schizophrenia Services.
- EPVENT2 trial: A randomized controlled trial of ARDS patients comparing two methods of mechanical ventilation.
- Ongoing assistance with a GE study by performing arterial line insertions in study participants.

- Pharmacy residents and pharmacists were lead investigators in the following two research studies:
 - Evaluating the Short-term Sustainability of Benzodiazepine Receptor Agonist Discontinuation Following Discharge from a General Internal Medicine Program: A Prospective Observational Study.
 - An Evaluation of the Impact of Digital Order Sets on the Quality of VTE Prophylaxis in Hospitalized Medicine Patients.
- The Physiotherapists on MSK are currently involved in a study assessing the benefits of Fascia-iliaca Nerve blocks for THR patients. The Physiotherapy role is to assess mobility POD 0 and POD1 and report results (distance and limiting factors) to the study nurse.
- The Incentive Spirometry study on Thoracics.
- Completed Juravinski and General ICU bike install meetings (Jan 13/14, 2015; March 26/27, 2015).
- Ongoing collaboration with cardiology at the Hamilton Health Sciences and McMaster University in a multi-centered clinical trial in heart failure patients.
- Ongoing co-facilitation and data collection of Cool Running Forensic Research Project by multiple OT and TR staff across 6 forensics programs.
- REB # 12-3660 Co-investigator, Project Title: Investigating the mediators of therapeutic effectiveness of a thirteen-week running program in a group of adolescents with depressive disorders.
- REB # 14-042 Co-investigator, Project Title: A pragmatic randomized trial to investigate the effectiveness of Behavioural Activation group therapy in reducing depressive symptoms and improving quality of life in patients with depression (pilot).
- REB #14-611 Co-investigator, Project Title: A pragmatic randomized trial to investigate the effectiveness of Behavioural Activation group therapy in reducing depressive symptoms and improving quality of life in patients with depression: (main study).
- REB #14-611 Co-Principal Investigator, Project Title: Pushing Limits – Adventure Based Therapy in Persons with Mood Disorders (ongoing).
- Motor Vehicle Accident Study - Emergency.
- COPD-Mepo, NIH / CAT, pDCs & IL-33, Optima, Activate, TCZ001, B cell & IL2, Reslizumab Studies -Respirology.
- CR0012 Study - Pediatric Gastroenterology.
- Gut Microbiota Study, Motility & Gluten Sensitivity Study- Gastroenterology.
- Protocol SPO994, SP0993 - Neurosurgery.
- HPV in HIV, MK0578-292, CARMA-2, MK-0518-292, MK1439-018, MK1439A-024, AbbVie M14-004, Epic, Positive Brain Health Now Studies- SIS.
- MK-5592-069, BMS Protocol AI443-102 MK-8228-011 Studies- Infectious Diseases.
- PAUSE, Cochicine, Reverse AD Studies, - ThrombosisRASP Study - Arrhythmia Service.
- TIMI 54 Study, SIRS 116 Study, ACCELERATE, COMPASS, TIPS 3, Amgen 20110118, Amgen 20120138, GUIDE-IT, THEMIS, TRICS III Studies, Thrasos, GAUSS Protocol 20120332, Cantos, Tosca-5, Odyssey Studies - Cardiology.
- VIPS, Xyntha, T1DM Study, PREPAREs Study, GENA-05, CSL654_3003, Bayer 13400, GENA21b, NN7999-3895, DU1766-A-U157, FADE, CR-AIR-007 Studies- Hematology & Transfusion Medicine.
- Vision Study, POISE II Study, MANAGE Study - Dr. P. Devereau.
- TrialNet Studies, PCS2, AstraZeneca D3461C00004, BMS IM128-027 Studies, – Pediatrics.
- COIN, EPVent 2 Studies– Critical Care.
- REMIT, Rewind Studies – Endocrinology.
- PKU 015 Studies – Genetics.
- CIHR B-HIP Study, DFC B-HIP Study – Nutrition Services.
- Protocol GE180 Study, CPD-1028 – Nuclear Medicine.
- Fluid Study, HEMO-Tin, GSK BEL115466, Biovision, HOST-Time, Study 416858-CS4 – Nephrology.



- ValenTX Study, ACM CSL830_3002, Peanut Study – General Medicine.
- Family Study, ABC Study, CONCEPTT, AEGEA Vapor Study, ACM Study UL1208 – Obstetrics/Gynecology.
- INOXT and Riluzole Studies - Psychiatry.
- Continued support of clinical internal research studies at the four acute care hospital sites through Clinical Research and Clinical Trials Laboratory. This laboratory also provided complete central laboratory testing for many

national and international studies, as well as contracting to provide specialized testing for other research studies.

- Prat, S., Losier, B. L., Moulden, H. M., & Chaimowitz, G. A. (in press). Incapacity of the mind secondary to medication misuse.
- Nowakowski, M.E., McCabe, R.E., Rowa, K., Pellizzari, J., Surette, M., Moayyedi, P., Anglin, R. (in press). The gut microbiome: Potential innovations for the understanding and treatment of psychopathology. *Canadian Psychology*.
- Zhang, Y., Montoya, L., Ebrahim, S., Busse, J.W., Couban, R., McCabe, R.E., Bieling, P., Carrasco-Labra, & Guyatt, G. (2015). Hypnosis/relaxation therapy for temporomandibular disorders: A systematic review and meta-analysis of randomized controlled trials. *Journal of Oral Facial Pain Headache*, 29, 115-125.
- Oremus, C., Oremus, M., McNeely, H.E., Losier, B., Parlar, M., Hasey, G., Hall, G.B.C., King, M. The ECT & Cognition Systematic Review Team, Lanius, R. & McKinnon, M. (2015). Effects of Electroconvulsive Therapy on Cognitive Functioning in Patients with Depression: Protocol for a Systematic Review and Meta-Analysis, *British Medical Journal*, BMJ Open 2015;5: e006966. doi:10.1136/bmjopen-2014-006966.
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- Nazarov, A, Frewen, P., Oremus, C., Schellenberg, G., **McKinnon***, M.C., & Lanius, R. (2015). Comprehension of affective prosody in wome with posttraumatic stress disorder related to childhood abuse. *Acta Psychiatrica Scandinavica*, 131(5):342-9.
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Legislation Subcommittee

To ensure that all Regulated Health Professionals represented on the Professional Advisory Council (PAC) are practicing at full scope of practice, the legislative subcommittee of the PAC monitors environmental and legislative changes to professional practice or for changes within standards of care that could impact the health care professionals employed at St. Joseph's Healthcare.

The committee meets on an Ad hoc basis as issues arise. The interprofessional group consists of representatives from Medical Affairs, Nursing, Pharmacy, Medical Laboratory Technology and Respiratory Services. We respond to questions from external and internal sources around the clarification of scopes of practice, the need to respond to changes in practice from other organizations reacting to similar proposed changes.

During 2018- 2019 our subcommittee examined, reviewed, monitored and supported the evolution of the following issues:

- implementation of change in Physiotherapy practice related to Oxygen titration.
- proposed changes to the Controlled Act of Psychotherapy as it impacts the health professional practices within Psychology, Spiritual Care and Nursing
- Nurse Practitioner authorization for ordering of ultrasounds/ echocardiograms, and ongoing monitoring of CT/ MRI regulations
- political and professional changes regarding nurse prescribing
- legalization of cannabis and impact in the clinical setting

In addition the subcommittee:

- contributed to review of the following PAC policies:
 - Mandatory Reporting
 - The Introduction of Clinical Practice, New Healthcare Professional or Delegation of Controlled Act
- reviewed the revised framework for approval of policies, delegations and medical directives

Health Professionals Excellence in Practice



The PAC Health Professional Excellence in Practice Awards and Reception are designed to celebrate the work of the professionals and teams represented by the PAC. This year there were 24 nominations for awards and we had submissions in 6 of 8 categories. Each submission was evaluated by a blinded selection committee with a standardized evaluative tool. The nomination itself is an honor and expression of the incredible work done by individuals and teams across the organization. The event was held on November 5, 2018 and Ms. Winnie Doyle, Interim President and Executive Lead, PAC, and Mr. Sonny Monzavi of the St. Joseph's Hamilton Joint Boards of Governors addressed the audience.

Individual Clinical Practice

Nominees

Addiction Services.....Christine Squires
Occupational Therapy.....Natalie Dubeau
Occupational Therapy.....Allison Henderson
Occupational Therapy.....Brittany Strauss
Physiotherapy.....Frances Garner
Respiratory Therapy.....David Skidmore
Spiritual Care.....Janet Young
Speech Language Pathology.....Christina Senchuk
Therapeutic Recreation.....Alan Sage



Christine Squires (left) receiving the Individual Clinical Practice Award from Elisha DeKorte, Manager



Jen Lee (center) receiving the Individual Teaching Award from Carmine Nieuwstraten Director, Pharmacy (left) and Connie Lukinuk, Professional Practice Leader, Pharmacy

Individual Teaching

Nominees

Clinical Nutrition.....Heather Barron
Pharmacy.....Jen Lee
Spiritual Care.....Janet Young

Health Professionals Excellence in Practice Awards

Individual Innovation in Professional Practice



Nominees

Occupational TherapyAmanda Holding
Psychology.....Dr. Matilda Nowakowski

Amanda Holding (left) receiving the **Individual Innovation in Professional Practice Award** from Monica Alderson, Professional Practice Leader

Individual Research

Nominees

Addiction Services.....Alyssa DeAngelis
Psychology.....Dr. Sheryl Green
Psychology.....Dr. Katherine Holshausen

Dr. Katherine Holshausen (right) receiving the **Individual Excellence in Research Award** from Joe Pellizzari, Acting Professional Practice Leader



Individual Leadership

Nominees

Addiction Services.....Christine Squires
Addiction Services.....Elisha Decor
Occupational Therapy.....Leanne Bradbury
Physiotherapy.....Magda McCaughan
Psychology.....Dr. Mini Mamak
Psychology.....Dr. Juliana Tobon
Social Work.....Jimena Silliker
Spiritual Care.....Janet Young
Therapeutic Recreation.....Nancy Kahl



Dr. Juliana Tobon (right) receiving the **Individual Excellence in Leadership Award** from Lisa Jeffs, Manager, Youth Wellness Clinic

Health Professionals Excellence in Practice Awards

Team Clinical Practice

Nominees

Mountain 1 Social Work Team: Social Work

Respiratory Rehabilitation Day

Program: Clinical Nutrition, Medicine, Occupational Therapy, Pharmacy, Physiotherapy, Psychology, Respiratory Therapy & Social Work

Skin and Wound Team: Nursing



The **Skin and Wound Team**- Marisa Turksta, Suzanne Sandhu, Alexandria Crowe (Betty John, absent) receiving the **Team Clinical Practice Award** from Erin Doherty (second from left) Professional Practice Leader, Nursing & Director, Skin and Wound Team

Team Innovation in Professional Practice



The **Concurrent Disorders Capacity Building Team**- Elisha DeKorte, Catherine McCarron, Sarah Fuller, Alyssa DeAngelis (second left to right; absent: Stephanie Bowen, Candice Brimner, Alyssa DeAngelis, Brad Labuguen, Tammy Lebel) receiving the **Team Innovation in Professional Practice Award** from Holly Raymond (left), Clinical Director

Health Professionals Excellence in Practice Awards

Team Leadership Award



The Professional Advisory Committee

(Left to Right)

Linda Hollingham, Kelly Collins,
Bonnie Reaburn-Jones,
Magda McCaughan,
Helen VandeMark,
Sandra Berzaitis Smith, Jane Loncke,
Monica Alderson, Erin Doherty,
Susy Marrone, Holly Raymond,
Larissa Volman, Connie Lukinuk,
Jimena Silliker, Joe Pellizzari

(Absent: Mary Basalygo, James Bellamy/
Denis Rabbat, Leslie Brooks, Bruno
DiFranco, Randi McCabe, Sandra Reis,
Andrea Tjahja, Fiona Wilson)

Champion of Professional Practice Award

The Champion of Professional Practice Award is given to an individual who is not a member of the PAC whose activities include them consulting with professional practice, advocated for professional practice and supporting professional practice.



Margaret Vanderheyden, (right)
Occupational Therapy Dovetale Team
receiving the **Champion of
Professional Practice Award** from
Jane Loncke (left), Chair, PAC

Addiction Services



Professional Practice Leader (Charlton, King, West 5th):
Holly Raymond

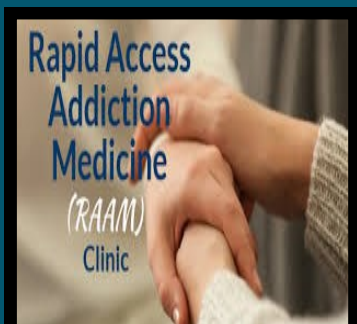
Number of Members of Discipline:

Charlton	1 FTE
King	1 FTE
West 5th	5 FTE

Offsite:	15 FTE	Men's Addictions Service Hamilton (MASH)
	2 FTE	Rapid A (RAAM)
	4 FTE	Assertive Community Treatment
	22 FTE	Womankind
	1 FTE	Cleghorn Program

Scope of Practice:

Screening
Assessment
Group Facilitation
Individual Counseling
Provision of Trauma Informed Care
Case Management
Advocacy
Crisis Intervention
Facilitation of Family
Support
Education
Capacity Development.



Clinical Practice Achievements

Quality & Safety

- Implemented self administration medication procedure and education at Womankind and MASH to decrease medication errors and improve safety.
- Implemented point of care testing at RAAM, facilitated by addiction workers, to decrease risk of overdose and improve safety at MASH.
- Led the provision of NARCAN for patients at high risk for overdose upon discharge from the Emergency Department.

Change

- Clients who are not in active withdrawal can now be admitted directly to a program bed which will improve access.
- Providing GAIN addiction assessment tools in a group format at concurrent disorder out-patient to increase access and decrease wait times.

Community

- Carole Anne's place, a low barrier Women's shelter that operates in partnership between Womankind and the YWCA will open in March 2019. This collaboration provides shelter for women with active substance abuse and mental health symptoms who are homeless.
- Partnership between Womankind and Notre Dame where an addiction worker is seconded to Notre Dame and provides on site assessment for clients who are under the influence of alcohol or drugs and has reduced contacts ED use significantly.

Interconnection

- Actively involved in the development of the Hamilton Drug Strategy which has been approved to improve addiction care across Canada.
- Strong partnership with the Peter Boris Centre for Addictions Research which has resulted in the implementation of a screening and assessment battery across Womankind, MASH, RAAM, and the Concurrent Disorder Programs.

Academic Pursuits

Formal Teaching:

- Motivational Interviewing training provided for the Michael G. DeGroote School of Medicine, November 2018.
- Applications of Concurrent Disorders provided for Mohawk College, Social Service Program, October 2018.



Internal Teaching:

- “Who? What? Where? Why? And Huh?” Talk presented at WEED Talk: Marijuana, Mental Health and Youth Community Event, St Joseph’s Healthcare Hamilton, Hamilton, ON.
- Facilitation of 10 education sessions by capacity building team made available across the hospital, LHIN and community.

Clinical Teaching:

- Treatment of Cannabis Use Disorder (on-going).
- On-going training provided on The Dual Diagnosis Capability in Addiction Treatment (DDCAT) and The Dual Diagnosis Capability in Mental Health Treatment (DDCMHT) provided across the hospital and LHIN.

Continuing Education:

- Human Trafficking Online Course.
- Core Competencies in Opioids and Polysubstance use disorder.
- Acceptance and Commitment Therapy for Trauma.
- Addiction Medicine Certificate.
- DBT skills for addictions.

Scholarly Pursuits

Research:

- Health Canada has approved a new collaborative grant to understand the clinical trajectories of individuals with concurrent disorders. The funding is for our Concurrent Disorders Program (CDP) to collaborate with the Burnaby Centre to conduct the first large scale longitudinal study in this area.
- Womankind is currently involved in a study looking at the impact of Yoga on substance use and other quality of life measures. Preliminary outcomes have shown significant reductions in cravings, and symptoms of anxiety and depression.

External Committees:

- Treatment Committee Hamilton Drug Strategy
- Harm Reduction Committee Hamilton Drug Strategy
- RAAM Steering
- Withdrawal Management Standards Committee
- Women's Housing Planning Collaborative
- Hamilton Addiction and Mental Health Collaborative

External Presentations:

- “Managing Suicide Risk for a Concurrent Disorders Inpatient Population.” Talk presented at the 6th Annual Momentum: Research Realized Conference . Waypoint Research Institute, Barrie, ON.
- “Management of Illicit Substances in Hospital.” Talk presented at the 6th Annual Momentum: Research Realized Conference. Waypoint Research Institute, Barrie, ON. Facilitation of Considerations working with Individuals Using Crystal Methamphetamine (on-going).
- NARCAN administration (on-going).

Leadership:

- Led the strategy for the implementation of the strategy for the management of Recreational Cannabis including the appendix for the illicit substance policy.
- Led the Recovery Awareness Event celebrated at the water front attended by over 400 people.
- Strongly advocated and co-led the proposal for the Rapid Access Addiction Medicine Clinic which is permanently funded and has seen double the number of unique patients that was projected.
- Continue to lead the development of knowledge and skills in addictions. Concurrent disorders through their website, newsletter and educational sessions.
- Led implementation of GAIN assessment tools which replaced the ADAT schools for determining treatment pathways in addictions.

Discipline Goals 2019

Quality & Safety

- Implement the Columbia Screening Tool at Womankind, Mash and RAAM.
- Continued focus in a decrease in medication errors at Mash and Womankind through education, supervision and evaluation of procedure changes.

Change

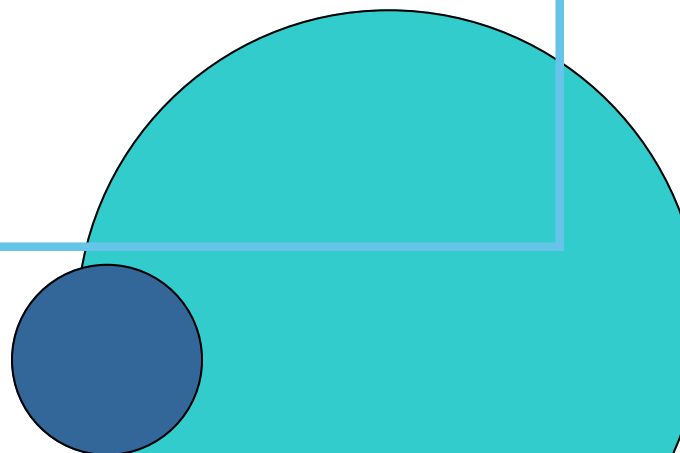
- Implement new procedure at MASH for triaging calls from clients for beds to improve communication and decrease wait times.
- Restructure observation bed process at MASH that will increase access to beds that provide a high level of observation for clients in Withdrawal. In 2018 MASH averaged 450 times a client called and a bed was not available.

Community

- Pilot low barrier addiction group on Saturdays that will open to clients from hospital and community.
- Continued active involvement in Hamilton Drug Strategy and opening of supervised injection treatment site.

Research & Education

- Focused education at Womankind and MASH to improve concurrent capacity.
- Complete evaluation regarding the effectiveness of low barrier groups.
- Complete evaluation of 8 week Acceptance and Commitment Therapy group targeting depression and alcohol.



Audiology



Professional Practice Leader (Charlton):

Linda Hollingham

Number of Members of Discipline:

Charlton 4 FTE Audiologists

0.6 PTE Communicative Disorders Assistant

Scope of Practice:

“The practice of audiology is the assessment of auditory function and the treatment and prevention of auditory dysfunction to develop, maintain, rehabilitate or augment auditory and communicative functions.”
1991, c. 19, s.3 (1).

Quality & Safety

- Achieved target for hand hygiene based upon Patient Satisfaction results (2018).
- Maintained disposable ear tips and headphones covers.
- Sustained Transfer of Accountability.
- Maintained minimal falls incidents by anticipating falls risk and putting plans in place to prevent them.
- Achieved positive patient satisfaction scores.
- Achieved target for two patient Identifiers.
- Completed Prevention of Violence in the Workplace Training.
- Completed Dovetale training for Inpatient Documentation.

Change

- Improved patient flow and access to service by modifying schedule.
- Maintained video email instructions forwarded to patients post hearing aid fittings.
- Consolidated space for Diagnostic Audiology and Retail Audiology.

Community

- 4 time winner of Readers Choice Spectator Award (Diamond 2018).

Interconnection

- Made seamless referrals to community services (e.g., infant hearing , Canadian Hearing Society (CHS), Elderly Home Visit Program, Schools).
- Developed innovative ways of servicing people in the community.
- Implemented convenient pick-up and drop-off of hearing aids.

Internal Teaching:

- Presentation to the “New Voice Club.”

Clinical Teaching:

- Clinical appointment with Western University.
- Provided mentoring/supervision of Otolaryngology residents, clinical clerks, Audiology interns.

External Committees:

- Hamilton Regional Speech-Language Pathology and Audiology Committee (HRSLAC).

Discipline Goals 2019

Quality & Safety

- Maintain minimal falls incidents by anticipating falls risk and putting plans in place to prevent falls.
- Sustain use of two patient identifiers for each patient.
- Sustain hand hygiene rates at the corporate target.

Change

- Prepare for Ambulatory Dovetale Go-Live.

Community

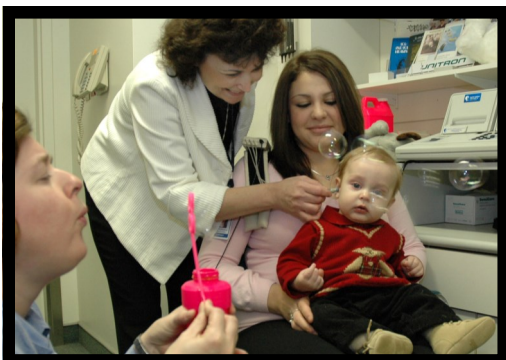
- Continue to improve access and accessibility to department.

Research & Education

- Maintain ongoing up-to-date hearing aid technology training.

Continuing Education:

- Ongoing educational opportunities to stay current in all areas, especially in the area of hearing aid technology.
- Cerumen management training.
- Annual E-Learning requirements.
- Annual individualized learning goals linked to our regulated college.
- Annual Quality Council Update and Education retreat.





Clinical Nutrition

Professional Practice Leader (Charlton, King, West 5th):

Helen Van deMark

Number of Members of Discipline

Charlton	11.3 FTE Registered Dietitian; 2.6 FTE Dietetic Assistant
King	2.6 FTE Registered Dietitian
West 5th	3 FTE Registered Dietitian; 0.2 FTE Dietetic Assistant

Scope of Practice:

The practice of dietetics is the assessment of nutrition and nutritional conditions and the treatment and prevention of nutrition related disorders by nutritional means.

Clinical Practice Achievements

Quality & Safety

- Developed Protocol for Enteral Feeding in Endoscopy and Interventional Radiology.
- Implemented Dovetale enhancements to clinical nutrition documentation, templates, smart phrases.
- Implemented additional level of fluid thickness (nectar thick) for patients with dysphagia.

Change

- Revised Heart Healthy Class for Diabetes Program.
- Revised Healthy Eating educational material for Resp. Rehab. Program.
- Developed new Lung Disease and Nutrition group education session.
- Developed bariatric duodenal switch orientation and hypoglycemia group classes.
- Added Dietitian role for diabetic patients in King Campus Pain Clinic.
- Added of Dietitian role in screening in Eating Disorders program resulting in higher patient intake and reduced delay to starting treatment.
- Member of the Dovetale Ambulatory Task Group.

Community

- Nutrition Presentation at the Scleroderma Patient Education Event.
- Nutrition Month Display at SJHH Wellness Fair.
- Nutrition Month Staff Wellness Presentation: Eat Well Live Well.
- Collaboration with ArcelorMittal Dofasco and Good Shephard Program on diabetes cooking classes.
- Liaison with several family physicians to provide diabetes care.
- Collaboration with Hamilton Victory Gardens to grow and harvest food for low income Hamilton residents.

Interconnection

- Collaboration with Dundas Villa on the transition project—Mapping our Future : Senior Care Services.
- Participation in the Ontario Renal Network phase 1 pilot “Your Symptoms Matter.”
- Consistometer testing of thickened fluids with Speech Language Pathology.
- Mentorship to Hamilton Family Health Team related to 2 pilot Binge Eating Disorder Programs.



Nutrition Month Staff Event

Academic Pursuits

Internal Teaching:

- In-services to nurses, Hemodialysis on renal nutrition.
- In-services to medical learners, Intensive Care Unit (ICU) on nutrition support in ICU.
- In-services to nurses, Integrated Comprehensive Care on post esophagostomy nutritional care.
- In-services to medical learners, Thoracic and Head & Neck on nutritional management of chyle leaks.
- Nomination for PAC Individual Teaching Excellence in Practice Award.

Clinical Teaching:

- Education session to Hamilton Health Sciences Dietetic Interns on Renal Nutrition.

Continuing Education:

- Subjective Global Assessment (SGA)
- Renewal of Certified Diabetes Educator (CDE) (5 Dietitians).
- New Certified Diabetes Educator (CDE) (1 Dietitian).
- Certified Bariatric Educator (CBE) (2 Dietitians).
- Craving Change facilitator certification (1)
- Integrated Nutrition Pathway for Acute Care (INPAC).
- Update on American Society of Enteral and Parenteral Nutrition (ASPEN) annual conference and webinars.
- GTA Intensive Care Dietitian Sharing Day.
- Forum of Advancement of Nutrition Support.
- Dr. Martindale, Advances in Nutrition Support.
- Family Health Team Conference.
- Evidence Based Management of Diabetes Epidemic.
- Focus on Diabetes 2018 Conference.
- Insulin Pump Conference.
- Obesity Journal Clubs led by Dr. Chetty.
- Identification, and Treatment of Avoidant/ Restrictive Food Intake Disorder.



Scholarly Pursuits

Publications:

- Co-author chapter on Medical Nutrition Therapy in Renal Disorders in Krause's Food and the Nutrition Care Process, 15th Edition.
- Author chapters on Kidney Stones and Vegetarian Diets and Chronic Kidney Disease in The Essential Guide for Renal Dietitians.
- Research on the mechanisms that regulate blood flow to peripheral nerves Killey, C, Cleary, S. Orr, J., Frisbee, J. C., Jackson, D., Twynstra, J. Canadian Journal of Physiology and Pharmacology, 2018, 96(8): 855-858.

External Committees:

- Member, Ontario Bariatric Network (OBN) Dietitian Working Group.
- Member, Bariatric Weight Regain Task Force.
- Board of Directors, Canadian Association of Bariatric Physicians and Surgeons.
- Advisory Committee, Dietitians of Canada for the development of a 6-Module Online Renal Nutrition Course.
- Hamilton Health Sciences Dietetic Internship Selection Committee.
- Clinical Nutrition Leaders Action Group (CNLAG).

External Presentations:

- Speaker at the British Columbia Renal Agency's Annual National Conference on Vegetarian Diets and Chronic Kidney Disease.
- Speakers at the Canadian Association of Bariatric Physicians and Surgeons on Routine Vitamin and Mineral Supplementation After Bariatric Surgery and Preparing Patients for Conversion Surgeries—Considerations for Dietitians and Allied Health.

Leadership:

- Chair, Social Media Committee for Canadian Association of Bariatric Physicians and Surgeons.
- Chair, Subcommittee, PAC Policy and Procedure .

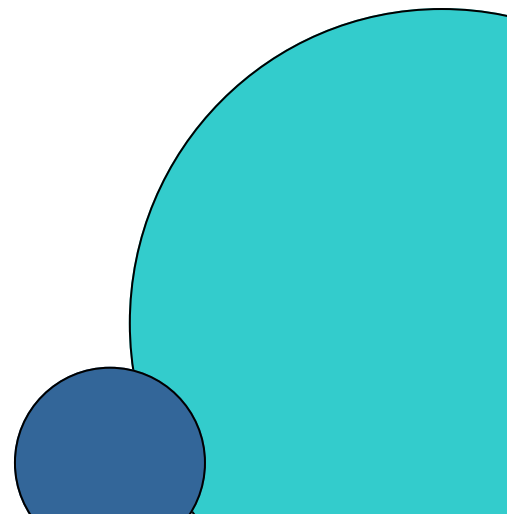
Discipline Goals 2019

Quality & Safety

- Develop vitamin and mineral supplementation medical directive in Bariatric Surgical Program.
- Finalize Adult TPN Medical Directive for Inpatient Acute Care Programs.
- Collaborate with food vendors and SJHH SLPs to transition to International Dysphagia Diet Standardization Initiative (IDDSI) Guidelines.
- Ongoing focus on Transfer of Information and Patient Identifiers.
- Increase patient meal choices to improve nutritional intake.

Change

- Assess the use of Canadian Malnutrition Screening questions in Dovetale to improve identification of wound care nutrition referrals.



Diagnostic Services

Professional Practice Leader (Charlton, King, West 5th):
Sandra Reis Welsh

Number of Members of Discipline:

Registered Medical Radiation Technologist			
Charlton / King / West 5th	16 FTE	23 PTE	
Registered CT & IR Technologist			
Charlton	11 FTE	3 PTE	
Registered Nuclear Medicine / PET Technologist			
Charlton	6 FTE	3 PTE	
Registered Magnetic Resonance Imaging Technologist			
Charlton / West 5th	10 FTE	13 PTE	
Registered Ultrasound Technologist			
Charlton / King / West 5th	11 FTE	6 PTE	
Registered Mammography Technologist			
Charlton / King	4 FTE	3 PTE	
Cardiac Ultrasound Technologist & Vascular Technologist			
Charlton / West 5th	6 FTE	13 PTE	

Scope of Practice:

The practice of Medical Radiation Technology is the use of ionizing radiation, electromagnetism and other prescribed forms of energy for the purposes of diagnostic and therapeutic procedures, the evaluation of images and data relating to the procedures and the assessment of an individual before, during and after the procedure.

Cardiology Technology involves the non-invasive testing and monitoring of the functioning of the human heart under various conditions, the provision of basic patient care during these procedures and the assessment and programming of implantable cardiac devices.

Clinical Practice Achievements

Quality & Safety

- Continued comprehensive Preventative Maintenance Programs across all imaging modalities maintain a high standard of equipment performance to provide safe and high quality diagnostic imaging for our community. All legislative and regulatory guidelines maintained for proper equipment operation.
- Evaluated all lead protective equipment on an annual basis using a computerized Smart Track System to document the condition and integrity of the lead. This ensures the safety of all staff members and patients exposed to ionizing radiation by prompt identification of any issues for repair or replacement of protective lead equipment.
- Monitored modality wait times weekly for timely access to care for patients.

Computed Tomography (CT)

- Improved Priority 3 and 4 CT examination wait times by adjusting the scheduling template in Dovetale to include priority and subspecialty designated appointment times. Continuous review of templates on a bi-annual basis to ensure timely access to care.
- Implemented the RadApps Protocoller, an electronic app, that improves access to timely patient care by allowing Radiology Residents to approve and protocol urgent CT examinations after hours. An audible alert sounds on the pager or in the CT control room to notify the Technologist of an urgent examination.

- This two-way communication facilitates effective communication between Medical Radiation Technologists and the offsite Radiology Residents On-Call. This initiative has effectively reduced ER and urgent In-Patient wait times and provided the opportunity to enhance timely access to quality care and improved turn-around times.

EDS

- Provided a safe environment for Cardiac Exercise Stress testing to ensure staff can meet the needs of patients undergoing this test and deal with any emergency situations effectively. Additional space for patients, techs and physicians as well as easy access to emergency medical equipment such as crash carts and stretchers contributes to quality delivery of diagnostic tests.

EEG

- Implemented the added security of an encrypted drive to transfer Electroencephalogram (EEG) data from West 5th to the review station at the Charlton site was implemented.
- All of the personal security alarms are tested daily to ensure the safety of all staff members.

General Radiography

- A new policy was developed to highlight the medical criteria required to support the need for a portable x-ray examination. This multi-disciplinary policy assists referring physicians and nursing staff to make medically based decisions regarding the need for portable exams therefore reducing radiation exposure to surrounding patients and providing a high quality diagnostic examination to facilitate effective diagnosis and treatment plans.
- An extensive review of all general radiography procedures and examinations resulted in revisions made in collaboration with the Lead Radiologist to ensure patient safety, reduce radiation exposure and reflect established best practices.
- Conducted quality audits analyzing 20 randomly selected examinations to evaluate patient positioning, techniques, decision making and documentation. The results are shared with staff members to promote continuous professional development and promote the safe and effective delivery of care to patients.
- Enhanced radiation protective measures have been implemented in the Operating Room to reduce scatter radiation and patient doses through standardizing low dose imaging techniques for portable C-Arm examinations.

Mammography

- Successfully implemented a Surgical Referral Program at the Charlton site. All patients having a breast biopsy are referred to a breast surgeon within 2 weeks to discuss the results and develop a treatment plan if required. This service improves patient care and timely access to care by allowing patients to be seen sooner and diagnose and treat breast cancers earlier translating to better outcomes for cancer patients.
- The introduction of standardized reporting for mammography promotes quality by utilizing a defined template for all radiologists to use following a breast biopsy procedure. The use of this standard template ensures that all vital information such as location and measurements are readily available to assist surgeons when planning surgical interventions.

Molecular Imaging

- Active participation in a quality project to improve adherence to oncology wait time targets in the PET / CT department. The main goal of this initiative is to improve the communication surrounding the preparation requirements and location direction through establishing e-mail communication with patients for the purpose of reducing wasted imaging time and further delay of patient scans.

MRI

- Created and implemented a Quality Improvement Form to help to recognize, plan and develop quality initiatives to support the modality.
- Implemented new signage to facilitate effective communication with patients regarding the need to change out of street clothing and the importance of this practice in relation to quality of examination and patient safety in the MRI suite.

Nuclear Medicine

- Implemented a quality improvement initiative wherein patients undergoing I-131 Thyroid Therapy are asked to complete an electronic patient satisfaction survey. The patient and their family members are brought into a treatment room and the entire procedure is explained. There is an opportunity for them to ask questions of both the technologist and the supervising Nuclear Medicine physician. Once all their questions have been answered to their satisfaction, they are asked if they are willing to complete an anonymous patient satisfaction survey which is on SurveyMonkey.com (queued up on a computer by the technologist). This data contributes to continuous quality improvement and safe, effective patient care.

Ultrasound

- Implemented dedicated biopsy days at the Charlton site to decrease the wait times and provide better access to care for thyroid and prostate biopsies.
- Protected time on Wednesday afternoons facilitates timely access to diagnostic ultrasound examinations for the in-patient population.

Change

- Conducted a thorough review to evaluate the process of assisting patients or visitors in distress when using the washroom facilities in Diagnostic Services. Each modality has access to keys or opening mechanisms to open locked doors in the event of an emergency. This change in process ensures the safety of patients and visitors in all areas of our department and at all sites.
- Implemented Dovetail and have experienced improved access to radiological examinations by enabling the technologist to book patients using the round trip option. As a result, in-patients have timely access to care, improved clinical turn around times and reduced portering wait times.

EDS

- Improved await times for pacemaker interrogation with the re-location of the pacemaker clinic from Outpatient Department to EDS. This transition supports all cardiac patients and ensures timely access to safe and appropriate pacemaker follow-up services consistent with published guidelines. This transition has improved the quality of work life for staff by allowing Cardio Vascular Technologists the opportunity to incorporate all aspects of their skillset within their scope of practice.
- Implemented the Rapid Access Cardiac Clinic and Post-op Cardiac Clinic resulting in timely cardiac care for patients.

General Radiology

- Implemented a new Security Strategy to heighten the awareness of potential hazards that pose a risk to the safety of our staff and patients. The development of documentation that outlines and supports the safety systems in place at the King Campus is available for all staff to review and reference. This initiative includes the installation of a new panic button system to alert Urgent Care Staff when immediate assistance is required.

Interventional Radiology

- Standardized medical supplies and equipment to streamline processes and set a departmental standard for safe and effective patient care.
- Standardized specimen collection and documentation to minimize errors and reduce the need for repeat interventional procedures. This process supports a seamless transition from intervention to diagnosis and the development of treatment plans.

Academic Pursuits

Formal Teaching:

- Radiation Safety Review conducted yearly by the department Physicist ensured that best practices are adhered to in order to balance diagnostic quality and the reduction in occupational and patient doses across all departments that apply ionizing radiation to patients.

Continuing Education:

- Quality Assurance Program mandated by the College of Medical Radiation and Imaging Technologists of Ontario requires each registered member to complete 25 hours of continuing education to demonstrate a commitment to improve professional practice. Continuous learning ensures clinical competence and supports the delivery of high quality patient care as the profession evolves to include new roles, responsibilities and advances in technology.
- The self-assessment program ensures that each technologist maintains the knowledge, skills and judgement to deliver safe, effective and ethical outcomes in order to meet the needs of our patients.

Internal Teaching:

- **Computed Tomography** — 4th year students from the Mohawk-McMaster Institute for Applied Health Sciences completed a 3 week rotation in the modality achieving competencies in simple single phase CT examinations and intravenous contrast media injection.
- **EDS** — Echo provided clinical placements for Mohawk College Cardiac Sonography students as well as clinical placements for Mohawk College Cardiovascular Technologists.
 - Provided opportunities for high school co-op students to gain insight and knowledge regarding cardiology diagnostics.
 - Supported a 4 week rotation for 4th year Internal Medicine Residents.
- **General Radiology** — 2nd and 4th year students from the Mohawk-McMaster Institute for Applied Health Sciences completed clinical rotations and achieved competencies in general radiography examinations, fluoroscopic imaging and portable clinical and operating room imaging.
 - The Diagnostic Imaging department provided learning experiences for local co-op students interested in pursuing careers in healthcare.
- **Molecular Imaging** — Nuclear Medicine and PET / CT provided, and continues on an ongoing basis, clinical experience and teaching for Radiology Residents.
- **PET / CT** — Provided a 2 week rotation for students enrolled in the Michener Institute Nuclear Medicine Program.
- **Ultrasound** — Students from the Mohawk-McMaster Institute for Applied Health Sciences completed clinical placements in general and obstetrical ultrasound imaging.
 - Radiology Residents and Obstetrical Residents from McMaster University completed a rotation in diagnostic ultrasound learning basic scanning skills and techniques with the Ultrasound Technologists acting as preceptors and mentors.



Clinical Teaching:

- **Computed Tomography** — Medical Radiation Technologists completed training modules and obtained certification to administer contrast media via Power Ports and Power PICC lines.
- Comprehensive yearly review of medical directive pertaining to the administration of buscopan injections by technologists.
- **EDS** — Weekly echo rounds provided professional development and education to Cardiac Ultrasound Technologists and CVT techs.
- **General Radiography** — Educational Rounds scheduled monthly reviewed complex imaging routines and trauma imaging techniques to improve quality of patient care and aid in the accurate diagnosis and access to timely treatment plans.
- **Interventional Radiology** — Monthly Difficult Access Rounds are scheduled with the Nephrology Program. Small tumour rounds scheduled monthly with the Urology Service evaluated potential candidates for Radiofrequency Ablation of Renal Tumours.
- **MRI** — Educational Rounds conducted monthly to support the professional development of technologists. Practical sessions served to support the implementation of new scanning processes and protocols.
- **Ultrasound** — Educational Rounds scheduled each month where Residents and Radiology Staff presented interesting and difficult cases supported the continuous professional development of technologists and enhanced quality of patient care.
 - City Wide Ultrasound Rounds discussed clinical presentation and evaluation of transplant kidneys.



Scholarly Pursuits

Research:

- Diagnostic Services supports multiple research studies. These studies consist of both clinical and industry sponsored research. Technologists in multiple disciplines actively participate in acquiring quality diagnostic images and studies in collaboration with Diagnostic and Interventional Radiologists to support research studies and professional publications. These academic pursuits investigate pathological conditions and diseases. The investigations serve to positively impact the future diagnosis, development of treatment plans and increase the quality of life for the community we serve.

Breakdown of Current Research Studies in Diagnostic Services:

Computed Tomography—8
Electro Diagnostic Services—8
Interventional Radiology—1
Magnetic Resonance Imaging—2
Ultrasound Imaging—5

Publications:

A summary of a few publications submitted in 2018.

- Predicting Malignancy Risk of Screen-Detected Lung Nodules—Mean Diameter or Volume — Dr. Ehsan Haider et al.
- Pelvic Congestion Syndrome due to Agenesis of the Infra-Renal Inferior Vena Cava — Dr. Ehsan Haider et al.
- Magnetic Resonance Imaging Findings in Ovarian Torsion Post In Vitro Fertilization — Dr. Ehsan Haider et al.
- Hepatic Epithelioid Angiomyolipoma with Renal Metastasis: Radiologic Pathologic Correlation — Dr. Ehsan Haider et al.
- Participant Selection for Lung Cancer Screening by Risk-Modelling (The Pan-Canadian Early Detection of Lung Cancer Study — Dr. Ehsan Haider et al.
- Anastomosing Hemangioma of the Kidney: Radiologic and Pathologic Distinctions of a Kidney Cancer Mimic — Dr. Ryan Rebello et al.
- Renal Colic Imaging: Myths, Recent Trends and Controversies — Dr. Abdullah Alabousi et al.
- Stereotactic Breast Core Biopsies and Rate of Surgical Diagnostic Updates — A Single Centre QA Audit — Dr. Abdullah Alabousi et al.
- Acquired and Congenital Pulmonary Artery Pathologies: Thinking Beyond the Embolism — Dr. Abdullah Alabousi et al.

External Committees:

- The Clinical Educator is a member of the Medical Advisory Board and the Specialization Committee at the Mohawk-McMaster Institute for Applied Health Sciences. The Medical Advisory Board forecasts industry demand for graduates and establishes the future direction of the profession. It is vital to identify and develop clinical skills and abilities that are required of recent graduates entering the field to practice. A comprehensive review of the University level program is conducted by the Specialization Committee to evaluate didactic course delivery to prepare students for clinical placements and to support student development and success. There is a clinical educator in General Radiography, MRI, Ultrasound, Cardiac Ultrasound (Echocardiography) and Cardiac Vascular.
- A Cardio Vascular Technologist holds the position of a Technical Director to lead the Echo Quality Insurance Program for CorHealth Ontario.

External Presentations:

- The Senior Technologist in Interventional Radiology presented at the Siemens Healthineers National Conference to Radiologists and Medical Radiation Technologists across the country. This interactive discussion focused on the newly installed clinical applications of Cone Beam CT imaging to enhance the quality of critical care procedures and positive patient outcomes.

Leadership:

- With the implementation of Dovetale, Diagnostic Services is committed to providing exceptional patient care based on well established clinical indicators and best practices. Medical Radiation Technologists in collaboration with Radiologists evaluate requisitions to ensure the appropriateness of the test or procedure in regards to answering a clinical question. Best practice guidelines outlined by the professional colleges provide technologists with comprehensive framework to support and enhance decision making skills and abilities and to seek clarification when required. This partnership supports positive patient outcomes.
- A staff radiologist Dr. Ehsan Haider was actively involved in a publication addressing the concept of the appropriateness of diagnostic imaging. The publication titled, *Choosing Wisely Canada and Diagnostic Imaging, What level of evidence supports the recommendations, looks at key clinical indicators supporting the need for medical imaging.*
- The Diagnostic Services Department is also actively involved in ensuring that the requested diagnostic examination or procedure is authorized by an appropriate healthcare provider to minimize harm and risk to the patient.

Discipline Goals 2019

Quality & Safety

- Continuous review of processes in each modality to work towards maintaining standardization of care and continuous quality improvement to meet established best practices.
- Maintain CPR certification for all Technologists in Diagnostic Services.
- Mirror the Security Strategies implemented at the King Street Campus to increase the safety of our staff and patients at the West 5th Campus.
- Continue to monitor hand hygiene including proper technique to strive for departmental excellence.
- Continue to monitor and review best practice for radiation compliance and safety.
- **EDS** – To establish a safe environment for the performance of Transesophageal Echocardiography by establishing and incorporating RN support during the examination to administer and monitor patients requiring sedative medications.
 - To establish a safe environment to support the recovery of patients undergoing Transesophageal Echocardiography by transferring patients for post-sedation recovery to the Interventional Radiology Short Stay Unit.
- **General Radiology** - Re-evaluate the literature and evidence to support the medical need for a pre-operative chest x-ray on patients who present with fractured hips. The change in current practice eliminates unnecessary exposure to ionizing radiation and reduces the financial impact on the department and hospital.
- **EEG** — Investigate the opportunity to enhance access to appointment related details and information on the St. Joseph's Healthcare website. The ability to provide a summary of the test, the location, preparations and pre and post care instructions will help prepare and inform patients and their families of the requirements for medical testing.
- **Interventional Radiology** — Review the use of new anti-coagulants in relation to interventional procedures. The development of a comprehensive policy based on best practice and medical evidence to support positive outcomes for the patient population we serve.
 - The establishment of an Interventional Radiology Clinic where the IR team consisting of Radiologists, Physician assistants and technologists provide pre and post procedure care for acute and chronic health conditions.
- **Mammography** – The implementation of standardized follow-up guidelines for all breast patients to ensure that follow up criteria is based on best practice and supports current evidence based protocols, technologist training and the development of new protocols to deliver safe and effective access to the most current imaging technology.

- **Molecular Imaging** – Uphold our commitment to quality and self-assessment through the IAC program and conduct an annual review of our daily operating procedures, protocols and quality assurance programs.
- **MRI** — Continue the ongoing review of incoming requisitions to support continuous quality improvement initiatives. Begin the planning process and initial review of the use of gadolinium in MRI studies to support the optimization of scanning protocols.
- **Nuclear Medicine** - We will continue to work with the pre-transplant clinic to optimize patient experience for their potential donors. We are working on a schedule where patients can have most (if not all) of their testing done in one day to enhance the patient experience.

Change

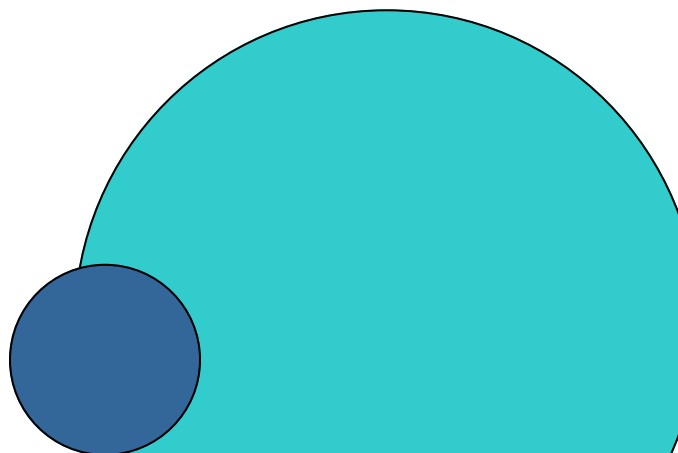
- Optimization of Dovetale Processes across all modalities. Monthly modality staff meetings will include “Dovetale Information Sharing” opportunities to engage users to improve workflows and ensure quality documentation to enhance patient care and safety.
- A replacement CT Scanner will be purchased in 2019. The implementation of new technology will require technologist training and the development of new protocols to deliver safe and effective access to the most current imaging technology.
- New replacement equipment for General Radiography at King site and Mammography at Charlton.

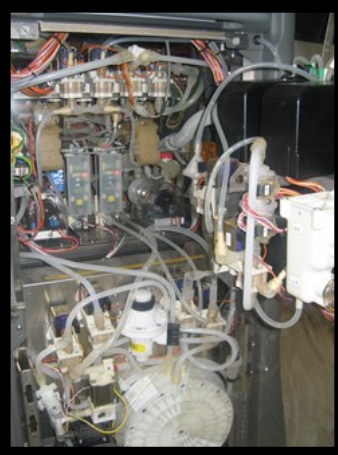
Community

- To continue to show our commitment to quality patient care and the community we serve by participating in the Run Around the Bay to raise additional funds to support new and innovative procedures to improve the health and lives of our patients.
- To continue to engage the community by holding Focus Group sessions for feedback on our services.
- To continue to learn and improve services from patient compliments and complaints.

Research & Education

- Continue to support the research being conducted at St. Joseph’s Healthcare by providing access to the clinical expertise and quality imaging modalities to explore new procedures and treatments to enhance the treatment of disease processes and improve the quality of life of members of our community.





Scope of Practice:

The Nephrology Technologist maintains and services dialysis equipment, provides technical support to patients, nursing, and medical staff, initiates, monitors, and terminates dialysis treatments, functions as a renal perfusionist and coordinator for kidney transplants.

Dialysis Technology

Professional Practice Leader (Charlton, King):
Dennis Rabbat

Number of Members of Discipline

	Charlton	20 FTE, 16 PTE
	King	18 FTE, 7 PTE
OFFSITE:	Ohsweken	1 FTE, 2 PTE
	Brantford	4 FTE

Clinical Practice Achievements

Quality & Safety

- Utilized Electronic Medical Record (EMR) documentation to acquire correct supplies for treatments and verification of patient identifier.
- Developed inter-disciplinary dependencies to ensure data accuracy for ministry reporting.

Change

- Completed Dovetale “Go-live” December 2018.
- Coordinated of Deceased Donor Kidney transplant recipients.
- Continued redevelopment of Charlton Dialysis Unit.



Community

- Partnered with HNHB LHIN and community nursing to provide training and support for assisted home hemodialysis.

Interconnection

- Supported numerous research activities within the department including ongoing application development to assist in tracking and timing of intervals.

Academic Pursuits

Formal Teaching:

- Orientation to Dialysis and Water Treatment Technology for Nursing, Infection Control, Pharmacy, Physicians and other new staff.
- Ongoing training and support of patients undergoing hemodialysis in the home setting.
- Several standing agenda sessions as part of the Nephrology Residents curriculum.

Internal Teaching:

- Provide placement for Learners from Durham College Biomedical Engineering Technology program.
- Kidney Fair demonstration for U1 medical students.
- “Take your kids to work day” sessions; Charlton Campus.

Clinical Teaching:

- Cardinal Newman Job Shadow program:
<https://www.hwcdsb.ca/279930--Two-week-experience-lifetime-of-knowledge>

Scholarly Pursuits

Research:

- MyTemp Study, DSALT Study resulting in practice changes within the program.
- EQOL: Assisting the safe and effective delivery and monitoring of Peritoneal patients in the home setting.
- W Booth School of Engineering Practice partnership to develop innovative methods for Hemodialysis patient training in the home setting.

External Committees:

- ORN – Ontario Renal Network.
- Durham College – Biomedical Advisory.

External Presentations:

- Presentation of Renal EMR Software, developed in-house, to other Ontario Renal Programs.



Leadership:

- Developing ORN provincial reporting software package with Clinical Computing.
- Durham College biomedical engineering curriculum development focus.

Discipline Goals 2019

Quality & Safety

- Development of analytics for improved clinical and decision making support.
- Transitioning from Fractionated Heparin to Low Molecular Weight Heparin (Fragmin).

Change

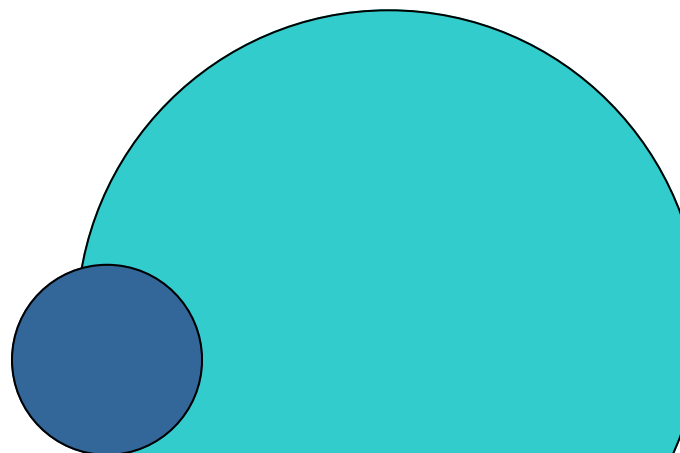
- Replacement of water treatment facility (Reverse Osmosis) at Charlton.
- Renovation of dialysis units at Charlton with patient safety and workflow design focus.

Community

- Develop regional plans pertaining to emergency planning for renal services.

Research & Education

- Enhance the learning experience for new staff and residents utilizing a variety of delivery methods.
- Development of training platform for Home Hemodialysis patient training, using technology aids.





Medical Laboratory Technology

Professional Practice Leader (Charlton):

Andrea Tjahja

Number of Members of Discipline

Medical Lab Technicians (MLT) 396 FTE

Medical Lab Assistants (MLA) 153 FTE

This includes all Hamilton Regional Laboratory Medicine Program (HRLMP)

Clinical Practice Achievements

Quality & Safety

Genetics

- Clinical implementation of new NGS testing: myeloid leukemia panel.
- FMEA conducted across all genetics and actions plans developed to address identified risks.

Core Laboratory

- Hamilton General Hospital Core Laboratory – implementation of Continuous Quality Improvement (CQI) initiative.

Microbiology

- Implement Real-time Susceptibility Reporting on night shift.
- MLA Skill Mix duties expanded to include transcription of negative blood culture results.
- Implementation of Group A Strep Chromagar on WaspLab.
- Implementation of New Urine Reporting Buttons on WaspLab.
- renovations in blood culture BacTALERT area to optimize work flow.
- Streamline Positive Blood Culture Process.
- Updated Training and Workflow Processes for prevention of lab acquired infections.
- Transition of Quality Indicators from LIS to Microbiology TS.
- Validation of new Virtuo Blood culture instrument.
- Implementation of Automated Stainer.

Virology

- Transferred St. Joe's lab-developed Respiratory virus assay to the BD MAX. Shared method with Trillium Health Centre. Financial arrangements are made with Trillium Health Centre for our intellectual property.
- Transferred Enteric virus (Norovirus, Adenovirus, Rotavirus) testing to BD MAX to provide as-needed results for IPAC, especially for Norovirus.

Scope of Practice:

The practice of medical laboratory technology is the performance of laboratory investigations on the human body or on specimens taken from the human body and the evaluation of technical sufficiency of the investigations and their results.

- Launched bacterial enteric pathogen (Salmonella, Shigella, Yersinia, Campylobacter, STEC) PCR assay on BD MAX. Pathogens detected on the same day as the PCR test is performed vs. 24-72 hours using culture.
- Developed algorithm for the cultural isolation of Shiga-toxin-producing E. coli (STEC).
- Shared STEC positive controls with Toronto Public Health for validation of their PCR.

Transfusion Medicine

- ORBCoN Audits: AB FP, Bedside, PLT.
- Transition of IG brands (IVIG, SCIG).
- Implementation of non-pooled IVIG process.
- Implementation of blood transfusions at SJ King St Hemodialysis clinic.
- Successful Health Canada Inspection to meet Health Canada Blood Regulations.
- Blood Order Sets review.
- Implementation of ISBT labeling for stem cell product collection and processing.
- Implementation of Receipt and ordering test for Transplant donor samples.
- Suspension of completing and sending Irradiated card and letters to patients.
- Suspension of taking Cultures on at reinfusion of thawed cryopreserved product.
- FABRY study for CD34 selection of HPC apheresis product.

Anatomic Pathology

- Implementation of Neoprobe Gamma Detection System at Juravinski Pathology Department, for detecting radioactive seeds in breast specimens.
- Creation of new Pathologist Assistant position, bringing the total number of PA's to 12 across the HRLMP.
- Improving stainer program to improve workflow efficiency.
- Purchasing IPC cassette printers, which are new and improved and replacing discontinued printers.
- Implementation of proper waste discard.

Clinical Chemistry and Immunology

- Validation and implementation of Kryptor analyzer for repatriation of Chromogranin A testing.

Change

- Review of use of STAT transport system across all sites leading to 70% reduction in use of stat. transport system and an annual cost savings of \$147,000.

Community

- 11th Annual HRLMP Rapid Fire Showcase attracted over 100 participants from across HRMP and the HNHB LHIN.
- 2018 National Medical Laboratory Week Celebration for HRLMP staff and neighbouring community hospital laboratory staff.
- Microbiology laboratory participated in and generated data for the CNISP Candida auris surveillance and CANWARD Antimicrobial Resistance Surveillance studies.
-

Interconnection

- Implementation of Point of Care NTProBNP testing in Pre-Operative Clinic at West End Clinic using Radiometer AQT instrument.
- Redesign and improved use of the HRLMP scorecard.

Academic Pursuits

Formal Teaching:

- Mohawk MLA program instructors.
- Clinical Coordinator, Genetics Program, Michener Institute for Education at UHN.
- Clinical Coordinator, Cytology Program, Michener Institute for Education at UHN.
- Clinical Instructor, Transfusion Medicine, Michener Institute for Education at UHN.

Internal Teaching:

- Training program for Residents/Fellows.
- Training program for Medical Laboratory Technologist students from St. Clair College – General MLT.
- Training program for Medical Laboratory Technologist students from Michener Institute for Education at UHN (Genetics and Diagnostic Cytology).
- Clinical microbiology training for Medical Laboratory Technology student from UOIT.
- Clinical training in Histology and Transfusion Medicine for Medical Laboratory Technology student from Michener Institute at UHN.
- Training program for Medical Laboratory Assistant students from Mohawk College.
- Post-doctoral Fellowship in Clinical Microbiology.
- Provided refresher training sessions to histology MLTs regarding basic histology i.e. anatomy, principles of special stains.
- Assisting with Gross Room instruction of Pathology Residents.
- Training new MLT, MLA and PA across the HRLMP.

Clinical Teaching:

- Clinical education in Anatomic Pathology, Clinical Chemistry, Genetics, Hematology, Microbiology.
- Provided education sessions to McMaster OR staff regarding the labeling of pathology specimen handling to reduce SORs and increase efficiency.
- Provided poster instructions to St. Joseph's Head and Neck Department with safe handling and transporting fresh lymph node pathology specimen to the laboratory.
- Resident sessions for Hematology (Adult & Pediatric), General Pathology and Anesthesia programs.
- In-services in clinical areas.

Scholarly Pursuits

Research:

HRLMP participated in the following studies in 2018:

- SEPSISED - Emergency.
- NIH / CAT, B cell & IL2, Reslizumab MMU-2, GSK 201928, Benralizumab, Trial 1, MA39789, Asthma Autoimmune, Phase 1 TB Vaccine, NACHO Studies - Respiriology.
- CR0012 Study - Pediatric Gastroenterology.
- Remicade and Mood, Enteral Nutrition in Crohn's Studies- Gastroenterology.
- Navigate ESUS, Sartan-AD, Compass-ND, Escape-NA1 Studies - Neurology.
- HPV in HIV, CARMA-2, MK1439-018, MK1439A-024, Epic, Positive Brain Health Now, Reprieve, Amgen 20130286 Studies- SIS.
- MK-5592-069, ALL Vaccination, Gilead GS-US-342-4062, PPD SHP620-302 & 303 Studies- Infectious Diseases.
- PAUSE, Cochicine, Hoffman-La Roche M03129, ADREL, RUB0411 Studies, - Thrombosis.
- COMPASS, TIPS 3, Odyssey GSK protocol GLP116174, Colcot, Coapt, AstraZeneca D1699C00001, Dalcov DAL 301, Novartis CLCZ696B2401, Boehringer Ingeleim 1245.121 & 1245.110 Studies - Cardiology.
- Bayer 13400, NN7999-3895, NN7088-3908, DU1766-A-U157, Amgen 20101221, Gamma Track, Biogen 997HA306, Rigel Fit OL, CCTLO19 C2201, CCTLO19 2206, Care, DU176b-D-U312, Pfizer B0661037, Sobi.Electra-003, Bioverativ 997HA402 Studies- Hematology & Transfusion Medicine.
- TrialNet Studies, BATPAC, CANPWR, Squeeze, Persevere, Baby & Mi Studies, - Pediatrics.
- COMICS Study– Critical Care.
- Rewind, Reset-IT, Remit-DAPA, Remit IglarLixi, Remit SITA Studies – Endocrinology.
- CanDecide Study – Pediatric/Endocrinology.
- CIHR B-HIP, Champion Studies – Nutrition Services.
- RPI-T-087 Study – Nuclear Medicine.
- Study 416858-CS4 Cohort A & B, 416858-CS5, MPAC-CKD, Advocate Studies – Nephrology.
- AstraZeneca D3461R00001, D3461C00009, Celgene CC-220-SLE-002, GSK 205646 Studies – Medicine.
- Family Study, Eurofin-Estetra SPRL MIT-ES0001-C302 – Obstetrics/Gynecology.
- GENEMDD, Melatonin, BBB Studies – Psychiatry.
- Peanut, Allergic Memory, LabConnect ARC007 – Immunology/Allergy.

Scholarly Pursuits

Publications:

- HRLMP produced 182 publications and 94 abstracts and posters, of which 16 posters were authored by Medical Laboratory Technologists.

External Committees:

- Consultants to the External Quality Assurance (EQA) division of the Institute for Quality Management in Healthcare (IQMH).
- Provincial assessors for IQMH Laboratory Accreditation Program.
- Chair, St. Clair College Medical Laboratory Science PAC.
- Member, Mohawk College MLT Professional Advisory Committee.
- Member, IQMH Cytology Scientific Committee.
- Member, Program Advisory Committee, Division of Laboratory Medicine, Michener Institute.
- POCT Testing Advisor.
- Member of the Ontario IQMH Virology Committee.
- Member, IQMH Advisory Panel.
- Chair of the Royal College of Physician and Surgeons Medical Microbiology Examination Committee.
- Member, LHIN Transfusion Medicine Working Group.
- Member, Ontario Regional Blood Coordinating Network Regional Advisory Committee South Western Region.
- Member, Southern Ontario Transfusion Services Network Planning Committee.
- Co-Chair, Ontario Transfusion Transmitted Injuries Surveillance System Education Committee.
- CMMTG laboratory committee.
- Member, Canadian Society for Transfusion Medicine – Standards Committee.
- Member, Ontario Transfusion Quality Improvement Plan Steering Committee.

External Presentations:

- BioMerieux User's Group Presentation - October 24, 2018.
- CACMID Vancouver May 2018 Colorex *S. aureus* plate on WASPLab.
- Madrid April 21, 2018, CHROMESBL/Supercarba biplate on WASPLab.
- American Society of Microbiologists (ASM) Atlanta, June 2018.
- BD MAX User Group meetings in Vancouver and Toronto "Porting assays to the BD Max" (Vancouver User group). Progress with HSV/VZ assay for spinal fluid on Max (to be used in community hospitals like Trillium) and lesions/vesicles for Hamilton (Toronto User group).

External Presentations: Continued...

- National Molecular Group Conference, Sick Children's Hospital, Toronto Molecular Detection of Bacterial Enteric Pathogens on BD Max – Development of an algorithm for STEC isolation and O antigen typing to detect outbreaks.
- Southern Ontario Transfusion Services Network, Burlington, Ontario (June 2018) – Health Canada Blood Regulations Adverse Event Reporting.
- CAP 2018 Annual Conference – Poster Presentation “Workload Evaluation of Submitting Single vs Multiple Cervix LEEP Sections Per Cassette.”

Leadership:

- Participation on HNHB CoLabs Quality Management Team.
- Participation on HNHB CoLabs Education Team.
- Member LHIN TM Working Group.

Discipline Goals 2019

Quality & Safety

- Increase skill mix duties across several disciplines.
- Implementation of Biorad unity quality control software and auto verification in Clinical Chemistry and Immunology.
- Conversion of the King Street laboratory to POC testing site.
- Implementation of CQI across several HRLMP laboratories/disciplines.

Genetics

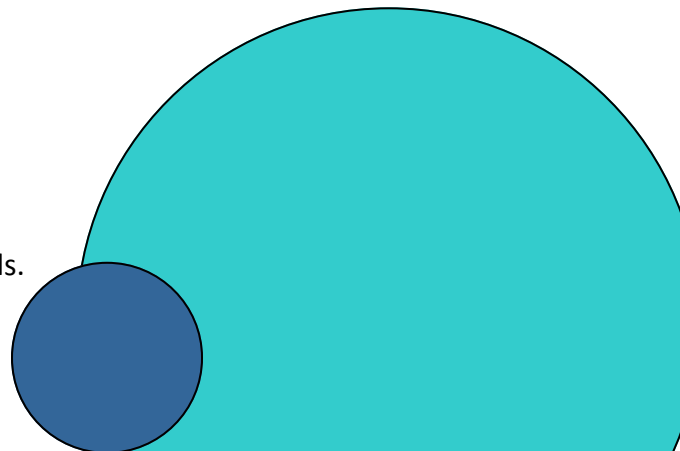
- FMEA across all genetics and actions plans developed to address identified risks.

Malignant Hematology

- Evaluation of RBC software for CellaVision.
- Centralize body fluid morphology.

Microbiology

- Continuous Quality Improvement (CQI) Initiative.
- MLA Skill Mix – Processing Positive Blood Cultures.
- Implementation of ESBL/SuperCarba plates on WaspLab.
- Implementation of Group B Strep on WaspLab.
- Validation of Sterile Wounds on WaspLab.
- Validation of new Carbapenemase kit.
- Validation of new Multi drug resistant microdilution panels.
- Validate new WASP slide prep module.



Quality & Safety: Continued...

Virology

- Influenza testing pilot for bed management using the BD MAX. (a 6-week trial study on NPS samples from the Charlton site ED to determine if earlier results will improve bed management, IPAC practices.).
- Time and motion studies for molecular testing processes (BD vs. RotorGene).
- Development and improvement of Meditech interfaces.
- Evaluate the Hologic Panther Fusion instrument for the automation of high-volume molecular test requests (Respiratory virus, etc.).
- Hepatitis A on BD MAX.
- Helicobacter pylori on BD MAX.
- Transfer lab-developed meningitis and joint fluid PCR assays to routine use in the clinical lab.
- Finalize HSV/VZ PCR test for mucosal and skin samples on BD MAX.

Transfusion Medicine

- Transfusion reaction protocol improvements.
- Second blood group determinations.
- Kell negative red cells for females of child bearing potential.
- Pre-registration process in ED for patients requiring uncross matched blood.
- Education for staff who transport blood products.
- Change in selection of blood products for Thalassemia patients.
- GRID project for unrelated products ST-015 Standard Global Registration Identifier for Donors: ION Database and GRID Rules.
- Implementation of CAR T therapy.
- Code Omega – Maternity.
- Implementation of Ontario Transfusion QIP.
- Implementation of Immulink connection and testing with HWMH and West Haldimand Hospital.
- FMEA – process improvement of Irradiated product requests - HHS.

Change

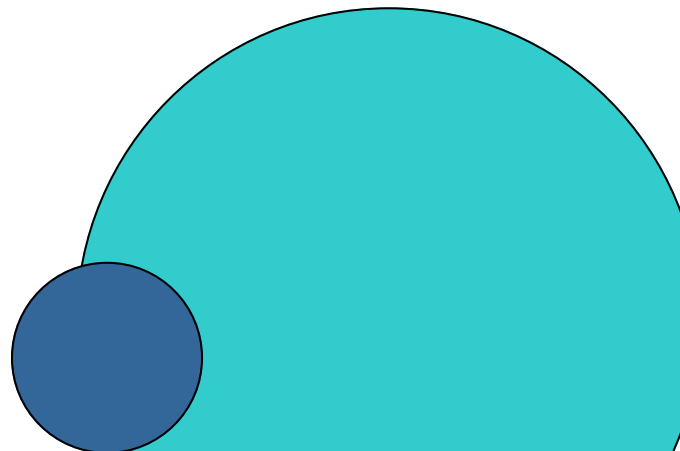
- Consolidation of histology technical services to SJHH Charlton site.

Community

- Continue to provide leading edge educational opportunities for HRLMP staff and area hospitals.
- Partner with Medical Laboratory Professionals' Association of Ontario (MLPAO) for educational session in April 2019.

Research & Education

- HHS Morgue workflow review and redesign project.



Nursing

Professional Practice Leader (Charlton, King, West 5th):

Erin Doherty (Charlton, King) Larisa Volman (Charlton, King, West 5)

Chief Nursing Executive: Winnie Doyle (January—July)

Interim: Larisa Volman (July to December)

Number of Members of Discipline

Registered Nurse (RN)	1204	FTE
Registered Practical Nurse (RPN)	410	FTE
Nursing	1614	FTE

Scope of Practice:

The practice of nursing is the promotion of health and the assessment of, the provision of care for, and the treatment of, health conditions by supportive, preventive, therapeutic, palliative and rehabilitative means in order to attain or maintain optimal function.

Clinical Practice Achievements

St. Joseph's Healthcare Hamilton nurses have been key contributors to and leaders of multiple nursing, interprofessional, and corporate initiatives to advance clinical practice. We gratefully acknowledge the collaborative interprofessional work that has contributed to these advancements, and present the following as a sampling of this work throughout 2018.

Quality & Safety

Closed-Loop Barcode Medication Administration (BCMA):

- Nursing co-lead a major patient safety initiative to leverage technology to improve medication safety. The use of barcode technology at the patient's bedside has been shown through research to reduce medication administration errors and support quality care. Barcodes provide a valuable method of verification that the right patient is receiving the right medication, in the right dose, at the right time, and via the right route of administration. BCMA has been implemented across all inpatient areas, and allows for the electronic management of medications where all relevant information is documented seamlessly within the Dovetale system. All of the steps of the medication cycle are supported electronically – ordering, verifying, preparing and administering, thereby removing previous areas of risk associated with non-integrated, non-electronic processes.
- Research indicates there are a number of benefits of implementing closed loop barcode medication administration for patients and nurses including:
 - Decrease in error rates causing patient harm (severity level 3 or greater).
 - Reduction in the number of adverse drug events.

Quality & Safety: Continued...

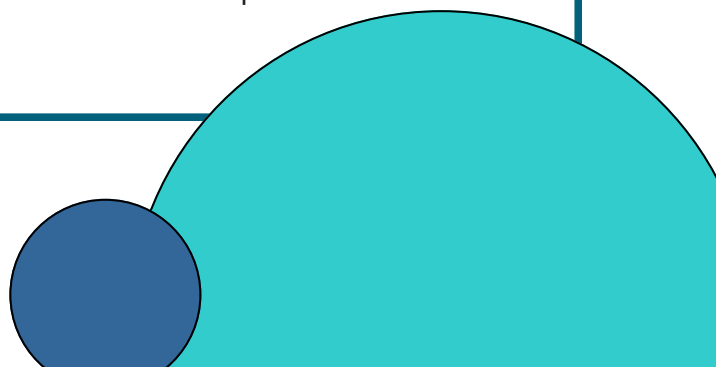
- Reduction in the total time nurses spent documenting medication administration per shift.
- Increased time spent by nurses providing direct patient care.
- The BCMA initiative will continue to be monitored and enhanced, to achieve the following key objectives moving forward:
 - Strengthen data reliability leveraging Dovetale process and outcome reporting,
 - Explore implementation of barcode medication administration within Dovetale outpatient environments, and
 - Enhance device integration into clinical practice to promote greater nurse – patient interaction.

Skin and Wound Initiatives:

- Under the leadership of the Skin, Wound, and Ostomy team of Nurse Practitioners and Enterostomal Therapist, major initiatives have been undertaken to support the implementation of best practices related to skin and wound care. Chronic wounds, including pressure injuries (formerly called pressure ulcers) significantly impact both patients and the health care system. Patients with chronic wounds including pressure injuries may experience significant pain, life-threatening sepsis, decrease in function and mobility and an overall negative impact on their quality of life. Wounds also significantly impact the health care system by increasing hospital length of stay, and supply and health human resource utilization.
- In 2018, the Skin and Wound Team reviewed our current practices against the recently released Health Quality Ontario standards related to Pressure Injury Care, Venous Leg Ulcer Management and Diabetic Foot Management. Opportunities to implement best practices and to collaborate to promote quality care across the continuum were highlighted and strategies to act upon these findings were identified.

Organizational Pressure Injury Prevalence Study:

- In alignment with Accreditation Canada standards, an organizational wide pressure injury prevalence study was conducted led by the Skin, Wound & Ostomy team in collaboration with Nurse Educators and nursing staff across Charlton and West 5th. Over 440 patients were physically assessed for their risk of pressure injury development; of those, 21 patients were identified as having a hospital-acquired pressure injury greater than a stage 1. Our current HAPI prevalence rate is 5%, which is less than the Hill-Rom National Benchmark of 5.8% (2016). This information has helped inform us of our current performance in comparison to the HQO quality standards, and will inform future initiatives. Upcoming actions include ensuring that a pressure injury risk screening is completed within the first 24 hours of admission, with a target of 90% compliance, and that the appropriate interventions are implemented based on risk findings.



Quality & Safety: Continued...

Regional Partnership:

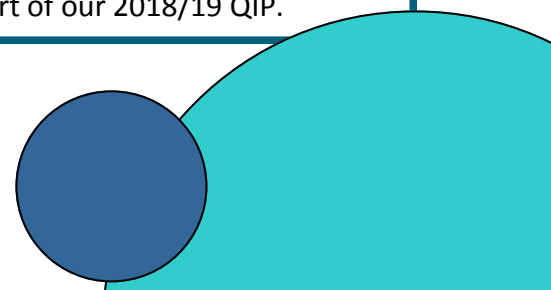
- In alignment with our 2018-19 2-year QIP aiming to reduce complex wound 30-day readmissions, a Regional Skin Wound & Ostomy Quality Committee has been established by SJHH with representation from the HNHB LHIN, Hamilton Health Sciences, and Niagara Health. The goal of this committee is to collaborate as community partners to promote the standardized implementation of best practices to improve quality of care and experience related to skin, wound and ostomy care, including during transitions of care. Our primary focus currently is the improvement of diabetic foot ulcer management across the continuum of care, using the new HQO guidelines. This patient population was selected due to their high ED return rate across the region, based on LHIN performance metrics. This action plan will act as a template for future foci including the remaining two standards: pressure injuries and venous leg ulcers.

Management of Aggression and Responsive Behaviours (MARB) and Code White Activations:

- Nursing is providing leadership within the corporate initiatives to promote staff and patient safety and increase awareness of contributors and evidence-informed responses to aggression and responsive behaviours. Therapeutically addressing responsive behaviours requires a multi-pronged approach that includes skilled nursing assessments of each patient, partnering with families, early detection and intervention, building a culture that includes elements such as staff training and Safewards, and tracking of all incidents with a strong commitment to learning and adjusting our approaches to improve safety. Code White incidents are tracked and analyzed, and this data is shared on a monthly basis with all units and Quality Councils. In addition, work is ongoing to standardize code white processes across all SJHH sites. A continuous quality improvement process is being used to analyze and learn from incidents, encourage continuous assessment, and identify and seize opportunities for improvement.

Suicide Prevention:

- Within the Mental Health and Addiction Program, nursing has provided expertise and leadership to a multifaceted suicide prevention strategy, which has included multiple elements:
- An algorithm has been implemented for suicide screening, assessment, safety planning and management across all inpatient MHAP units, ED and Urgent Care. This comprehensive algorithm is designed to take into consideration the setting in which care is received, the stage of assessment or treatment, and the overall pattern of risk/safety planning over time with a given patient.
- At each point of transition, the patient is assessed using an evidence-based screening and assessment tool called Columbia Suicide Severity Rating Scale. Information gathered during this assessment assists in identifying patients at elevated risk for suicide and it informs frequency of ongoing suicide risk assessments and therapeutic interventions.
- In ED and Urgent Care, the Columbia Suicide Severity Scale (screening version) is used at Triage, and the % of patients screened at triage is closely monitored as part of our 2018/19 QIP.



Quality & Safety: Continued...

- As part of our continual commitment to enhancing partnerships with patients and families, guidelines for family and staff communication regarding suicide risk and prevention planning were developed and implemented. These guidelines are based on our fundamental belief that effective communication of elevated suicide risk among treatment team, patients, families and/or substitute decision makers is essential in the provision of quality health care.
- Implemented to address staff educational needs:, multimodal training strategies:
 - Educational Needs Survey administered.
 - Columbia Suicide Severity Scale training.
 - Suicide Risk Assessment & Management Algorithm workshop.
 - Safety Plans e-learning tools.
 - Suicide risk screening, assessment and management is a component of new staff orientation in MHAP.
- In 2018/19, our goal is to align inpatient and outpatient work on suicide prevention with the oversight of the corporate Suicide Prevention Steering Committee. This work is currently underway. We are committed to continue building a strong culture committed to providing effective care to patients at risk for suicide.

Code White Drills:

- Across the Mental Health and Addictions Program, almost 400 staff participated in Nurse Educator-led simulated code white scenarios which provided opportunities to practice their skills involving verbal de-escalation, safe application of restraints, crisis prevention and intervention, and team communication. The clinical simulation scenarios also included opportunities to engage in facilitated structured verbal debriefing to reflect on and learn from the clinical scenario within a safe learning environment. Staff evaluation of these sessions confirmed they were valuable and realistic learning opportunities, and contributed to the development of improved confidence and skill in the safe management of aggressive and responsive behaviours.

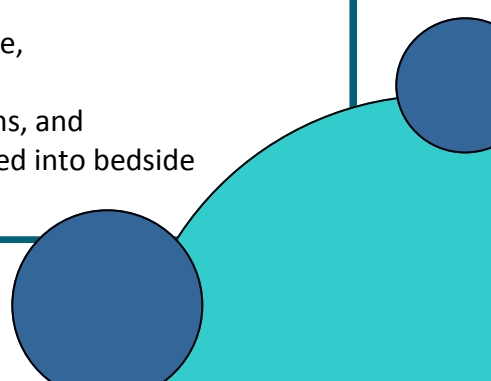
Change

- Nurses across St. Joseph's Healthcare Hamilton were supported to work to their full scope of practice through updated job descriptions, policy revisions, implementation of medical directives, and opportunities for professional development through support for attendance at internal and external educational events.
- As legislative changes impacting Nurse Practitioner (NP) practice have been introduced, SJHH has fully supported and implemented their expanded scope of practice, including enabling NP prescribing of controlled substances, prescribing methadone, ordering ultrasounds and x-rays without restriction, and admitting and discharge privileges. Moving forward, we will continue to seek innovative ways to maximize the role of the NP to continue to improve our patient experiences and ensure that we are effectively caring for our patients using the most efficient and effective model of care.

Change: Continued...

- Nurses are key informants and leaders in the ongoing implementation and evaluation of the Dovetale clinical transformation initiative that resulted in the introduction of an electronic legal clinical record across all inpatient clinical areas and sites in 2017, and subsequent expansion into outpatient and clinic environments across SJHH. With the substantial involvement of nurses across all sites, in clinical practice, education, and administrative roles, work is now underway to ensure that the resulting documentation system best supports quality care, and is firmly rooted in patient-centred approaches to care, evidence-based assessments, policies, medical directives, order sets, educational resources, applicable legislation, and nursing standards of practice.
- Nursing lead an interprofessional review of medical directive and delegation processes which resulted in revision of our internal processes to align with existing recommendations and templates from the Federation of Health Regulatory Colleges of Ontario, which have the approval of all current provincial health regulators. This work has included the development of revised templates for medical directives and delegations and revised policy to guide the future development, approval, and implementation of these documents. It is anticipated that the resulting processes will be more streamlined and provide clearer direction to clinicians.
- The Nursing Advisory Council reaffirmed its support of nurses advancing practice through research, and formed a Nursing Research subgroup composed of NAC members who have expertise and/or interest in conducting nursing research. This group has developed a 3 year Nursing Research Action Plan that focuses on:
 - Building Capacity to Support Nursing Research;
 - Developing Partnerships with Others; and
 - Sustaining a Nursing Research Culture.

Community: Engaged People

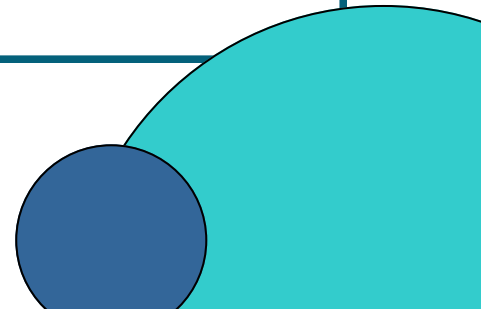
- The Nursing Advisory Council (NAC) is a key nursing governance structure at St. Joseph's Healthcare Hamilton. Using a shared governance approach, NAC provides an important leadership forum for nurses to advise on key nursing issues, share expertise, help to facilitate change, and engage in collaborative decision-making related to nursing practice, education, and research.
 - Across SJHH inpatient areas, nursing has lead an initiative to improve the patient experience by using communication boards within patient rooms to promote two-way communication between patients/families and care providers. While all inpatient rooms are equipped with a patient whiteboard, variability exists across areas related to the frequency of use, the type of information shared, and the extent to which these tools are used to enable information sharing between health care providers and patients/families.
 - Literature indicates that the use of communication boards as a strategy to promote information sharing can benefit patients by:
 - Improving the understanding of admission goals and plan of care,
 - Enhancing the overall satisfaction with care,
 - Improving the implementation of falls and aspiration precautions, and
 - Reducing communication errors between nurses when integrated into bedside shift-handover.
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Community: Engaged People Continued...

- As part of the 2018-19 QIP plan, nursing will co-create patient population specific communication boards using a patient and family-centred approach. In collaboration with nursing, patients and families using this tool will contribute to maintaining a respectful and responsive environment that focuses on patient preference, needs and values. Patient and family surveys were conducted on the inpatient medicine units to better understand the information value of existing white board content. Unit-based working group with nurses, interprofessional and patient representation will inform the process, and content will be developed based on working group and patient/family feedback. This work, first piloted within the Medicine program, will be expanded and standardized across the organization.
- Nursing has lead the introduction of a facilitator guided empathy training pilot project within the Mental Health and Addiction Program. The purpose of this project is to develop facilitator guided empathy training for the interdisciplinary staff team (in partnership with patients and families) and to improve the quality of the patient care experience. This pilot is grounded in research that has demonstrated that empathy plays a fundamental role in developing therapeutic relationships between staff and patients, and positively impacts patients' progress in reaching milestones or adhering to a prescribed treatment program.
- Canadian Nursing Association (CNA) certification continues to be supported and promoted across the organization, and dedicated funding obtained through the SJHH Foundation continues to provide financial support for nurses to achieve initial CNA certification. In 2017 + 18, 22 SJHH nurses were supported through these funds (see full list on page 69).

Interconnection: Breaking Down Barriers

- We continue to initiate and maintain productive relationships with our community partners to advance nursing across St. Joseph's Healthcare Hamilton, including effective collaboration with LHIN-4 provider partners, and our local academic partners, McMaster University and Mohawk College. In addition, we have developed highly successful regional and provincial partnerships that have advanced the work of our clinical programs in many areas.
- Collaborative partnerships can help improve integration and quality in healthcare. Below are two recent examples highlighting leadership of SJHH nurses in partnering with Niagara Health System (NHS) and McMaster University for the purpose of producing high impact educational experiences for nursing staff and inter-professional teams.
- NHS and SJHH Nurse Educators identified an opportunity to partner and optimize existing educational resources and expertise of nurse educators by developing and delivering collaborative mentorship workshops relevant to hemodialysis nursing staff in both organizations. The purpose of this initiative was to equip nurse mentors with evidence-informed strategies to provide high quality mentorship experience when working with and orienting novice nurses to their roles as they are transitioning to this practice setting. Both nurse mentors and mentees were surveyed and asked to identify the areas of focus that need to be addressed in order to achieve positive learning outcomes.



Interconnection: Breaking Down Barriers Continued...

- Prior to developing this collaborative partnership in clinical education, previous participants of the mentorship programs offered independently by each institution identified challenges in achieving learning objectives and in closing a theory-practice gap. Post collaborative mentorship workshops, over 80% of participants felt positively about achieving desired learning outcomes and the likelihood of applying knowledge to practice. Outcomes of the mentorship workshop jointly developed and implemented by NHS and SJHH were presented by nurse educators at the 2018 Canadian Association of Nephrology Nurses and Technologists Conference in October and the team won 3rd place in the poster category.
- Another example of effective collaboration was an innovative partnership between nurses and the interprofessional team in the Women's and Infants' Program and McMaster University. While Obstetrical emergencies are rare events, nurses, residents and learners must become proficient in their management to produce the best outcomes. The use of in situ simulation creates opportunities for participants to develop and demonstrate competencies in managing obstetrical emergencies by practicing in the simulated clinical environment, and support the successful transfer of these competencies when needed in a real life clinical context.
- The Women's and Infants' Nurse Educator and Chief of Obstetrics have partnered with the McMaster Faculty of Health Sciences and Simulation Centre to facilitate in situ simulation labs biweekly for resident/nursing trainees as well as staff using the Perinatal Emergencies: Team Response Assessment (PETRA) tool. The goal of this partnership is to foster obstetrical emergency management competencies amongst learners and staff. Moving forward, the intent is to continue to expand the program by introducing more complex scenarios involving cross departmental simulations, and to explore possible opportunities for educational research into the impact of clinical simulation on actual patient outcomes.



Clinical Teaching:

- St. Joseph's Healthcare Hamilton continues to provide a wide variety of quality nursing placement opportunities across inpatient units on all three campuses, and increasingly within a variety of out-patient and community-based clinics. Qualified & enthusiastic preceptors and clinical faculty tutors are provided for Baccalaureate, Master, PhD, NP, Practical Nursing, and internationally educated nursing students. Placements are offered to both groups of students (accompanied by faculty members from our academic partners), and to individual students who are precepted by our nursing staff in 1:1 clinical placements.
- St. Joseph's Healthcare Hamilton made significant contributions to educating the future nursing workforce by supplying over 1400 nursing students clinical placements throughout 2017 and 2018. We continue to receive student placement requests from across the province and country, which are accommodated whenever possible, following approval of placements from within our own local academic community.
- Baccalaureate, Master, PhD, NP, practical nursing, and internationally educated nursing students have been supported through provision of placement opportunities, preceptors, clinical faculty tutors, and affiliation agreements with over 40 university and college partners from across Canada.
- Additional nursing student placements have been facilitated through the expansion of opportunities into increasingly diverse and specialized clinical practice areas, including Operating room, Nursing Resource team, and specialty clinics through the organization. Increasingly, we are also exploring innovative opportunities to enable student placements, such as splitting a group placement between two similar units when that is appropriate, and routinely scheduling group placements on weekend days.
- Tracking and compliance of student mandatory requirements has been enhanced, and Occupational Health and Safety training for students has been updated to ensure compliance with Ministry requirements per Bill 18.
- Staff nurses have participated in preceptor and mentor roles in increasing numbers across the organization. We provided 476 precepted placements in 2017 +18, a testament to the willingness with which our staff nurses share their expertise and help to recruit new nurses into the organization.
- In collaboration with our academic partners, we again offered on-site preceptor workshops to our nursing staff precepting practical nursing and baccalaureate nursing students. These workshops help to develop expertise and confidence within the preceptor role, and are well-attended and highly valued by our staff.

Clinical Teaching: Students

- Masters and PhD-prepared SJHH nurses tutor nursing students through clinical faculty appointments with McMaster University School of Nursing, and additional appointments are currently in progress. SJHH nurses also contribute to student learning through part-time clinical lecturer & faculty roles within local nursing programs.
- New opportunities for streamlining the student placement process have been identified and strategies implemented to improve future placements (i.e. Use of our Learning Management System for required training via e-learning, increasing use of HSPnet, refining processes for student IT access).
- Responsive behaviour training called “Creating a Safe and Caring Placement Experience” was developed in 2016 and implemented in January 2017. This is provided for all students attending a Mental Health, Emergency Department, or Urgent Care placement.
- A summary of the 2017-18 nursing student placements is provided in the following charts:

	BScN	Practical Nursing	Continuing Education	NP/MSc	Total
Winter 2018	225	39	3	11	278
Spring/Summer 2018	96	80	8	10	194
Fall 2018	223	67	8	7	305
Total Nursing Students 2018	544	186	19	28	777
Hours	192 576	52 080	2 527	3 864	251 047

Clinical Teaching: Students continued...

	BScN	Practical Nursing	Continuing Education	NP/MSc	Total
Winter 2017	215	34	2	6	257
Spring/Summer 2017	63	85	11	4	163
Fall 2017	209	26	9	7	251
Total Nursing Students 2017	487	145	22	17	671
Hours	172 398	40 600	2 926	2 346	218 270

Clinical Teaching: Staff

- Nurse Educators support quality practice and the ongoing professional development of nursing staff and interprofessional colleagues by developing, delivering, and evaluating high quality competency-based orientation and continuing education in-services and programs across all St. Joseph's Healthcare Hamilton clinical areas and sites. Clinical orientation programs include Clinical Medical-Surgical and Mental Health Orientation, Critical Care Essentials, and competency-based orientations that are specific to each clinical area. Nurse mentors and Nurse Educators contribute significantly to creating a firm foundation for practice for our nurses by coordinating an outstanding nursing clinical competency-based orientation program. All orientation and education is open to all health care professionals.
- Throughout 2017 and 2018, the Nurse Educators collaborated and worked closely with the Dovetale team supporting staff across the organization for a successful implementation of our new Health Information System (HIS). HIS is a patient-centered platform, with an electronic health record that is accessible regardless of where patients receive care. They participated in the RFP process and Task Groups, developing clinical Tip Sheets for point of care staff to guide patient care documentation. The nurse educators continue to support staff Dovetale learning during all orientation and education in the clinical areas. This helps to ensure that clinical decision making is informed by the most up-to-date information. As leaders and change ambassadors, the Nurse Educators continue to embrace leading, developing and implementing educational initiatives designed to improve patient care and safety.

Clinical Teaching: Staff continued...

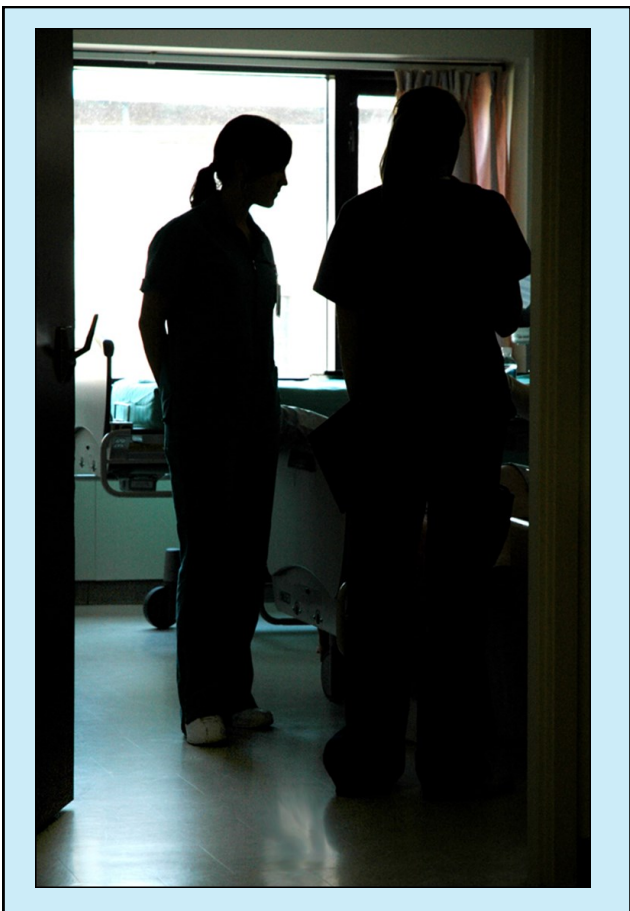
- In 2018, the Nursing Education team undertook a review of the Critical Care Essentials (CCE) Program. Based on this review, and informed by participant feedback, the Program was revised and updated. Major revisions included a reduction in didactic teaching methods and increased use of highly interactive teaching-learning modalities and use of case studies as the foundation for problem/issue exploration. Participants reported subjectively increased confidence, knowledge, and skill following participation in the Program.
- A standardized ECG interpretation exam was developed and implemented by all CCE Nurse Educators for initial testing of ECG rhythm interpretation. A library of additional rhythm strips has been developed for use in the event that remedial testing is required. The standardized final CCE exam was again updated in 2018, based on participant evaluation and feedback, with unit-specific content to be tested as appropriate in addition to the core content.
- The Nurse Educators continue to welcome and advocate for innovation within our dynamic health care environment. Over the past 2 years, many in-services, education sessions, workshops, and eLearning modules have been developed, facilitated, coordinated and delivered across sites. These included supporting the implementation of new equipment and products, and of multiple best practices, policies and initiatives, as well as required organizational practices associated with accreditation processes. The team continues to encourage CNA certification and has supported this by offering exam-preparation workshops.
- In 2018, Clinical Orientation was again reviewed and all content updated. To maximize attendance and efficiency of the program, some content that could be more appropriately delivered in other formats outside of a formal classroom setting were removed, while other content areas were revised and updated. The Nurse Educators continue to explore opportunities to further consolidate learning for all nurses while developing evidence based educational programs. Integrated care continues to be woven throughout orientation and encompasses trauma-informed care, mental health, and crisis intervention and communication strategies.
- The Nursing Education team remains committed to participation in research initiatives and actively contribute to many committees across the organization including Quality Councils, Unit-Based Nursing Practice Councils, Nursing Advisory Council, Barcode Medication Administration, After Visit Summary, Digital Order Sets, Transfer of Accountability processes, the SJHH Early Warning Score and many others.
- Crisis Prevention Institute (CPI) training and Gentle Persuasive Approach in dementia care (GPA) training aligns with our organizational values encompassing the philosophy of Care, Welfare, Safety and Security as the pillars for safety of our patients and staff during a crisis moment. CPI training is ongoing and available to staff across the Mental Health and Addiction Program, and to nursing and clerical staff within Urgent care, Emergency and DCD, with a 16 hour certification and 8 hour recertification course. All staff in the above areas attends this training which is provided by CPI coordinator, the Nurse Educators and other clinical colleagues. The educators also provide the principles of CPI “Creating a Safe & Caring Placement Experience” to our nursing students.

Academic Pursuits

Clinical Teaching: Staff continued...

- Historically, SJHH did not offer Basic Life Support (BLS) or Advanced Cardiac Life Support (ACLS) classes for staff. This created frustration for staff choosing to obtain the education elsewhere or let their certification lapse. Staff accessing education elsewhere is a missed education and engagement opportunity for our organization.
- During 2018, the Nursing Education team implemented Basic Life Support (BLS) certification. BLS reinforces healthcare professionals' understanding of the importance of early CPR and defibrillation, basic steps of performing CPR, relieving choking, and using an AED; and the role of each link in the Chain of Survival. This course is for healthcare professionals who need to know how to perform CPR, as well as other lifesaving skills, in a wide variety of in-hospital and out-of-hospital settings.
- Eight Nurse Educators successfully completed their Certified Instructor Training with the Heart and Stroke Foundation. BLS classes were initiated and offered 4 times during 2018 rotating between Charlton and West 5th, with future plans to offer this monthly.
- During 2018, the Nurse Educations piloted offering ACLS in house. ACLS is a procedure for

Managing patients who are experiencing severe medical emergencies such as cardiac arrest. ACLS training supports the safe implementation of the required safety protocols in these emergency situations. Because it involves sophisticated medical certification, skills and training, it is only accessible by health care professionals who have the required skills and knowledge such as nurses, doctors, respiratory therapists, and paramedics. Two Nurse Educators successfully completed their ACLS Certified Instructor Training with the Heart and Stroke Foundation, and future plans include offering this training internally on a quarterly basis.



Scholarly Pursuits

Research:

- Nurses at St. Joseph's Healthcare Hamilton contributed to the implementation of evidence-informed practice initiatives and to quality improvement and formal and informal program evaluation activities across the organization. Nurses also contributed to the development of new nursing knowledge through their roles as primary or co-investigators or research coordinators, on multiple research initiatives, including:
- Begin, H. Interventional, Open-Label, Single Cohort, Canadian Study to Describe the Relationship between Cognitive Symptoms and Work Productivity in Working Adults Treated with Vortioxetine for Major Depressive Disorder (ATWoRC Study). Funded by Lunbeck Canada.
- Begin, H. Mood Stabilizer plus Antidepressant versus Mood Stabilizer plus Placebo in the Maintenance Treatment of Bipolar Disorder - Dr. B. Frey, Principle Investigator.
- Begin, H. Wellness Monitoring in Major Depressive Disorder Study (Canbind). Dr. B. Frey, Principle Investigator.
- Bullard, C., Bryant-Lukosius, D., Jack, S., Lipman, E., & Soreni, N. Enhancing Parental Understanding of Engagement During Cognitive Behavioural Therapy for Early Onset Pediatric Obsessive Compulsive Disorder. Funded by Hamilton Community Foundation.
- Finlay, C., Boyle, A., Farrokhyar, F., Hanna, W., Schieman, C., Shargall, Y., & Willison, K. Evaluation of the Implementation of an Early Integrated Palliative Care Program in the Esophageal Cancer Population. Funded by St. Joseph's Healthcare Hamilton Foundation.
- Kajah, P., Robertson, L., and Lamburd-Burd, L. Creating an Opportunity to Improve Outcomes through a Joint Initiative to Develop a Standardized Preceptor/Mentor Workshop for Hemodialysis (HD) Nurses. Funded by: St. Joseph's Healthcare Hamilton, Kidney Urinary.

Research: Continued...

- Martin, M-L., Sahr, R., Burns, G., Landeen, J., Kirkpatrick, H., Amer, S., Bautista, M., & Martin, S. Hope & Hope Engendering Interventions in Forensic & Acute Mental Health Services. Funded by the Nursing Advisory Council, Nursing Research Award.
- McKinnon, M, Simons, S, Holt, K. Partnerships in Medication Management: Funded by CIHR.
- Pellizzari, J., Willison, K., Woods, A., Swinton, M., Shadd, J., Frolic, A., Farag, A., & O'Donnell, C. Caring For Those Who Suffer: Funded by St. Joseph's Healthcare Hamilton, Professional Advisory Council's Interprofessional Research Award, Hamilton, ON.
- Samaan, Z., Pirani, S., McNight, A., Bock, M., & Erin, S. Marijuana and physical health. A cross-sectional study of marijuana's impact on blood pressure, weight, cholesterol level, blood glucose, and HbA1C.
- Sardo, L., Cameron, C., Spencer, N. & Douketis, J. Bridging Clinic Quality Assurance Project: Measuring Patient Understanding and Satisfaction of Nurse Practitioner Visit at St. Joseph's Outpatient Bridging Clinic.
- Sardo, L., Bayadinova, J., & Lim, W. A Retrospective Review of Inferior Vena Cava Filters and A Qualitative Analysis on Patient Understanding Around Inferior Vena Cava Filter Insertion.
- Sardo, L., Bayadinova, J. St. Joseph's Healthcare Hamilton Perioperative Anticoagulation Clinic Quality Improvement Project.
- Strong, S., Letts, L., Martin, M-L., & McNeely, H. A Feasibility Study: Self-Management Support in Case Management Services for Outpatients Living with Schizophrenia. Funded by Dr. Ian & Shirley Rowe Research Award, St. Joseph's Healthcare Hamilton Foundation.
- Woods, A., O'Donnell, C., Pellizzari, J., Shadd, J., Willison, K. Physician Assisted Dying: The Impact of the Supreme Court Ruling on Palliative Care Physicians. Funded by St. Joseph's Healthcare Hamilton Foundation's Palliative Care Research Fund.
- Through organizational funding provided by the SJHH Research Institute and directed through the Nursing Advisory Council, the Nursing Research Program was established with the objective of supporting nurses to engage in Independent research activities. The following nursing research project was supported in 2017-18.
- Principal Investigator: Neala Hoad; Title: Personalizing Care in the ICU: The Footprints Project.

Publications:

- St. Joseph's Healthcare Hamilton nurses were primary or co-authors or acknowledged participants on multiple publications including:
- Holt, K. (Contributor),: Phelps, L.L., Sparks Ralph, S., & Taylor, C.M. (Eds.). (2018). Sparks and Taylor's Nursing Diagnosis Reference Manual (3rd ed.). Philadelphia, PA: Wolters Kluwer.
- Soreni, N., Cameron, D., Vorstenbosch, V., Duku, E., Rowa, K., Swinson, R., Bullard, C., & McCabe, R. (2018). Psychometric Evaluation of a Revised Scoring Approach for the Children's Saving Inventory in a Canadian Sample of Youth With Obsessive–Compulsive Disorder. *Child Psychiatry & Human Development*, 1-8.

Nursing Best Practice Guideline Development / Review:

Nurses at St. Joseph's Healthcare Hamilton participated in bridging the research to practice gap through contributions to the development or review of Best Practice Guidelines:

Kelly Holt: Stakeholder Reviewer: Crisis Intervention for Adults using a Trauma informed approach: Initial Four Weeks of Management (3rd ed.) RNAO.

Erin Doherty: Controlled Drugs and Substances in Hospitals and Healthcare Facilities: Guidelines on Secure Management and Diversion Prevention. Canadian Society of Hospital Pharmacists.

RNAO Advanced Clinical Practice Fellowship:

Through Advanced Clinical Practice Fellowships (ACPFs), nurses partner with a recognized nursing expert for a mentored intensive learning experience that develops clinical, leadership, or knowledge transfer expertise & skills within a chosen focus area. The following ACPF was initiated in 2018:

Title: Humanizing Palliative and End of Life Care in Critical Care

Fellow: Neala Hoad

Primary Mentor: Kathleen Willison

Mary-Lou Martin also continued as a reviewer for RNAO Advanced Clinical Practice Fellowships in 2017+ 18.

Membership in Provincial/National Nursing Organizations:

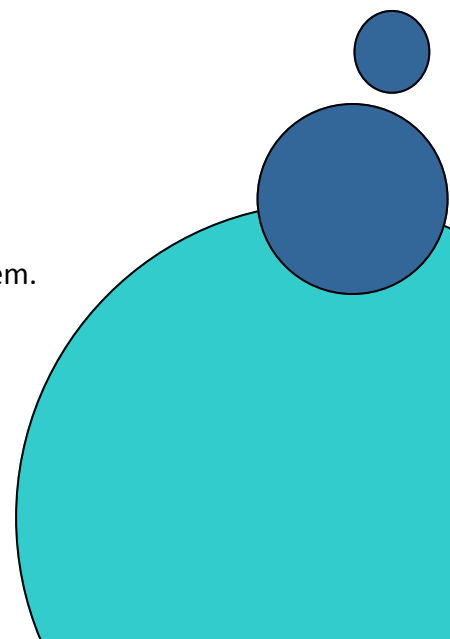
Many nurses at St. Joseph's Healthcare Hamilton contributed to the advancement of nursing professional practice through their participation in multiple provincial/national nursing organizations, including:

- Canadian Nurses Association.
- Canadian Gerontological Nursing Association.
- Canadian Diabetes Association.
- Canadian Association of Nephrology Nurses and Technologists (Executive).
- College of Nurses of Ontario (President).
- Registered Nurses Association of Ontario (Local Chapter Executive).
- Registered Practical Nurses Association of Ontario.
- Nurse Practitioners Association of Ontario.
- Gerontological Nursing Association of Ontario.
- Ontario Wound Care Interest Group (Executive).
- Sigma Theta Tau International Honor Society of Nursing.
- Canadian Hospital Palliative Care Association.
- Nursing Best Practice Research Centre.
- Clinical Nurse Specialist Association of Canada.
- Canadian Hospice Palliative Care Association.
- American Holistic Nurses Association, Canadian Chapter.

Membership on External Committees:

While not an exhaustive list, St. Joe's nurses contribute to multiple national, provincial, regional, and local external committees, including:

- Council of Academic Hospitals of Ontario.
- Regional Peritoneal Dialysis Steering Committee.
- Chronic Disease Management Think Tank.
- LHIN Chief Nursing Executive and VP Committees.
- Cardiovascular Assess Devices Patient Education Committee.
- Stroke Education Committee.
- McMaster Committee for Partnerships in Nursing Research.
- McMaster Undergraduate Committee Executive Council.
- Mohawk Continuing Education Advisory Committee.
- McMaster/Mohawk Curriculum Advisory Committee.
- LHIN Foot Care Committee.
- Ontario Stroke Network Board of Directors.
- Mohawk College Foundation Board.
- As raters for the McMaster Online Rating of Evidence (MORE) System.
- MOHLTC Rehab Alliance Committee for Frail Seniors.
- Regional Committee for the Enhancement of Elder Friendly Environment (CEEFE).



2018

Membership on External Committees: Continued...

- SOON (Southern Ontario Obstetrical and Neonatal Nurses).
- Caring For MyCOPD Programs HNHB LHIN.
- Expert Panel Member for the Value Demonstrating Initiative on Chronic Obstructive Pulmonary Disease: Pulmonary Rehabilitation - Health Quality Ontario & Ministry of Health and Long-Term Care.
- Bariatric Surgery Provincial Case Costing Task Force.
- Quality Improvement Project to standardize the data indicators for community based mental health and addiction agencies in Ontario, Canadian Mental Health Association (CMHA) and Addiction and Mental Health Ontario (AMHO).
- AMHO Leadership Council.
- Community Stakeholder's Working Group on Drug Induced Psychosis.
- Burlington Community Foundation's Mental Wellness Alliance's Co-ordination & Resource Integration task group.
- Burlington Community Foundation Mental Wellness Alliance Leadership Team.
- Advisory Committee for the Drug Treatment Funding Program (DTFP)
- Regional Geriatric Program.
- Rehab Care Alliance –Task Group for Frail Seniors / Medically Complex Patients, MOHLTC.
- HHBN -LHIN Assess and Restore Intervention project steering committee & provincial meeting.
- HNHB LHIN Hospice Palliative Care Program, Early Identification Working Group.
- Home Dialysis Interest Group.
- International Society of Thrombosis and Hemostasis (ISTH).
- Thrombosis Canada.
- Ontario Woundcare Interest Group.
- Hamilton Integrated Research Ethics Board.
- Trauma Informed Community Committee.
- Scientific Review Committee, International Association of Forensic Mental Health Services, Manchester, UK.
- International Association of Forensic Mental Health Services.
- Psychiatric Mental Health Nursing Section, International Association of Forensic Mental Health Services.
- Provincial Rehabilitative Care Alliance, Assess and Restore / Frail Senior Medically Complex Task group.
- Canadian Venous Thromboembolism (CANVECTOR) Focus group facilitator, Recruitment and Budget Challenges.
- Health Systems & Health Equity Research Group Centre for Addiction and Mental Health (CAMH).

2018

Membership on External Committees: Continued...

- Expert Advisory Panel member for the Evaluation of Integrated Treatment for Pregnant and Parenting Women with Addictions.
- Ontario's Mental Health & Addictions Leadership Advisory Council.
- Chair, Nursing Ambassador Leadership Program, THSNA Conference.
- Board member of the Suicide Prevention Community Council of Hamilton (SPCCH).
- Regional Geriatric Program sub Committee for the Enhancement of Elder Friendly Environments. (CEEFE).
- Schizophrenia Society of Ontario.
- Provincial Standards for Family Engagement in Children's Mental Health Advisory Group, Ontario Centre of Excellence for Child and Youth Mental Health.
- Canadian Pediatric Society.
- Division of Palliative Care, Department of Family Medicine, McMaster University.
- Regional Palliative Care Network.
- Hamilton Integrated Research Ethics Board.
- Women Abuse Working Group (WAWG) Group, Hamilton.
- Hamilton Community of Practice for Tobacco Cessation.
- Regional Skin, Wound, and Ostomy Quality Council.
- Regional Medication Information Committee.
- HHS Nursing Advisory Council.
- Hamilton Diabetes Collaborative.
- Editorial Review Board for the Canadian Journal of Oncology Nursing, the Journal of the Canadian Association of Nurses in Oncology (CANO).
- International Association of Forensic Mental Health Services (President-Elect).
- Expert Panel Member, Validation of the ICF Core Set for Schizophrenia, University of Barcelona.
- Suicide Prevention Community Council of Hamilton (Board Member).
- Schizophrenia Society of Ontario.

2018

2017-18 Nursing Excellence Awards:

In 2017 + 2018, 487 nominations were received for Nursing Excellence & Robertson Memorial Awards, recognizing exemplary achievement across all nursing domains. These nurses represented the best of the profession and St. Joseph's Healthcare Hamilton, and highlighted the important contributions of nurses to quality care. The 2017 and 2018 award recipients were:

2017:

AWARD	AWARD RECIPIENT
Mental Health & Addiction Nursing	Tanya Coppola
Surgical Nursing	Marian Wiskar
Women's & Infants' Nursing	Caitlin Stewart
Critical Care Nursing	Katie Zwolak
Emergency/Ambulatory Nursing	Jennifer Cronk
Medical Nursing	Andrea Graci
Preceptorship / Mentorship	Francisco Magat
Star on the Horizon	Shelby Wiersma
Nursing Education	Jennifer Olarte-Godoy
Nursing Research	Kelly Holt
Nursing Leadership	Lily Waugh
Robertson Memorial Award	Elisabeth Palade

2017-18 Nursing Excellence Awards:

2018:

AWARD	AWARD RECIPIENT
Excellence in Clinical Practice	Tracey Konig
Excellence in Clinical Practice	Maria Haley
Excellence in Clinical Practice	Jan Reynolds
Excellence in Clinical Practice	Matthew Lewis
Excellence in Clinical Practice	Barbara Shortall
Excellence in Clinical Practice	Patricia Bednarski
Preceptorship/Mentorship	Tammy Rankin
Star on the Horizon	Alysse Lewis
Nursing Education	Lindsay Kipp
Nursing Research	Kate Hoogenboom
Nursing Leadership	Camille Roces
Robertson Memorial Award	Dovetale Clinical Transformation Team

2018

2017-18 National Nursing Certifications:

The Canadian Nurses Association (CNA) offers certification in 22 areas of nursing practice. CNA certification is a prestigious, nationally recognized nursing specialty credential. Achieving and maintaining this certification confirms that a nurse meets or exceeds a national standard for expertise within a specialty area of practice, and demonstrates ongoing commitment to continuous learning and professional development. The SJHH Foundation has established a fund to support nurses to obtain this credential. In 2017 + 2018, 22 SJHH nurses achieved and were awarded funding for initial certification.

NAME	CNA CERTIFICATION
Akrong, Reginald	Psychiatric & Mental Health
Albert, Karen	Psychiatric & Mental Health
Bautista, Messiah	Psychiatric & Mental Health
Carter, Megan	Nephrology
Carvalho, Joshua	Emergency
Chao, Xuan Patrick	Nephrology
Cho, Dan-Bi	Psychiatric & Mental Health
Di Leonardo, Dominika	Nephrology
Gysbers, Bronte	Critical Care
Hernandez, Jamie Lee	Nephrology
Ivankovic, Valentina	Psychiatric & Mental Health
Thomas, Jemcy	Psychiatric & Mental Health
Kovacevic, Nikolina	Psychiatric & Mental Health
Kraus, Alexandra	Psychiatric & Mental Health
Lotay-Jaipersaud, Dilpreet	Psychiatric & Mental Health
Melnik, Greg	Psychiatric & Mental Health
Palermo, Mercedes	Psychiatric & Mental Health
Payette, Matthieu	Psychiatric & Mental Health
Pirani, Sarah	Psychiatric & Mental Health
Prieur, Adam	Nephrology
Trimble, Mark	Psychiatric & Mental Health
Williams, Howard	Psychiatric & Mental Health

2018

2018 National Nursing Certifications:

Many SJHH nurses also held ongoing current CNA certification in 2018, including:

NAME	CNA CERTIFICATION
Susan Ritchie	Gerontology
Pat Ford	Gerontology
Heather Dunlop	Psychiatric & Mental Health
Helen Begin	Psychiatric & Mental Health
Kelly Holt	Psychiatric & Mental Health
Brendan Carmichael	Psychiatric & Mental Health
Erin O'Connell	Psychiatric & Mental Health
Sharon Simons	Psychiatric & Mental Health
Peggy Kajah	Nephrology
Sharon Kostiloff	Nephrology
Kathleen Willison	Hospice and Palliative Care

Other certifications held by SJHH nurses include:

NAME	CERTIFICATION
Dianne Yeboah	Certified Diabetes Educator
Helen Begin	Clinical Research Associate
Kelly Holt	Clinical Research Associate
Mercedes Palermo	Cognitive Behavioural Therapy
Susan Alliston	Lean Six Sigma Green Belt
Mary-Lou Martin	Gentle Persuasive Approaches in Dementia Care, Responding to Persons with Challenging Behaviours
Mary-Lou Martin	International Association of Nonviolent Crisis Intervention, Certified Master Instructor

External Presentations:

- While not an exhaustive list, the following provides a sampling of external oral presentations by St. Joseph's Healthcare Hamilton nurses in 2017-18.
- Adema, Cindy. CST Conference, October 17th, presented two case studies.
- Alliston, Susan, & Bateson, C. Length of Stay QI Project in the Special Care Nursery. CAPWHNN Conference, Ottawa, ON. October 2018.
- Baba Willison, K., Pellizzari, J., Shadd, J., Woods, A., Swinton, M., O'Donnell, C, Farag, A., & Frolic, A. Postcards From the Edge: Nursing those who suffer in this new era of MAiD. International Congress on Palliative Care. Montreal, PQ. October 2018.
- Baba Willison, K., Sweeney, C., Skilled Conversations at End of Life. Workshop presentation at Department of Continuing Education and Division of Palliative Care's – 3 Days in Palliative Care Course. Burlington, ON. June 2018.
- Bullard, C. & Soreni, N. Obsessive Compulsive Disorder in Children and Youth. McMaster Children's Hospital, Ron Joyce Children's Health Centre Mental Health and Addiction Program Rounds. April 2018.
- Bullard, C. & Soreni, N. Obsessive Compulsive Disorder in Children and Youth. McMaster Children's Hospital, McMaster Department of Psychiatry and Behavioural Neurosciences, Mental Health and Addictions Program Rounds. January 2018.
- Carmichael, B. Implementing Team Response Training for the Management of Aggressive and Responsive Behaviours. CFMHN National Mental Health Conference: Psychiatric Mental Health Nursing in a Dynamic Health Care Environment: Complexity and Collaboration across the Continuum of Care. Niagara Falls, ON. October 2017.
- Ford, P. & Young, K. Living the Assess and Restore Vision: One LHIN's Journey. GTA Rehab Network Best Practices Day conference. Toronto, ON. May 2018.
- Furminksy, I., & O'Connell, E. Engaging Staff in Change: Implementing an Intensive Case Management Service in the Forensic Outpatient Program. Risk & Recovery Forensic Conference. Hamilton, ON. April 2018.
- Gupta, M., Lysiak-Globe, T., Norman, R., & McNally, S. The Voice Hearers Group: A Psychological Approach to Understanding Voices and Promoting Wellness. Early Psychosis Intervention Ontario Conference. Toronto, ON. May 2017.
- Holt, K. Hope for recovery in mental illness: A nursing priority. Nursing World Conference, Las Vegas, Nevada. October 2017.

External Presentations: Continued...

- Holt, K. Hope for recovery in mental illness: A nursing priority. Canadian Federation of Mental Health Nurses Conference. Niagara Falls, ON. November 2017.
- Holt, K. Partnerships in medication management. Canadian Federation of Mental Health Nurses Conference. Niagara Falls, ON. November 2017.
- Kajah, P., Bodman, C., & Lambert- Burd, L. Creating an Opportunity to Improve Outcomes through a Joint Initiative to Develop a Standardized Preceptor/Mentor Workshop for Hemodialysis (HD) Nurses. Canadian Association of Nephrology Nurses and Technologists (CANNT) National Conference. Quebec City, PQ. October 2018.
- Martin, M-L & Pirani, S. How Do We Care for Forensic Patients with a Life-Limiting Illness? Risk and Recovery Conference. Hamilton ON. April 2018.
- Martin, M-L. Advanced Practice: Evaluation Strategies. Graduate Program, School of Nursing, University of Western Ontario. London, ON. September 2018.
- Martin, M-L. Who Cares for Forensic Patients With a Life Limiting Illness? 18th Annual. International Association of Forensic Mental Health Services, Service Development is the Laboratory of Forensic Mental Health: Integrating Science & Treatment into Outcome. Antwerp, Belgium. June 2018.
- Martin, M-L., Dhanoa, T., & Szypula, F. It is Time for Change: Prevention & Alternatives to Restraint & Seclusion. Psychiatric Mental Health Nursing in a Dynamic Health Care Environment: Complexity and Collaboration across the Continuum of Care, 2017 National Conference of the Canadian Federation of Mental Health Nurses. Niagara Falls, ON. November 2017.
- Martin, M-L., Sahr, R., Burns, R., Landeen, J., Kirkpatrick, H., Amer, S., Bautista, M., & Martin, S. Patients' & Nurses' Perceptions about Hope & Hope Engendering Interventions in Forensic & Acute Mental Health Services. Psychiatric Mental Health Nursing in a Dynamic Health Care Environment: Complexity and Collaboration across the Continuum of Care. National Conference of the Canadian Federation of Mental Health Nurses, Niagara Falls, ON. November 2017.
- Martin, M-L., Sahr, R., Burns, R., Landeen, J., Kirkpatrick, H., Amer, S., Bautista, M., Martin, S. Perceptions of Patients and Nurses about Hope in Forensic & Acute.
- Mental Health Services. Nurse's Role in the Criminal Justice System, 15th Biennial Custody and Caring Conference, Saskatoon, Canada, October 4-6, 2017
- Martin, M-L., Reitmeier, M., Furmisky, I. Families' Perceptions about the Care of Forensic Outpatients. Nurse's Role in the Criminal Justice System, 15th Biennial

External Presentations: Continued...

- Custody and Caring Conference. Saskatoon, Canada. October 2017.
- Martin, M-L., Sahr, R., Burns, R., Landeen, J., Kirkpatrick, H., Amer, S., Bautista, M., & Martin, S. Perceptions of Patients and Nurses about Hope in Forensic & Acute Mental Health Services. Nurse's Role in the Criminal Justice System, 15th Biennial Custody and Caring Conference. Saskatoon, Canada. October 2017.
- Martin, M-L., Webster, C. D., Nicholls, T., Brink, J., & Desmarais, S. An Update on the Developments with START and START:AV. Nurse's Role in the Criminal Justice System, 15th Biennial Custody and Caring Conference. Saskatoon, Canada. October 2017.
- Martin, M-L. Advanced Practice: Evaluation Strategies. Graduate Program, School of Nursing, University of Western Ontario, London, ON. September 2017.
- M-L. Martin, Sahr, R., Burns, G., Landeen, J., Kirkpatrick, H., Amer, S., Bautista, M., & Martin, S. Patients' & Nurses' Perceptions About Hope & Hope .Engendering Interventions in Forensic & Acute Mental Health Services. Implementing Evidence-Based Practices in Mental Health & Addiction. Waypoint Research Institute 5th Annual Conference. Barrie, ON. May 2018.
- Martin, M-L., Sahr, R., Burns, R., Landeen, J., Kirkpatrick, H., Amer, S., Bautista, M., & Martin, S. Hope & Hope Engendering Intervention in Forensic Mental Health Services. 11th Annual Risk & Recovery Forensic Conference, St. Joseph's Healthcare Hamilton & McMaster University. Hamilton, ON. April 2017.
- Sardo, L. Engaging the Primary Health care NP: Cancer Associated Thrombosis. Nurse Practitioner Association of Ontario (NPAO). Toronto, ON. September 2018.
- Sardo, L. Atrial Fibrillation, Optimizing use of DOACs in Primary Health Care. Nurse Practitioner Association of Ontario (NPAO). Toronto, ON. September 2018.
- Sardo, L., & Cameron, C. Bridging Anticoagulation Clinic: An NP Perspective. Annual McMaster Update in Thromboembolism and Hemostasis. Hamilton, ON. September 2018.
- Sardo, L., & Cameron, C. Updates in Cancer Associated Thrombosis. Thrombosis Journal Club. Hamilton, ON. February 2018.
- Sardo, L. IVC Filter and Anticoagulant Education: What Every Patient Needs to Know. Annual McMaster Update in Thromboembolism and Hemostasis. Hamilton, ON. October 2017.

External Presentations: Continued...

- Sardo, L. Atrial Fibrillation, Optimizing use of DOACs in Primary Health Care. Nurse Practitioner Association of Ontario (NPAO). Toronto, ON. September 2017.
- Sardo, L. IVC Filters: Patient Focused Approach to the Health Canada Alert. International Society of Thrombosis & Hemostasis (ISTH). Berlin, Germany. July 2017.
- Sardo, L. Evaluation of the NP role in the Thrombosis Service, The St. Joseph's Hamilton Experience. International Society of Thrombosis & Hemostasis (ISTH). Berlin, Germany. July 2017.
- Sardo, L. Quality Improvement in the Perioperative Anticoagulation clinic: An NP led initiative. International Society of Thrombosis & Hemostasis (ISTH). Berlin, Germany. July 2017.
- Sardo, L. Atrial Fibrillation in Primary Health Care, Optimizing Use of DOACs. Hemostasis and Thrombosis Research Society. Scottsdale, Arizona. April 2017.
- Shadd, J., Willison, K., Woods, A., O'Donnell, C., Pellizzari, J., & Swinton, M. New Insights Into the Complex Relationship Between Palliative Care and Medical Assistance in Dying. Canadian Hospice Palliative Care Conference. Ottawa, ON. September 2017.
- Shadd, J., Willison, K., O'Donnell, C., Swinton, M., Pellizzari, J., Frolic, A., & Woods, A. Medical Assistance in Dying: Concern and optimism from palliative care physicians. INSPIRE-HC Network (Department of Family Medicine, Western Centre for Public Health and Family Medicine and MOHLTC Primary Health Care Branch) Research Rounds. Toronto, ON. May 2018.
- Woods, A., Shadd, J., Pellizzari, J., Swinton, M., Willison, K., Farag, A., Frolic, A., & O'Donnell, C. Report Back Physician Assisted Dying: The impact of the Supreme Court ruling on palliative care physicians. Meeting with palliative care physicians. Hamilton, ON. October 2017.
- Bullard, C., Lipman, E., Jack, S., & Bryant-Lukosius, D. Integrative Literature Review on Family Focused Cognitive Behavioural Therapy for Young Children with Obsessive Compulsive Disorder: Nursing Implications. Anxiety and Depression Association of America Annual Conference, San-Francisco, CA. April 2017.
- Bullard, C., Lipman, E., Jack, S., & Bryant-Lukosius, D. Integrative Literature Review on Family Focused Cognitive Behavioural Therapy for Young Children with Obsessive Compulsive Disorder: Nursing Implications. Offord Centre for Child Studies Research Symposium. McMaster Innovation Park, Hamilton, ON. May 2018.

External Presentations: Continued...

- Farag, A., Pellizzari, J., Swinton, M., O'Donnell, C., Shadd, J., Willison, K., Frolic, A., & Woods, A. On Being a Palliative Care Physician: What is our role in a changing system. International Congress on Palliative Care. Montreal, PQ. October 2018.
- Gahagan, K., McCabe, R., Bullard, C., Sanderson, L., Young, D. Fuciarelli, A., Elcock, & Soreni, N. Clinical Use of REDCap Online Survey Software in Child and Adolescent Psychiatry: Outcome and Patient Satisfaction Data (A Study In-Progress). McMaster Psychiatry and Behavioural Neurosciences Research Day, Mohawk College. Hamilton, ON. May 2017.
- Kajah, P., Robertson, L., & Lamburd-Burd, L. Creating an Opportunity to Improve Outcomes through a Joint Initiative to Develop a Standardized Preceptor/Mentor Workshop for Hemodialysis (HD) Nurses. Canadian Association of Nephrology Nurses and Technologists (CANNT), National Conference. Quebec City, PQ. October 2018.
- Martin, M-L. Is the Time Right for Self-Management by Forensic Patients? 18th Annual International Association of Forensic Mental Health Services, Service Development is the Laboratory of Forensic Mental Health: Integrating Science & Treatment into Outcome. Antwerp, Belgium. June 2018.
- Martin, M-L., & Pirani, S. Advance Practice Nurses Promoting Excellence in End of Life Care with Patient diagnosed with Schizophrenia & Stage 4 Cancer. Ontario Shores' 7th Annual Mental Health Conference Mental Health: Discovery, Technology & Recovery. Whitby, ON. February 2018.
- Martin, M-L., Sahr, R., Burns, R., Landeen, J., Kirkpatrick, H., Amer, S., Bautista, M., & Martin, S. Perceptions of Patients and Nurses about Hope in Forensic & Acute Mental Health Services. Innovations and Controversies in Education Research, 29th Annual McMaster Psychiatry Research Day. Hamilton, ON. May 2017.
- Pirani, S. & Martin, M-L. Advanced Practice Nurses Promoting Excellence in End of Life Care with a Patient Diagnosed with Schizophrenia and Stage 4 Cancer. Trillium Health Partners APN Conference. Brampton, ON. October 2017.
- Shadd, J., Farag, A., Frolic, A., O'Donnell, C., Pellizzari, J., Swinton, M., Willison, K., & Woods, A. On The Cusp: The perspectives of palliative care physicians at the outset of medical assistance in dying in Canada. International Congress on Palliative Care. Montreal, PQ. October 2018.
- Strong, S., Gillespie, A., Letts, L., Martin, M., & McNeely, H. Integration of Self-Management Support into Case Management Services: A Process of Changing Habits and Practices, Health Quality Transformation – Health Quality Ontario Conference. Toronto, ON. October 2018.
- Strong, S., McNeely, H., Martin, M-L., Gillespie, A., & Letts, L. Integration of Self-Management Support into Case Management Services: A Process of Changing Habits and Practices, 18th Collaborative Mental Health Care Conference. Toronto, ON. June 2018.
- Strong, S., Martin, M., McNeely, H., Gillespie, A. & Letts, L. SET for Health: Self-Management Support in Mental Health Case Management Services, 30th Annual Research Day, Department of Psychiatry & Behavioural Neurosciences, McMaster University, Hamilton, ON. May 2018.
- Tseng, E., Bayadinova, J., Sardo, L., Crowther, MA, & Siegal, D. Measurement of Direct Oral Anticoagulant Drug Levels Following Bariatric Surgery. International Society of Thrombosis & Hemostasis (ISTH). Berlin, Germany. July 2017.

Leadership:

- St. Joseph's Healthcare Hamilton nurses continue to provide leadership internally through influential roles in many interprofessional initiatives, through leadership in nursing best practice review, implementation and evaluation, and through leadership in several corporate priority areas, such as parenteral monographs, barcode medication administration, advancing person and family-centred care, fall prevention, transfer of accountability processes, suicide assessment and prevention, reduction of pressure ulcers and implementing early warning sign processes to enable early intervention and improved patient outcomes. Nursing leadership in these and other areas has been outlined throughout this report.
- Nursing leadership does not occur within a vacuum, but rather is developed and enabled in countless ways, through the daily and multiple actions of the many formal and informal nursing professional practice leaders across our organization.
- It is demonstrated daily by our Registered Nurses and Registered Practical Nurses who provide direct patient care that is patient-centred and evidence-informed, participate in ongoing professional development and clinical research or quality improvement initiatives, and take a leadership role in coordinating and collaborating with each other and with our interprofessional colleagues to provide the highest quality of patient care.
- It is present when our Nurse Practitioners utilize advanced nursing knowledge of patients, families, disease processes, and therapeutic interventions to diagnose, prescribe, plan, consult,, coordinate, and evaluate care, while also providing leadership within their educational and research roles.
- Our Clinical Nurse Specialists are expert nurses with specialized knowledge and expertise related to specific patient populations. They provide leadership in advancing nursing practice individually through their work with specific patients, and also collectively through their work with nursing teams around complex patient situations, and through their participation in education and research.
- Nursing leadership is also present when our Nurse Educators facilitate and provide high quality educational resources and programs that help our nurses to advance their knowledge and skills, develop greater confidence and competence, integrate best practices into clinical care, and enable the effective implementation of multiple corporate initiatives.

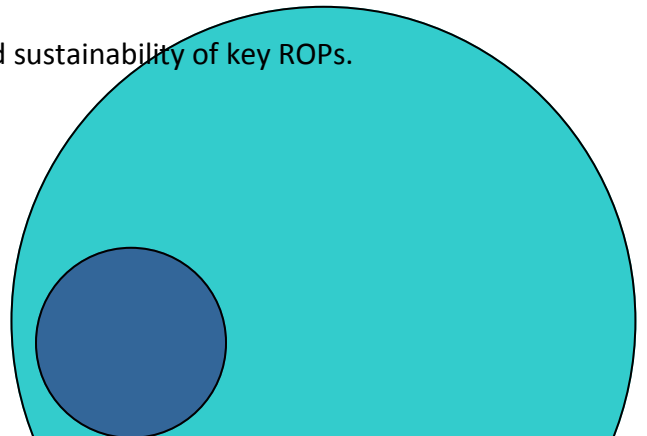
Leadership:

- Nurse Managers provide leadership in coordinating the activities of entire teams around the provision of quality care, support professional nursing practice, lead and inspire their staff, ensure that daily activities are aligned with organizational goals, and monitor and enable quality patient and nurse outcomes.
- Nurses in Clinical Director, Director of Nursing Practice, Nursing Professional Practice & Policy Advisor, Manager of Nursing Education, and Chief Nursing Executive roles provide leadership in the development of strategic directions for the practice of the profession and advancement of person and family-centred care at SJHH.
- For all of these formal and informal nursing leaders at St. Joe's, we are profoundly grateful for their contributions to the incredible achievements highlighted in this report, and the countless others that weren't able to be reflected here. It is through their ongoing leadership, and daily commitment to excellence in nursing professional practice, education, and research that these achievements were possible.

Discipline Goals 2019

Quality & Safety

- **Medication Safety**
 - Nursing contribution to medication reconciliation.
- **Wound Care**
 - Lead the introduction of HQO Wound Care Best Practices including Diabetic Foot Ulcer, Pressure Injury and Venous Leg Ulcer Management .
- **Patient Safety**
 - Achieve and maintain high BCMA compliance rate.
 - Sustain ongoing focus on Suicide Risk screening, assessment, management and safety planning.
- **Dovetale Optimization**
 - Continue leveraging Dovetale optimization to enhance patient quality care.
- **Accreditation**
 - Lead and contribute to the implementation and sustainability of key ROPs.



Discipline Goals 2019

Change: Transforming how we work.

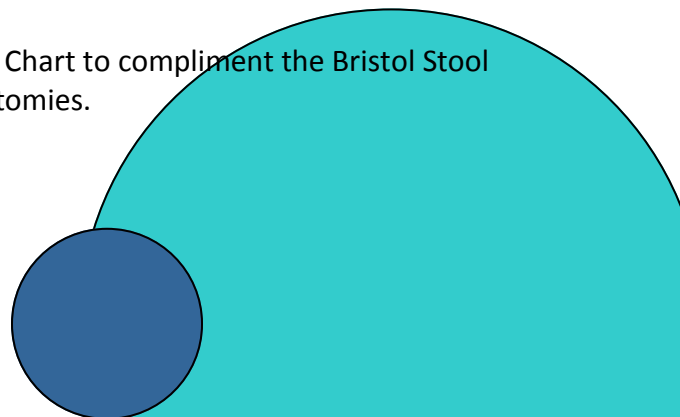
- **Standardized Documentation**
 - Integration of interprofessional care planning into nursing practice as a strategy to streamline patient goals and optimize care.
- **Enable Nursing Practice that Reflects CNO Standards and Regulatory Requirements**
 - Facilitate RNs, RPNs, and NPs to work to full scope of practice.
 - Introduce nursing medical directives organizationally to expedite diagnosis and interventions to continue to improve patient outcomes and decrease length of stay.
- **Enhance Nursing Engagement and opportunities for professional development**
 - Continue to promote CNA initial certification beyond current operational programs and explore other nursing professional development opportunities.
 - Develop and introduce professional practice pathways to support professional development and specialization within patient populations (ex. MHAP, Critical Care, Medicine, Surgery).
 - Continue advancing nursing professional practice priorities through the Nursing Advisory Council leadership.
 - Enhance academic partnerships through diverse platforms with the goal of continuing to develop the student experience, supporting the pursuit and maintenance of faculty appointment.

Community: Engaged People

- **Improving Transitions**
 - Implementation of the After Visit Summary within inpatient environments incorporating documented patient education for all patients being discharged from hospital.
- **Wound Care**
 - Participate in the newly formulated Regional Skin Wound & Ostomy Quality Committee. The goal of this council is to collaborate as community partners to promote standardization through the utilization of best practice guidelines to improve quality of care and experience related to skin, wound and ostomy care including transitions of care.
- **Patient Safety**
 - Implementation of suicide risk screening, assessment and management algorithm across outpatient MHAP.

Research & Education

- **Wound Care**
 - Development and evaluation of an Ostomy Stool Chart to compliment the Bristol Stool Chart to assess bowel activity in patients with ostomies.



Occupational Therapy



Professional Practice Leader (Charlton, King, West 5th):
Monica Alderson OT Reg. (Ont.)

Number of Members of Discipline

Occupational Therapists:	Charlton	24.9	FTE
	King	1.0	FTE
	West 5th	34.5	FTE
Occupational Therapists Assistants:	Charlton	4.1	FTE
	West 5th	4.6	FTE

Clinical Practice Achievements

Quality & Safety:

Falls Prevention Activities:

- Worked closely with teams to ensure patients have falls assessment, to ensure appropriate intervention to address falls risk and have equipment needed to facilitate safe mobility across all the units they work on.
- Participated on the Corporate Falls Prevention Committee, where Occupational Therapists (OTs) participate in meetings re: falls prevention working group for outpatient mental health clinics at St. Joseph's, falls screening (Safety Incident Reporting) alert on acute mental health with OT follow-up, OT member of the Complex Care Quality subgroup working on falls and the OT is the ongoing falls prevention lead for Waterfall 3.

Suicide Prevention:

- Participated with other team members to integrate the Columbia Risk Assessment into Screening Practice.
- Integrated Suicide Prevention Guidelines on Acute Mental Health and have completed Assessment/Recommendation of Bed Frame purchase to prevent ligature attachments and to maximize benefit to older adults.

Transition Activities:

- Participated on the Discharge Processes Task Force.
- Created an OT template to guide our use of the After Visit Summary which will be rolled out across teams.
- Used the TOA audit results forms across all practice areas at Charlton campus.
- Participated on the Accessibility Committee ensuring standards are met across the organization.
- Participated on the Home First Re-fresh Committee and 48-hour Conversation Committee.

Scope of Practice:

The practice of Occupational Therapy is the assessment and diagnosis of physical, emotional, social and cognitive capacity and performance, occupational demands and environmental factors and interventions to enable participation in activities of everyday life to promote and optimize health and well being.

Pressure Ulcer Prevention:

- Completed Surface Review (OTs, Charlton) to support the prescription of different mattresses and surfaces to appropriate patients.
- Participate on Corporate Skin and Wound Committee.

Improve Access Activities:

- Developed process to improve access to OT and other health professional staff within Cleghorn Early Intervention for Psychosis Program.
- Participate in Integrated Comprehensive Care (ICC) enhancement projects on acute mental health, Emergency Department Admission Avoidance, and ICC 3.0 (laryngectomies and esophagectomies).
- Participate on Quality Councils across multiple programs including Complex Care subgroup working on pressure ulcers and falls), Rehabilitation, Forensics, General Internal Medicine, Schizophrenia Integration and Community Services and Cleghorn Early Intervention for Psychosis.
- Member, Accreditation Committee on Mountain 2 Forensics.
- Member, Therapeutic Programming Committee Mountain 2 Forensics.
- Member, Digital Order Sets Approval Committee transitioned to the Clinical Providers Order Entry Meetings.
- Co-lead, Accreditation Team, Complex Care.
- Member, Therapeutics Seniors Education Committee.
- Member, Bariatric Steering Committee.
- Review /Triage for preparation for Complex Care referrals/admissions.
- Completed development and evaluation of Dovetale embedded standards documentation.
- Created new Sensory Desensitization Pamphlet for Patients in Outpatient Hand Therapy.
- Initiated new Protocol for Early Active Mobilization Post Flexor Tendon Repairs in Outpatient Hand Therapy.
- Implemented new Groups on Mountain 2 Hot Topics, Peer Mentorship Cooking Group, Health Facilitated Cognitive Behaviour Therapy for Depression, Emotional Regulation Skills in Outpatient Mood Disorders.
- Developed Education Package for Patients regarding Bullet Journaling as a compensatory cognitive strategy in Outpatient Mood Disorders.
- Co-developed with Art Therapy the Give Back Art Creation and Sale Outpatient Mood Disorders.
- Increased Options for Community Outings Off Unit Acute Mental Health Programs to Engage Clients in Transitions. Living Speaker Series.
- Created Patient Feedback Form for Respiratory Rehabilitation Patients to Facilitate Quality Improvements.
- Implemented Dollars and Sense Group Program in Outpatient Forensics.
- Participated on Respiratory Rehabilitation Operational Dovetale Implementation Committee Group.
- Winner, the Mission Legacy Award with Admission Avoidance Team.

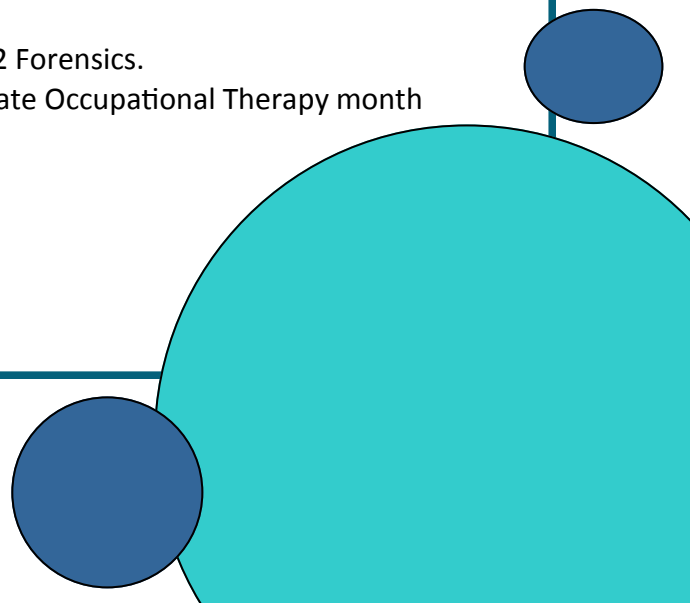
- Offered family involvement/education to Community Psychiatry Clinic clients (e.g., ability for family to call/make appointments if consent provided; family can attend the last 5-10 minutes of treatment session if consent provided).
- Completed 12-week mindfulness group as part of research study partnering with London Health Sciences 1st. Episode Program. Conducted with recreation therapist and social worker.
- Piloted new return-to-work assessments following participation in 2-day workshop in November 2018 at Cleghorn Early Intervention for Psychosis Program.
- Developed a new tool to use with the high schools to help facilitate communication between the clinic and school – presented this during Hamilton Wentworth District School Board meeting with staff at Cleghorn Early Intervention for Psychosis Program.
- .

Change: Transforming how we work.

- Received enhancement to support more service in Intensive Care Unit to build on exploration of role. OT working on cognitive stimulation activities, functional interventions with patients referred to OT.
- Completed role development in Outpatient Forensics as role enhanced in 2018.
- Continued work by the OT Behaviour Supports Ontario Clinical Lead to assist the Prevention of Violence in the Workplace initiative related to Responsive Behaviours; assisted with the Patient Alert Screening and Processes within our new Dovetale system and descriptions of behaviours for documentation
- Introduced a new Part Time OT position at Young Men's Christian Association (YMCA) a new collaboration between St. Joseph's Healthcare Hamilton and the YWCA. The OT is working to enhance services offered to young women and non-binary youth enrolled in the Young Women's Christian Association (YWCA's) SISTER program who may be experiencing emerging mental illness and/or psychosocial barriers to employment. Through program development, therapeutic intervention and system navigation, the OT will combine her/his education and experience to work with clients on goals related to employment and recovery.
- Participated in the Reorganization of Acute Inpatient Medicine to Geographic Model providing feedback and data about the transition.
- Participated in development of new model of outpatient Geriatric Services at Charlton campus through Internal Medicine Rapid Access Clinic including OT consultation.

Community: Engaged People

- Member, Quality of WorkLife Committee on Mountain 2 Forensics.
- OT Retreat to bring all OTs and OTAs together to celebrate Occupational Therapy month



Formal Teaching:

McMaster University, Faculty of Health Sciences:

- Six Therapists Appointed as Assistant Clinical Professor (Adjunct) School of Occupational Therapy, McMaster University.

Tutor:

- Several Therapists work as tutorial leaders in the Occupational Therapy program Term 1 and 5b Tutorial Leaders.

Lecturer, Facilitation and Teaching sessions provided:

- Cognitive Assessment.
- Affective Assessment.
- Group Interventions.
- Professional Reasoning & Skills (PRS) course,
- Leisure Assessment.
- Skills Lab, Self-Management of Chronic Conditions.
- Behavioural Activation.



Laboratory Assistant:

- Moving and Handling/transfers workshop.
- Behavioural Activation.
- Splinting Workshop.

Several OT's have participated in the Admission Interview Process

Evaluator

- Provided formal evaluation of OT student project (i.e. Group Treatment project).
- Objective Structural, Clinical, Examination (OSCE), McMaster University OT Term 2.
- Examiner, Prescribed Regulatory Education Program (PREP), Clinical Interviewing (Evaluated Interview & Practical Exam).
- Self Directed Oral Learning Exam (SOLE) Examination for Physical Medicine Skills.

Interprofessional Education

- Facilitators.

Mohawk College Occupational Therapist Assistant Program

Interprofessional Education

- Participated on the Committee to Develop an Interprofessional Education Experience for all healthcare related Mohawk students.
- Presentation on Inter-Professional Panel Regarding OT role.
- Facilitators.



Internal Teaching:

- Registered Nurse, Social Worker and OT observed Psycho Social Rehabilitation (PSR) and Behavioural Activation Groups at Community Psychiatry Clinic (CPC).
- Developed Dovetale Tips for Respiratory Rehabilitation Day Program.
- Completed orientation for General Internal Medicine Residents monthly on role of OT.
- Provided Dovetale Elbow Support during Dovetale implementation in Forensics Program.
- Provided a variety of presentations, workshops, educational sessions:
 - OT Month Grand Rounds: Occupational Therapy Getting Back To Our Roots.
 - OT Month Presentation at “Let’s Write” Creative Writing Workshop (offered to staff, volunteers and clients at W5th).
 - workshops and series of education/support sessions with clinical teams (Transitional Outpatient Program for Schizophrenia Service—TOPSS), Schizophrenia Outpatient Clinic) re: delivery of self-management support i.e., planned and implemented half day workshops (Sept. 7 & 14) followed by weekly 1 hour education/support sessions that moved to a biweekly (Jan. 2018) and a monthly (May 2018) schedule supplemented by one-to-one support and demonstrations.
 - education session on Oct. 12/17 Occupational Therapy Week: Translating Knowledge to Action”, Mental Health & Addiction Program Rounds, St. Joseph’s Healthcare Hamilton
 - Apr. 12/18 High Intensity Interval Training: An idea that became a positive motivational experience for clients and providers”, Clinical Rounds, St. Joseph’s Healthcare Hamilton Therapeutic Recreation & Occupational Therapy.
 - May 31/18 “Mental Health Safe Space Project: Working with the Community to Address Health Inequities”, Clinical Rounds, St. Joseph’s Healthcare Hamilton. Peer Support, Social Work, Nursing, Occupational Therapy.
 - May 31/18 “Connecting with the Community in a Different Way: The Mental Health Safe Space Initiative”, Clinical Rounds, St. Joseph’s Healthcare Hamilton. Peer Support, Social Work, Nursing, Occupational Therapy.
- Assisted as coach in Gentle Persuasive Approach recharge to health professionals
- Participated in poster session on Nov. 28/18. “Partners in Care and Learning: SET for Health”, Collaborating Together for Better Care Event, St. Joseph’s Healthcare Hamilton, Hamilton, ON — Occupational Therapy, Psychology, Social Work.

Academic Pursuits

Clinical Teaching:

- Provided clinical placements for **35 Occupational Therapy Students** and **4 Occupational Therapy Assistants learners** across all campuses.
- **4 Occupational Therapy Students** were engaged to participate in Evidence Based Practice Projects.
- Provided shadowing experiences to nursing and co-operative students on nephrology.
- Co-facilitated case based teaching sessions together with Social Work and Physiotherapy for medical students in the kidney/urinary program biweekly.
- Provided job shadowing opportunities to coop students, Mohawk students, OT students seeking particular clinical exposures, McMaster students other programs.



Continuing Education:

- Acceptance and Commitment Therapy (ACT) Certificate (training completion- ACT for Beginners) — 1
- ADP authorizer — 3
- Certificate in Project Leadership from the University of Waterloo — 1
- LEAN Yellow Belt — 3 White Belt — 4
- Mindful Based Stress Reduction –McMaster University — 2
- GPAICS (Indigenous cultural safety) training completion — 2
- DBT Introductory training — 4
- DBT Group Facilitation — 1
- Emerging Leaders Course Completion — 4
- CPIHiREB Core 2 training, Food Handlers Certification.
- Mindfulness for Psychosis training.
- Certified in Progressive Goal Attainment Program — 2
- CBT Level 1 — 3
Level 2 — 2
- Motivational Interviewing — 1
- CanFitPro — 1
- **OT Retreat: Content included:**
 - Practice Profiles - What is New in Outpatient Mood Disorders Clinic, The OT Role in the Emergency Room.
 - Dovetale Tips.
 - Financial Management Assessment.
 - The OT Role in Suicide Prevention.
 - Compassion Fatigue Workshop.

Scholarly Pursuits

Research:



- Pre and Post Group Effectiveness in Outpatient Mood Disorders.
- Development Stage of Exploring a Possible Research Project on Respiratory Rehabilitation with Geriatrics Residents evaluating the inter-relationship between COPD and Cognitive Impairment.
- Collection of Outcomes in Respiratory Rehabilitation supporting Psychology Poster Presentation about Respiratory Rehabilitation Outcomes.
- Completing module evaluations/client feedback for Psychosocial Rehabilitation Group Program (Registered Nurse, OT) at the Community Psychiatry Clinic.
- Independent evaluator for a drug study evaluating Intranasal oxytocin for the treatment of Autism evaluating any change in social functioning. Study completed.
- Evidence-Based Practice Project Supervisor for 2 OT students; Project title: Implementation of the Mental Health Safe Spaces Project.
- Evidence-Based Practice Project Supervisor for 1 OT student; Project title: The experience and impact of SET for Health for client participants.
- Effectiveness and Feasibility of Using the Progressive Goal Attainment Program in Anxiety and Mood Disorders ongoing in Anxiety Disorders Clinic.
- Forensics Evidence Based Practice Project meeting with OT students determining methodology for evaluating the benefits of assigning patients the role of the hand hygiene auditor. The pilot program resulted in recommendations that include increasing patient incentives for participation, utilizing a variety of strategies in addition to the hand-hygiene program (e.g. health literacy education), and implementing a standardized procedure to assess patient engagement throughout forensic care. A further pilot will be run in 2019 to determine enhanced effectiveness and sustainability.
- At Community Psychiatry Clinic, data collection from Behavioural Activation group by research assistants – with Occupational Therapy support (2017, 2018).
- A feasibility study: Embedding a model of self-management support in case management services for outpatients living with schizophrenia; Strong S (PI), Letts L, Martin M, McNeely H.
- The Mental Health Safe Space Project; Strong S (PI), Wilson F, Kisilinsky C, Weeks B, Moir S, Sandler V.
- High Intensity Interval Training (HIIT) for Individuals with Schizophrenia: Becoming Healthy, Well and Motivated; Davies J, Strong S (Co-I), Berzaitis Smith S, Wiebe L, Gillespie A, Zipursky R. OTs assisted with data collection.
- Developing a service integrity measurement tool for Peer Support Services; Strong S (LPI), Jones, D (PI), Orr, J & Kovalsky, J.

Publications:

- "Assessing frailty in the intensive care unit: a reliability and validity study". Published June 2018 in the Journal of Critical Care. OT participated in the data collection in St. Joseph's ICU throughout 2017.

External Committees:

- MacHand membership to enhance research and education related to specialty hand services.
- Quality Standards Reviewer, Health Quality Ontario: "Schizophrenia - Care in the Community"; "Schizophrenia – Care for Adults in Hospitals."
- McMaster OT/PT Program Clinical Advisory Group to enhance and increase placements.
- Rehabilitation Care Alliance HNHB LHIN RCA Hamilton Region Sub Group.
- Invited Reviewer, Ontario Society of Occupational Therapists (OSOT) Research Grants Program.
- Ontario Society of Occupational Therapists (OSOT) Psychotherapy Committee member, and contributor/reviewer for CBT subsection.

External Presentations:

- Presentation about Aging and Cognition to the Ismaili Muslim Community of Seniors.
- Presentation at Risk and Recovery Conference April 2018.
- Supported Cleghorn Program's "Weed Talk" which took place in May 2018, presented to members of the public (advertised to public, community healthcare providers and youth).
- May 2/18 (poster). "SET for Health: Self-Management Support in Mental Health Case Management Services", 30th Annual Research Day, Department of Psychiatry & Behavioural Neurosciences, McMaster University, Hamilton, ON Occupational Therapy, Nursing, Psychology, Social Work.
- June 19/18 "Documenting Practice & Clinicians' Reflections of SET for Health Tools", Symposium of EBP Research Projects, McMaster University, Hamilton, ON. Occupational Therapy.
- "Mental Health Safe Space Project: A Unique Community Based Initiative to Improve Access and Decrease Stigma", Ontario Shores Annual Conference - Innovation in Mental Health: Discovery, Technology & Recovery, Whitby, ON, Feb. 27, 2018. Peer Support, Social Work, Occupational Therapy.

External Presentations:



- “HIIT: A High Intensity Interval Training Program for Individuals with Schizophrenia”, Annual Therapeutic Recreation Ontario (TRO) conference, Ottawa, ON, May 30 - Jun 1, 2018. Therapeutic Recreation, Occupational Therapy.
- “Integration of Self-Management Support into Case Management Services: A Process of Changing Habits and Practices” (poster), 18th Collaborative Mental Health Care Conference, Toronto, ON, June 1-2, 2018. Occupational Therapy, Psychology, Social Work.
- “Mental Health Safe Spaces: Addressing Health Inequities for Marginalized Communities”, 2018 Canadian Association of Occupational Therapists National Conference, Vancouver, BC, June 20-23, 2018. Occupational Therapy, Peer Support, Social Work.
- “High Intensity Interval Training (HIIT): A mixed-methods evaluation of the feasibility and efficacy for individuals with schizophrenia” (poster), International Conference in Applied Psychology, Montreal, QC, June 26-28, 2018. Occupational Therapy, Therapeutic Recreation, Psychology, Social Work.
- Integration of Self-Management Support into Case Management Services: A Process of Changing Habits and Practices”, (poster). Health Quality Transformation – Health Quality Ontario Conference, Toronto, ON, October 17, 2018. Occupational Therapy, Psychology, Social Work.
- “Beyond Health Literacy: Integrating Self-Management into OT Practice and Services” (workshop), 2018 Ontario Society of Occupational Therapists Annual Conference, Toronto, ON, Oct 19-20, 2018. Occupational Therapy.
- “Mental Health Safe Spaces: Addressing Health Inequities for Marginalized Communities”, 2018 OSOT Annual Conference, Toronto, ON, October 19-20, 2018 (poster) Peer Support, Social Work, Occupational Therapy.
- Letts, L., Strong, S, Martin, M-L., Gillespie, A., McNeely, H., Carvalho, M., & Harvey, E. (poster) “SET for Health: Integrating Self-Management Supports for People with Schizophrenia” 2019 Canadian Association of Occupational Therapists Annual Conference, Niagara Falls, ON, May 29 - June 1, 2019; Occupational Therapy, Social Work, Nursing, Psychology.
- Outreach education to HWDSB and various community agencies (i.e. health team, Mohawk College, etc.) and presented information about the clinic and role of Occupational Therapy.

Leadership:

- Vice Chair, PAC.
- Lead, Health Professionals Excellence in Practice Awards.
- Safe Wards Champion , Harbour North Schizophrenia Community and Integration Services and Forensic Mountain 2.
- OT working on the Dovetale Development team spear headed the builds for Physiotherapy, Social Work, Occupational Therapy, Spiritual Care, Speech Language Pathology.
- Implemented the Quality Standards Reviewer, Health Quality Ontario: “Schizophrenia - Care in the Community”; “Schizophrenia – Care for Adults in Hospitals.”
- Leadership for Wheelchair maintenance program Charlton and Mood Disorders Program.
- Co-lead case based teaching to medical students on Nephrology/RTU bi-monthly.
- Co-Chair, Lunch and Learn Sessions, Therapeutic Seniors Education Committee.
- Lead, PAC Education Sub-Committee.
- Facilitation and compilation of the Annual Report for the PAC.
- OT leading the Clinical Documentation Standardization Process for new Health Information System.
- Coordination of Respiratory Rehabilitation Education Scheduling.
- Community Psychiatric Clinic (CPC) letter/streaming implementation for new clients, provided at Treatment initiation/first appointment- nursing, Social Work and Occupational Therapy.
- Surveyed clients with mobility difficulties and provided recommendations to leadership on accessibility at W5th for hallway seating.
- Lead, Complex Care for implementing the 48 hour phone call.



Discipline Goals 2019

- Optimize use of Dovetale including use of Navigator and After Visit Summaries Where Appropriate.
- Continue to populate MyCollaboration with shared information to assist all OT and OTAs.
- Continue to provide OT Retreat /Educational Opportunities to bring the group together.
- Participate in appropriate Occupational Therapy research to enhance understanding of the value of Occupational Therapy services.
- Continue to participate in teaching that advances practice at McMaster University.



Occupational Therapy MONTH



BOOK DRIVE

for the month of

October

Take a book or leave a book

All books collected will be donated to the Book Nook or Hospital Library



OT Occupational Therapist
OTA Occupational Therapy Assistant

Where can you find an OT or OTA?

- Acute Care
- Community Mental Health
- Forensic Psychiatry
- Schizophrenia Mood Services
- Substance Use
- Transitional Care
- Wound Care

St. Joseph's Healthcare Hamilton

Occupational Therapy

Centre for Mental Health and Addiction

Occupational Therapy is the *heart* and *science* of enabling engagement in everyday occupations that foster *health* and *well-being*. And *enabling* is a *POTENTIAL* in daily occupations of the

(Haward & Potholakis (2003))

An occupation is:

- Anything people do in day to day life
- Meaningful to you
- Essential to health and well-being
- Available to everyone
- Not just a chosen career path

OT know that...

SUCCESS HAPPINESS MEANING HEALTH

All come from the **ACTIVELY PARTICIPATE**

How can an OT help?

- *through assessment, change, things like:*
- Activities of Daily Living
- Home Safety
- Mobility and Equipment
- Cognition and Perception
- Risk for Falls
- Financial Management
- Cooking & Kitchen Safety
- Time & Energy Mgmt
- Community Navigation
- *through collaboration & direct action:*
- Activity Scheduling and Routines
- Problem Solving and Goal Setting
- Behavioral Activation
- Stress Management
- Psychoeducation
- Self-Reflection
- Skills for living independently
- Public Transportation and community navigation
- Safety with mobility
- Finding or maintaining a job
- Starting or returning to school
- Finding volunteer work
- Setting or finding meaningful routines
- Partnering with community resources
- Behavior Management
- Community Follow Up
- Advocacy, educating, educating
- Anything you need or want to do



Scope of Practice:

Peer Support is a social/emotional support, often coupled with instrumental support that is based on mutuality. Formalized peer support is provided by trained individuals who have the lived experience of mental illness and/or addiction. Family peer support is provided by those with lived experience as a family member of someone with mental illness/addiction. Founded on the principles and values of respect, shared responsibility, hope, empowerment and the belief in everyone's ability for recovery. Evidence shows that peer support can be a significant adjunct or complement to clinical care.

Peer Support

Professional Practice Leader (Charlton, King, West 5th):
Fiona Wilson

Number of Members of Discipline

Charlton	8 FTE
West 5th	11 FTE

Clinical Practice Achievements

Quality & Safety

- Participation in the planning and implementation of Dovetale/Epic Go Live, December 2nd., 2017.
- Practice members identified as super users for Dovetale.
- Practice member identified as Strategic Planning Ambassador.
- Practice member identified as Wellness Champion.
- Multiple Peer Support staff are represented on Quality Councils throughout the MHAP.
- PPL involved with co-lead of Family Centred Care strategy for MHAP.
- Numerous members involved with patient and family engagement initiatives including family orientation and peer support practice satisfaction surveys.
- PPL member of Suicide Intervention and Prevention Steering Committee.
- PPL member of Central Access Steering Committee.
- Involvement in Accreditation Preparation for May 2019 with a focus on focus to date on Quality & Patient/Family Engagement, Incident Management, Risk Assessment & Prevention and Providing a Safe & Well Organization.
- Practice group review of Prevention of Violence in the Workplace expectations, tools and strategies.
- Multiple Peer Support Providers as Safewards champions.

Change

- Ongoing review of documentation methods in light of Dovetale roll-out and ambulatory go-live planned for February 2019.
- Expansion of Peer Support in to the Psychiatric Emergency Department planning ongoing with roll out anticipated for Spring 2019.
- Health Safe Space.— a focus on access to mental health and addiction services using peer support as community connectors.
- Collaboration in the development of local Community of Practices (Hamilton and Brantford).

Community

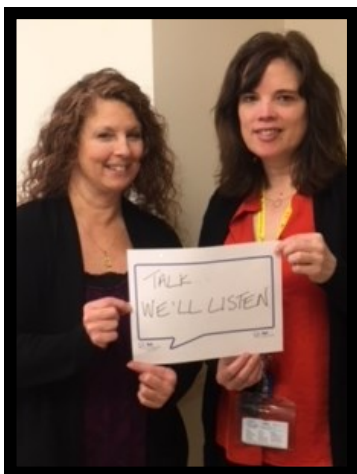
- Ongoing partnerships with Good Shepherd Homes program in the delivery of Skills for Safer Living—a suicide prevention group intervention.
- Ongoing partnership with Mission Services of Hamilton in the implementation of Mental.
- Peer Support staff linked with Consumer Survivor Network of the HNHB LHIN; supported various community events including full day conference for individuals with lived experience on Hope and Recovery in Simcoe, ON.
- Member is in active partnership with local withdrawal management and residential treatment facility to address the need for effective concurrent disorders treatment for population.
- Ongoing partnership with Gibson Lansdale Community re: Mental Health Safe Space and Peer Support Community Connectors.
- Partnership with YWCA and Cleghorn Program (SJHH) providing Peer Support and Occupational Therapist to SISTERS program.



Above: Bonnie Weeks preparing for Global Peer Support Day.



Right: Global Peer Support Day display: Bonnie Weeks, Karin Anderson, Lina Cannella.



What is the impact of Peer Support?

- ▶ Decreased hospitalization and mental health service usage
- ▶ Reduction of symptoms of mental distress
- ▶ Increased quality of life
- ▶ Improvements in social support and accommodation/housing
- ▶ Increased rate of volunteering and employment

Peer support is available for

✓ individual ✓ family ✓ group ✓ inpatient ✓ outpatient

Academic Pursuits

Formal Teaching:

- Multiple Peer Support Providers involved in providing Anti-Stigma Training at General Orientation on a monthly basis.
- PPL providing anti-stigma training and privacy and consent training to Central Access team in collaboration with Nursing and YWC manager (SW discipline).
- PPA co-presented at Community Psychiatry Clinic Rounds on Positive Psychology and Growing Gratitude Group.

Internal Teaching:

- PPL is Assistant Professor with Dept., of Psychiatry and Behavioural Neuroscience, McMaster University.
- PPL is a Longitudinal Facilitator in the Professional Competencies Program, Faculty of Health Sciences. DeGroote School of Medicine, McMaster University.
- 1 Social Work Student, Ryerson University, placement related to Mental Health Safe Space and Community Engagement.

Clinical Teaching:

- PPL facilitated and PPAs participated in PGY 1 Psychiatry Resident training on psychosocial rehabilitation.

Continuing Education:

- 2 PPAs attended the National Conference on Peer Support, Calgary, AB.
- 1 PPA successfully completed Peer Support Canada National Certification.
- 1 PPA completed basic training in Brief Solution Focus Therapy.
- 1 PPA completed Concurrent Disorders Certification, CAMH/University of Toronto.
- PPL awarded Peer Support Canada Peer Support Mentor Certification.
- 1 PPA attended Conflict Resolution and Restoration Practice, Core Collaborative Learning.
- 1 PPA attended Canadian Educators Conference on Mental Health.
- 1 PPA attended and successfully completed certificate in Mindfulness Based Stress Reduction.
- 1 PPA completed ASIST refresher.
- 1 PPA attended Trauma and Addiction : Toward a New Understanding Workshop.
- 1 PPA attended SAFE TALK training.

Scholarly Pursuits

Research:

PPL involved in the following research activities:

- Canada Norway Research Collaboration on Operationalizing Experience Driven Innovation through Integration of Peer Support in Health systems. McMaster University. PPL is co-investigator.
- Developing a Service Integrity Measurement Tool for Peer Support Services. Centre for Innovation In Peer Support. PPL is co-investigator.
- Thriving together: Promising practices in mental health peer support, Laurier University. PPL is local principle investigator.

Publications:

- PPA presented poster on Outcomes of Family Connections in a Community Psychiatry Setting, Health Quality Ontario Transformations Conference.
- PPA presented poster at Collaborating Together for Better Care (Nov. 28th): A poster presentation on the work of recovery brochures.
- Canada Norway Research Collaboration on Operationalizing Experience Driven Innovation through Integration of Peer Support in Health Systems. Final Report to Michael G. DeGroote Health Leadership Academy.
- Mental Health Safe Spaces: Addressing Health Inequities for Marginalized Communities . AUTHORS: Rebecca Evans, Caitlin Ross, Fiona Wilson, Claire Kislinsky, Valerie Sadler, Susan Strong.
- Investigating service features to sustain engagement in early intervention mental health services. Becker M, Cunningham CE, Christensen BK, Furimsky Rimas H, Wilson F, Jeffs L, Madsen V, Bieling P, Chen Y, Mielko S., Zipursky RB. Investigating service features to sustain engagement in early intervention mental health services.
- Becker M1, Cunningham CE2,3, Christensen BK1,2,4, Furimsky I2,4, Rimas H2, Wilson F2,4, Jeffs L4, Madsen V2,4, Bieling P2,4, Chen Y2, Mielko S2, Zipursky RB2,4.

External Committees:

- PPL is Board member of Rainbow's End Community Development Corporation acting as SJHH Liaison.
- PPL is past Chair and current member of Peer Support Canada's Certification Committee.
- PPL is member of Consumer Survivor Network of HNHB LHIN.
- PPA is member Executive Board member of Helping Ourselves through Peer Support and Employment (HOPE), Brantford.

External Presentations:

- Participation in Hamilton Police Services Mental Health Training—throughout the year.
- Multiple Peer Support participants in Psychiatry Resident Training.
- Mental Health Safe Space presentation and Community forum—February 2018.
- Integrating Mental Health Peer Support in Clinical Settings: Lesson from Canada and Norway.
Author(s): Gillian Mulvale, Jenn Green., Karl-Johan Johansen, Fiona Wilson., Shaleen Jones, Nick Kates., Ian Arnold. Pending, Venice, Italy, 2019.

Leadership:

- PPL as part of PAC nominated for Team Leadership Excellence in Practice Awards for PAC Awards of Excellence.
- PPL co-lead for Corporate Anti-Stigma Initiative.
- PPL support to Director Lead for Family Engagement Initiative.
- PPA Strategic Plan Ambassador.
- 2 PPAs Safewards Champions.

Discipline Goals 2019

Quality & Safety

- Ongoing preparation for Accreditation, May 2019. Review of monthly accreditation goals.

Change

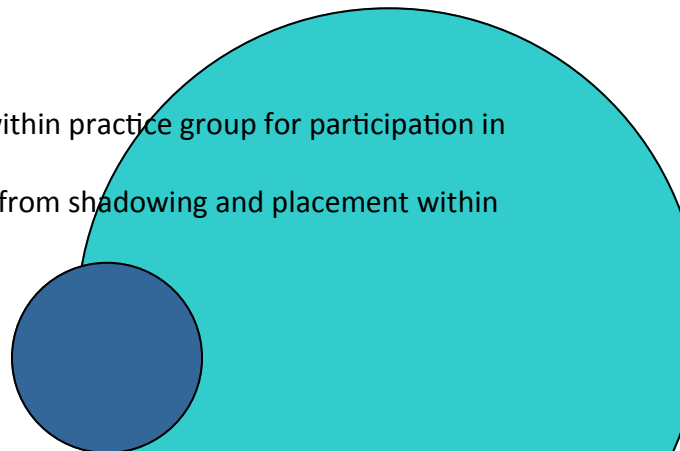
- Focus on integration of peer support team in psychiatric emergency services.
- Develop peer support specific group evaluation tool.

Community

- Ongoing Collaboration with community partners to support community capacity for peer support and related initiatives.

Research & Education

- Peer Support will seek out opportunities to build capacity within practice group for participation in and leadership of research activities.
- Peer Support increase opportunities for learners to benefit from shadowing and placement within settings with peer support practice in place.



Pharmacy



Professional Practice Leader (Charlton, King, West 5th):
Connie Lukinuk

Number of Members of Discipline

Pharmacists/ Pharmacotherapy Specialists	Charlton	26/7 FTE
	King	2 FTE
	West 5th	7 FTE
Pharmacy Technicians	Charlton	51 FTE
	King/Retail	4 FTE
	West 5th	8 FTE
Mangers	4 FTE	
Directors	1 FTE	



Clinical Practice Achievements

Quality & Safety

- In 2018, clinical pharmacy services expanded to cover high-risk nephrology outpatient clinics including:
 - Glomerulonephritis Clinic.
- Pharmacists continue to provide clinical services to patients on units improving patient safety and outcomes with:
 - Dovetale verification of orders.
 - Medication reconciliation.
 - Anticoagulation management.
 - Review of antimicrobials at Day 3 of therapy.
 - Adult & NICU TPN monitoring.
 - Therapeutic drug monitoring (e.g. vancomycin).
 - Participation in patient rounds (e.g. ICU, nephrology, renal transplant).
- Monitoring and communication of Critical Drug Shortages and therapeutic alternatives continues to be a high priority.

Change

- Successful pharmacy training, launch and implementation of Dovetale supporting inpatient units and outpatient clinics, and launch of Willow Inventory.
- Dovetale Implementation resulted in the following positive practice changes in pharmacy:**
 - Review and verification of prescriber's orders by pharmacists.
 - Barcode scanning supporting new Dispense Prep, Dispense Check and Compounding and Repacking workflows, and to facilitate barcoded medication administration.

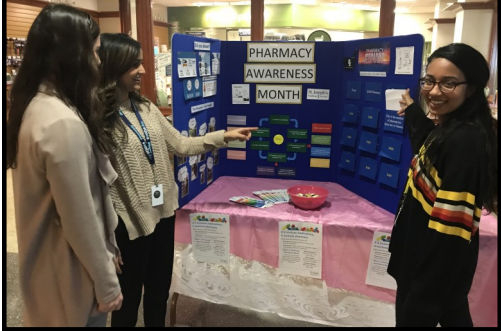


Change: Continued...

- BPMH documentation in Dovetale and proactive BPMH collection in Emergency.
- Unit-dose dispensing in Special Care Nursery, standardized dosing of oral liquids.
- Perpetual inventory tracking in Willow Inventory.
- **Insulin Pen Implementation**— the successful switch to insulin pens across all units and campuses included teaching and certification of nurses, and re-organization of pharmacy workflow.
- **Scope of Practice**
 - **3 Day Antibiotic Reviews** — implemented and monitoring of daily reviews by Pharmacists.
 - **Pharmacist Adaptation, Renewal and Suggested Medication Orders** policy to support pharmacists working within their full scope of practice was developed, trained and Implemented.
 - **Pharmacist Handoff/TOA**—implemented expectation and process for Handoff/TOA in Dovetale including best practices for iVents, Handoff module, and Progress Notes.
 - **Antidote List**— updated quantities and documentation to support LHIN 4 initiative.
- **Sterile Compounding**
 - Re-certification of all pharmacists and pharmacy technicians working in sterile room including re-training, finger-tip and media fill testing (mandated by OCP for Jan 1, 2019).
- **Improving Medication Safety Initiatives— 2018 Pharmacy Dashboard (below)**

Metric	Target	Feb 2018	March 2018	April 2018	May 2018	June 2018	July 2018	Aug 2018	Sept 2018	Oct 2018	Nov 2018	Dec 2018
Medication Reconciliation <i>-improving transitions</i>												
BPMH Completion (%)		90	89	90	84	81	81	86	87	89	88	85.5
Admission (partial) (%)		75	71	73	75	73	71	72	76	71	76	75
Admission (overall) (%)		59	52	56	54	54	50	59	53	51	55	53
Medication Turnaround Time <i>-improving access</i>	30 min	40	45	34	37	37	40	49	35	39	18	27
	15 min	17	11	18	19	15	11	36	26	42	36	42
Accurate Dispensing <i>-improving medication safety</i>												
Dispense Prep Compliance (%)		71.2	75	74.6	74.5	75.3	78.4	79.2	78.8	77.3	76.7	76
Dispense Prep Near Misses (%)		4.3	4.7	5	4.8	5	4.9	5	4.4	4.4	3.9	4.5
Antibiotic 3-day completed reviews - reducing infections						924 reviews (June 1-Aug 31)			813 reviews (Sept 1-Nov 31)			

Community

- **Pharmacy Awareness Month poster**—education of patients on pharmacists and pharmacy technicians contributions to patient care (Charlton, King and West 5th) .
- 
- The image shows three individuals standing next to a large, colorful display board titled 'PHARMACY AWARENESS MONTH'. The board is covered with various informational posters and graphics. One person is pointing at a section of the board, while the others look on. The display is set up on a table covered with a pink cloth.
- **Pharmacist Managed Anticoagulation Clinic**— education of out-patients prescribed anticoagulants (e.g. warfarin) and follow-up monitoring.
 - Pharmacists **Upkar Malhi** , **Jean Lee-Yoo** and **Marita McQuaid**.
 - **Respiratory Rehabilitation Program**— medication review (BPMH) and education to out-patients attending the eight week out-patient program, along with two education sessions.
 - Pharmacist **Yomna Awad** and **Robin Gunning**.
 - Thanksgiving food drive in pharmacy (contributing to 3,062 pounds of food at SJHH).
 - Monthly staff birthday celebrations and staff of the month recognition.

Interconnection

- **Pharmacists are members of multi-disciplinary Committees** including:
 - Dovetale including Willow Management .
 - Program Quality Councils.
 - Medication Management Quality Council.
 - Pharmacy Quality Council.
 - Pharmacy & Therapeutics.
 - Nursing & Pharmacy.
 - Cardiac Arrest.
 - Parenteral Drug Therapy Monographs.
 - Residency Advisory Committee (RAC).
 - Diversion Prevention (new committee established in 2018).
- Supported **Patient Safety Week in collaboration with Quality Consultant and Patient Engagement Lead** (Valentina Constantinescu) - theme of “not all medications get along” focused on medication safety, the importance of preventing harm and 5 Questions to Ask About Your Medications.

Formal Teaching:

- Nephrology, renal transplant, and psychiatry clinical rotations for HHS pharmacy residents.
- Pharmacists provided and continue to provide education to nursing staff, clinical clerks, medical residents, medical students (McMaster), and prescribers throughout the hospital. Topics: antibiotic reviews, therapeutic drug monitoring, opioid addiction, orientation for medical residents/clinical clerks, antibiotic therapy for Infectious Disease residents, orientation for medical residents including medication reconciliation.
- Antimicrobial Stewardship Program (ASP) teaching rounds with prescribers by ASP pharmacist Jen Lee.
- Infectious Disease teaching and consultation by pharmacist Vida Stankus.
- Weekly CE presentations by pharmacy staff and residents on current continuing education topics.

Internal Teaching:

- Two pharmacy residents for 2017-18 successfully completed the one year Residency program.
- Two current pharmacy residents are on rotation in the Residency program (2018-2019).
- Eighteen pharmacists are preceptors for various rotations for the two SJHH pharmacy residents and 3 Hamilton Health Sciences (HHS) residents.
- Fourteen pharmacists supported clinical placement rotations for pharmacy students from University of Waterloo (8-weeks each) and University of Toronto (APPE 5-weeks).
- Provided 5 pharmacy technician student placements (Mohawk College and Niagara College).
- Provided co-op work terms for 4 University of Waterloo pharmacy students and work term for 3 University of Toronto summer students. Students completed a variety of projects, worked in distribution and were trained in direct patient care activities by pharmacists.

Clinical Teaching:

- Teaching appointments: Nine pharmacists are Adjunct Clinical Assistant Professors (University of Waterloo or University of Toronto).
- Three high school co-op students completed 4-month credit course in the Outpatient Pharmacy.
- Fourteen pharmacists, across all sites, are preceptors for PharmD students from the University of Waterloo and University of Toronto.

Other Expertise:

- Data and computer analytics to support the current and future medication systems and to ensure the best use of data to improve individual patient and population-based care.
 - 3 pharmacists are trained to support computer analytics.
 - 2 pharmacists are certified as DovePro trainers.
 - 3 pharmacists, 2 pharmacy technicians are certified on the Epic pharmacy module (Willow Pharmacy).



Scholarly Pursuits

Research:

- Pharmacy residents were lead investigators, with pharmacist mentors, in the following 2018 research studies and poster presentations (see Leadership):
 1. The Impact of an Educational Animation Module on Patient Knowledge of Immunosuppressive Medications in Patients Referred for Renal Transplant.
 2. Evaluation of Opioid Prescribing and Utilization after Common Surgical Procedures.
 3. Efficacy of Sacubitril/Valsartan in Patients with Hypertension: A Systematic Review and Meta-Analysis.

External Committees:

- LHIN 4 – Hospital Pharmacy Director Committee.
- MohawkMedbuy Pharmacy Committee and Buyer's Committee.
- HHS—Pharmacy and Therapeutics Committee and Antimicrobial Sub-committee.
- Hamilton Integrated Research Ethics Board (HiREB).
- Regional Infection Prevention and Control Committee.
- University of Waterloo School of Pharmacy Admission Panel.
- Canadian Society of Hospital Pharmacists (CSHP) Drug Information, Psychiatric Pharmacists and Infectious Disease Specialty Networks.
- CSHP DUE Ontario Pharmacists Group.
- CSHP National Awards—assessor.
- CSHP Canadian Hospital Pharmacy Residency Surveyor Group.
- CSHP Ontario Branch Golden Horseshoe Chapter—Chair.
- CSHP Ontario Branch Golden Horseshoe Chapter Residency Night Poster Review Group.
- Hospital Pharmacy Residency Forum of Ontario (HPRFO).
- Pharmacy Examining Board of Canada (PEBC) OSCE—Chief Examiner.
- PEBC OSCE Pharmacist Exam—Assessors.
- Pharmacy Technician Advisory Group (Mohawk College).
- Sheridan College Pharmacy Technician Program Advisory Committee.
- Renal Pharmacists Network.

External Presentations:

- **Poster- An Evaluation of Opioid Prescribing and Utilization after Common Surgical Procedures at St. Joseph's Healthcare Hamilton.** Pharmacy Resident **Maddison Davoli**. CSHP Ontario Branch (**Golden Horseshoe–Southwestern Chapter**) Pharmacy Residency Poster Night 2018.
- **Poster- The Impact of an Educational Animation Module on Patient Knowledge of Immunosuppressive Medications in Patients Referred for Renal Transplant.** Pharmacy Resident **Kavita Puri**. CSHP Ontario Branch (Golden Horseshoe-Southwestern Chapter) Pharmacy Residency Poster Night 2018.
- **Poster- Efficacy of Sacubitril/Valsartan in Patients with Hypertension: A Systematic Review and Meta-Analysis.** Pharmacy Residents **Kavita Puri** and **Maddison Davoli**, and P Pharmacist **Christine Wallace**. Annual Cardiology Conference (ACC Rockies) 2018.

External Assessment by Regulators:

- Successful inspection by **Ontario College of Pharmacists (OCP)** at three campuses:
 - Policies & Procedures updated to reflect current OCP standards including sterile room.
 - **Successful pass granted to Charlton and West 5th campuses by OCP (King exempt).**
- **The Pharmacy Residency Program was awarded a full 4 year accreditation by the Canadian Pharmacy Residency Board.**
 - Pharmacy Residency Program is under the direction of pharmacists **Cathy Burger, Christine Wallace, and Carmine Nieuwstraten.**

Leadership:

Awards

- **Canadian Health Informatics Project Implementation of the Year Award** at #eHealth2018.
 - Dovetale team including pharmacists **Yayoi Goto, Gunther Ha, and Maggie Yu .**
- **Health Professionals Excellence Award (PAC 2018) for Individual Teaching Excellence in Practice.**
 - Pharmacist **Jen Lee.**
- **Kidney Foundation of Canada** — Recognizing Allied Health Professionals (Charlton Campus) for continued dedication and support of people living with Kidney Disease.
 - Pharmacists **Cathy Burger, Deb Chang, Praveena Dixit, Caitlin Meyer, Alison Shipley,**
Stephanie Gilbreath, Milena Kudus, Marita McQuaid.
- **CSHP Ontario Branch (Golden Horseshoe-Southwestern Chapter) Pharmacy Residency Poster Night 2018 first-place winner—** The Impact of an Educational Animation Module on Patient Knowledge of Immunosuppressive Medications in Patients Referred for Renal Transplant.
 - Pharmacy Resident **Kavita Purj.**
- **Annual Cardiology Conference (ACC Rockies) 2018 Poster Competition—2nd place.** Efficacy of Sacubitril/Valsartan in Patients with Hypertension: A Systematic Review and Meta-Analysis.
 - Pharmacy Residents **Kavita Puri** and **Maddison Davoli,**
 - Pharmacist **Christine Wallace.**

Discipline Goals 2019

Quality & Safety

- Prepare for hospital accreditation (e.g. policy updates and complete medication management audits).
- Implement OCP recommendations for narcotics (e.g. diversion prevention, destruction, audits) and feasibility of Opioid Stewardship program.
- Continue Dovetale break-fix and optimization work including reports.
- Assess and implement clinical pharmacist support for hemodialysis units at King and Six-Nations.
- Monitor and assess quality of clinical pharmacist practices and documentation (e.g. 3 Day Antibiotic reviews, Handoff, Progress Notes, i-vents).
- Participate in establishment of a Clinical Pharmacology Inpatient Service .

Change

- Initiate plan for assessment and purchase of new automation (pharmacy and Automated Dispensing Units) in collaboration with internal stakeholders.
- Follow project plan for re-development of Sterile Room including implementation and monitoring of best practices in sterile compounding.

Community

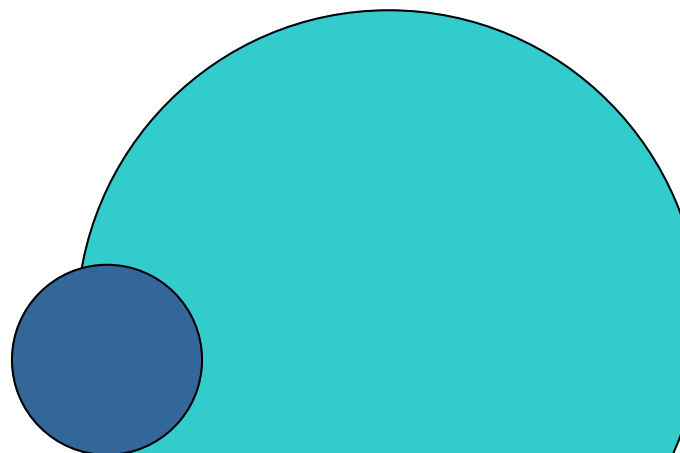
- Team building events in pharmacy.

Interconnection

- Initiate pharmacist supported and Nurse Educator re-education of nurses on Dovetale Navigators and best practices for BPMH documentation in Dovetale with a pilot on Surgery followed by GIM.

Research & Education

- Support Pharmacy Residents in completion of two research projects.
- Explore opportunities for clinical pharmacy research.



Physiotherapy



Physiotherapists
& Rehabilitation
Assistants at the
Physiotherapy
Retreat in November
2018.

Professional Practice Leader (Charlton, West 5th):

Magda McCaughan

Number of Members of Discipline

Charlton	26.4	FTE	(PTs)
West 5th	1.0	FTE	(PTs)

(FTEs do not include Rehabilitation Assistants)

Clinical Practice Achievements

Quality & Safety

- Re-evaluated staffing and re-assigned based on suggestion/ feedback; currently completing PDSA cycles of the changes we initiated.
- Ordered equipment early in the 2018-2019 fiscal year to help with patient safety in terms of enough appropriate equipment to support therapeutic interventions.
- Worked closely with Nurse Manager, Nephrology and OT to ensure proper space and safety with the gym transition on 7 Tower Nephrology Unit.
- Routinely re-evaluated the safety of our gyms and the equipment stored there.
- Participated in 2 different initiatives from Occupational Health and Safety to review different aspects of safety in all our designated spaces.
- Developed specific Values and Mission Statement for the Physiotherapy Department; the Values are: Teamwork, Respect and Communication. If we know who we are and what we represent, we can better care for our patients.

Change

- Collaborated with GIM to assist in the Geographical model change.
- Worked very closely with Dovetale Applications team member to ensure that the inpatient Physiotherapy Documentation met college requirements as well as improving efficiency so that patient care would return to best practice quality.
- Worked with Respiratory Rehabilitation Day Program to ensure a successful transition to Dovetale in September 2018.

Change: Continued...

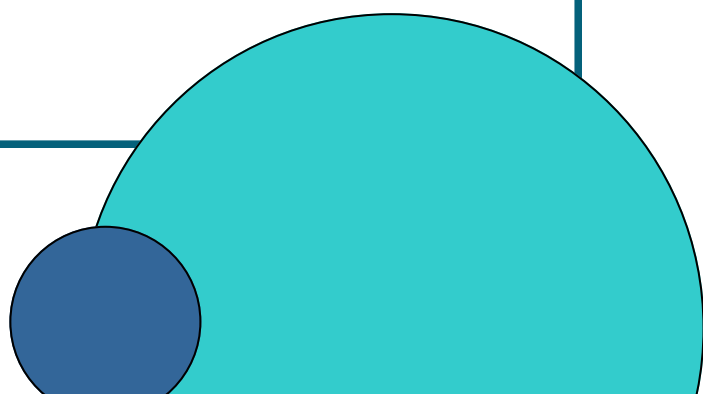
- Reviewed research and benchmarking, and have received additional resources to increase ICU complement to 2.0 FTE PT.
- Regularly request our teams to report any new evidence/research and try to implement that in our care (e.g. in be cycling, 2x/day treatment in certain populations, creation of new handouts for patients (including information in the After Visit Summary (AVS)).
- Participated in completing RCA Hip Fracture and TJA self assessments for acute care and medical rehabilitation; implementing Gait Speed objective measures based on the RCA best practice measures.

Community

- Increased support for education to staff members which was received very positively.
- Encouraged members to re-evaluate their set caseloads and assignments and had multiple discussions about efficiencies; put many of those suggestions in place and are continually evaluating the effect.
- Requested staff to reflect on situations from the patient perspective—not be afraid to ask “What Matters to you Most” across all clinical areas.

Interconnection

- Collaborated with Dovetale and the PT staff to establish the most efficient and effective ways to share information; have created appropriate tools to assist the staff with this.
- Collaborated with our OT, SLP and SW colleagues to establish some standardization in charting and communication across the team.
- Continued collaboration of one of PTs with in Emergency Departments Admission Avoidance initiative.
- Participated with unit managers for surgery and medical rehabilitation to review Hip Pull process and develop new plan to expand to all surgical floors.
- Medical Rehabilitation screener working closely with Programs Manager and Respiratory Rehabilitation Day Program Team (PT & OT) to establish processes and criteria/goals for hybrid program of inpatient Medical Rehabilitation/Respiratory Rehabilitation.



Formal Teaching:

- Provided an in-service to the nursing staff on 7 Surgical about sliding board transfers.
- Taught some of the GPA sessions.

Internal Teaching:

- Provided placements for 4 students over the summer from the PT program including one at West 5th (who has now been hired as a staff member); in the fall provided opportunities for 14 observation students from the McMaster PT program (Unit 1); 2 Unit 4 McMaster PT students, and 1 PTA/OTA Mohawk College Student.
- Maintaining status as Adjunct Professors at McMaster University; staff dedicating 150 hours of their time over a 3 year period to the students in the program.

Clinical Teaching:

- Participated in Clinical Teaching sessions at McMaster University in the PT program to assist with teaching students hands on skills in their specific area of expertise (e.g. suctioning).
- Tutored in the Unit 1 PT program (the program has been revamped and this was the first time the new curriculum was in use).
- Implemented an ICU rehabilitation session for High School Students this past year that was very well received and has spurred interest from the community to invite them to other educational events in the city.
- Assisted with the Objective Structured Clinical Examination (OSCE) exam at McMaster University.

Continuing Education:

- Participated in the Dorothy Wiley Health Leaders Institute.
- Participated in a McMaster University Program Management Course.
- Attended the Critical Care at McMaster University supported by our ICU.
- Achieved Certified Respiratory Educator certification.
- Participated in an annual O2 Titration Review session.

Scholarly Pursuits

Research:

- CYCLE study—Completed the CYCLE Vanguard at the beginning of 2018 and have launched into the final phase CYCLE RCT starting September 2018 (Anticipate this study to run for 3-4 years); Lead is Dr. M. Kho and involves multiple members of the discipline. Presented 2 posters.
- ISURVIVE study—Ended early in 2018 and the abstract and data has been submitted to a journal for publication; PT and Rehabilitation Assistant involved during the trial led by Dr. M. Kho, PT and Dr. A. Costigan, OT. Presented one poster.
- COPD Balance Study— Ended at the end of 2018 and an abstract is in the process of submission currently; PT, involved and project lead by Dr. M. Beauchamp, PT.
- Exercise Based Study related to COPD—Underway with one PT and one Rehabilitation Assistant involved.



Dr. Michelle Kho
with her research
team.

External Committees:

- Member, Executive Committee for the Hamilton District Ontario Physiotherapy Association.

External Presentations:

- Presentation for new residents on a regular basis in the ICU (every other month).
- Regular introductory sessions for new residents and nurses in Medicine and Thoracics.

Leadership:

- Co-lead : “What Matters to You Most” project on CTW.
- Lead: CYCLE Study in the ICU.

Discipline Goals 2019

Quality & Safety

- Maintain safety documentation as per suggestions from Occupational Health and Safety.

Change

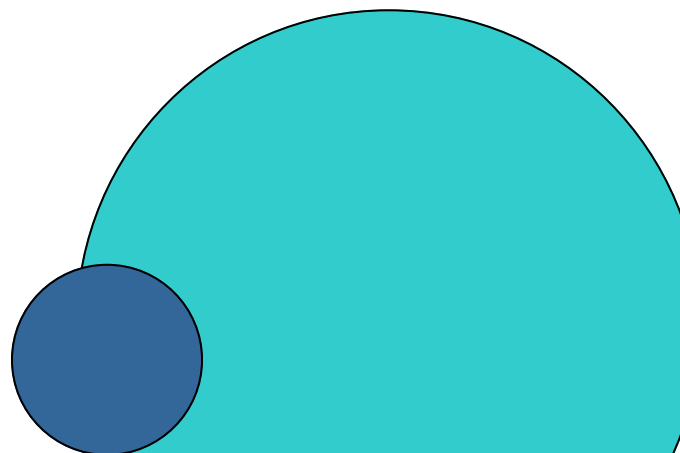
- Continue to work with Dovetale to fine tune our charting and work towards a more professionally integrated charting system that meets the needs of our College Standards.
- Ensure all members of the discipline participate in appropriate initiatives in 2019.

Community

- Ensure all members of the discipline are using the After Visit Summary with each patient by the end of April 2019.

Research & Education

- Support 1-2 staff members from each team to attend education that is relevant to their work.
- Support CYCLE RCT in the ICU with adequate staffing to achieve success (some funding coming from the Research).





Polysomnography

Professional Practice Leader (Charlton, King, West 5th):

Mary Basalygo

Number of Members of Discipline

Charlton	5.2	FTE
	1	FTE
	8	PTE
	1	PTE Casual

Scope of Practice:

The sleep technologist working under the supervision of a licensed sleep physician is specially trained to perform polysomnography and other tests to diagnose and treat sleep disorders in patients from children to adults. Sleep disorders include breathing disorders, movement disorders and parasomnias. The procedures include application, monitoring and analyzing specific physiological variables during sleep and wakefulness.

Clinical Practice Achievements

Quality & Safety

- Ongoing review of referrals to identify and allocate available resources for patients with special care needs. This includes considerations such as age, gender, mobility, communication, comprehension, cultural/religious, and vision.
- A dedicated effort to focus on individual patient needs from pediatric to adult to maximize safety, quality and efficiency for both the patient and the technologist. The Sleep Program with the amalgamation of the Sleep Disorders Clinic into the Sleep Lab assessment space continues to support more communication and collaboration between technologists, medical and registration staff and opens the door for opportunities for a more team focused approach and improved patient care.
- Ongoing review and standardization of processes for the collection of data and the use of ancillary devices. This includes review of application procedures, site durations, and disinfection procedures.
- Staff were given the opportunity to participate in Pediatric Sleep Day video conference offered through Toronto Western Hospital.

Change

- Staff scheduling changes to attempt to further balance skill levels associated with patient assessment, data review and report preparation. The focus is finding further areas to improve efficiency. Review of documentation criteria both during acquisition and report generation. Further clarification and instruction regarding necessary and optional documentation.

Change: Continued...

- Implementation of Dovetail for booking/registration of Sleep Program patients. Sleep Lab assessment reports and associated questionnaires electronically available in Dovetail in addition to physician clinic notes.

Community

- Participation in the St. Joseph's Wellness Program Wellness Fair held in March.
- Sleep program informational display in the lobby for staff, visitors during Sleep Technologist.
- Appreciation Week – Wednesday, October 31, 2018.

Interconnection

- Continue to maintain a shared network drive for specifically for sleep education accessible to sleep technologists, physicians and clinical scholars.

Academic Pursuits

Internal Teaching:

- The sleep lab serves as a visit site for respiratory therapy students from the Mitchener Institute and Fanshawe College.

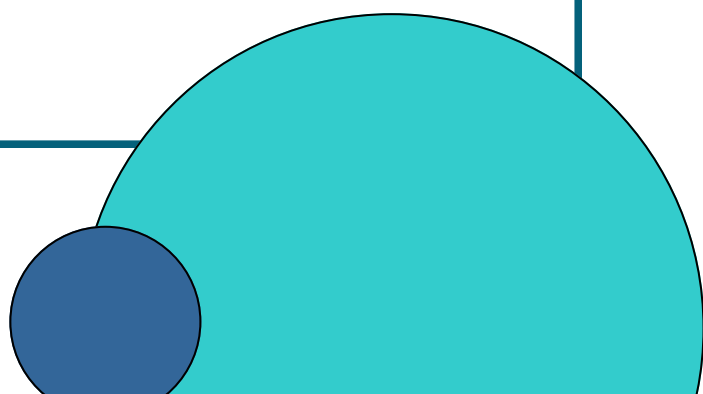
Clinical Teaching:

- Education and review of the technical aspects of polysomnography for residents within the respiratory program.
- Video conference of monthly clinical and research rounds from Toronto as part of the half-day clinical scholar curriculum. These events are accredited group learning activities as defined by the Maintenance of Certification Program of the Royal College of Physicians and Surgeons of Canada.
- Presentation and review of the technical aspects of polysomnography within the clinical scholar program in sleep medicine.

Scholarly Pursuits

Research:

- Ongoing collaboration with cardiology at the Hamilton Health Sciences and McMaster University in a multi-centered clinical trial in heart failure patients.



Discipline Goals 2019

Quality & Safety

- To review maintenance and care of existing equipment resources to prolong usage and quality of recorded signals.
- To review and update lab policies and procedures to reflect modifications/changes in best practice.
- Ongoing review of accessibility.
- To further review urgent referrals and develop strategies to better align available resources to streamline completion of reports for physician interpretation. To further take advantage of the combined sleep clinic/sleep lab physical space to implement strategies to maximize usage, and improve efficiencies in process both in areas of clerical administration and technical resources.

Change

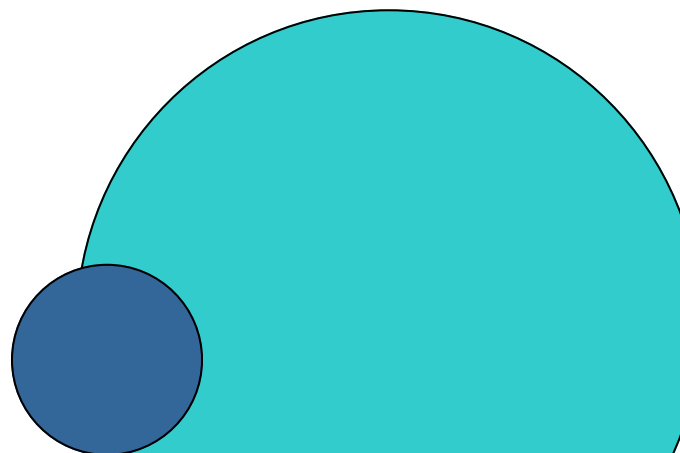
- To review and find opportunities to move away from a largely paper focused sleep lab assessment process to a more electronic format.

Community

- To continue to be available as a resource to the community and community activities.

Research & Education

- Ongoing collaboration with cardiology at the Hamilton Health Sciences and McMaster University in multi-centered clinical trial in heart failure patients.
- To identify further research opportunities.





Psychology

Professional Practice Leader (Charlton, King, West 5th):

Randi McCabe

Number of Members of Discipline

Psychologist	29	FTE	6 PT
Psychometrist	4	FTE	3 PT
Postdoctoral Fellow	4	FTE	1 PT
Psychology Resident	7	FTE	

Clinical Practice Achievements

Scope of Practice:

“The practice of psychology is the assessment of behavioral and mental conditions, the diagnosis of neuropsychological disorders and dysfunctions and psychotic, neurotic and personality disorders and dysfunctions and the prevention and treatment of behavioral and mental disorders and dysfunctions and the maintenance and enhancement of physical, intellectual, emotional, social and interpersonal functioning.”
Psychology Act 1991, c. 38, s. 3.

Quality & Safety

- Psychology staff led and held leadership roles on provincial committees to set practice standards. A psychology staff is Co-Chair of the Health Quality Ontario (HQO) committee to develop two sets of care guidelines for management of Obsessive Compulsive Disorder and Anxiety Disorders. Another psychology staff is a member of this committee. A psychology staff was a member of the Advisory Committee for the HQO Standard on Chronic Obstructive Pulmonary Disease (COPD): Care in the Community for Adults. A psychology staff is also Co-Chair of the Program Evaluation Special Interest Group for the Ontario Community Outreach Program for Eating Disorders.
- Psychology staffs actively developed and validated a semi-structured interview for DSM-5: The *Diagnostic Assessment and Research Tool (DART)*. The DART provides clinicians with a standardized approach to diagnosis that will improve the diagnostic accuracy of mental health diagnoses. This tool was piloted in centres across the country and a validation study is currently underway.
- All Psychology staff are certified and have up-to-date certification in Crisis Prevention Intervention (CPI).
- Psychology staff actively on Quality and Safety Committees across various programs at SJHH (Forensic Psychiatry, Mood and Anxiety, Cleghorn, Schizophrenia and Community Integration Service).
- Psychology staff are active in research and have completed training over the past year in *CITI Good Clinical Practice*, *CITI Canada Privacy Course*, *Privacy Tutorial*, *Chart Review*, *Ethical Conduct for Research Involving Humans Course on Research Ethics (TCPS 2: CORE)*.
- Psychology staff also completed training to improve quality and safety of their professional practice including the Canadian Training Institute Community

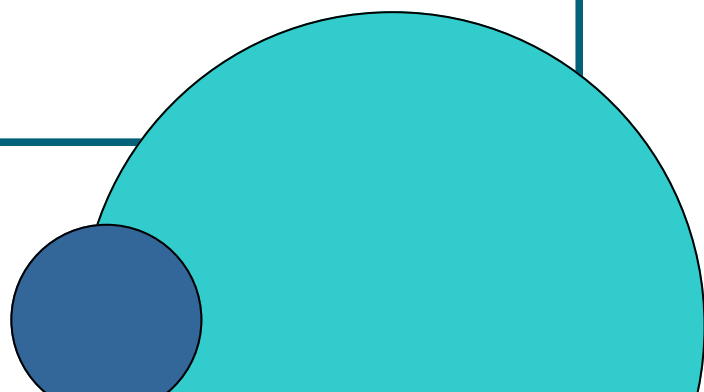
Quality & Safety: Continued...

Worker Safety Strategies for working with individuals who have polysubstance use.

- Psychology staff led in the development and implementation of standardized assessment tools such as the electronic-Hamilton Anatomy of Risk Management-Forensic Version (eHARM-FV).
- Psychology staff played an important role in the development and implementation of suicide prevention practices across the organization using standardized tools and conducting focus groups with patients and peer support providers to inform practice changes.
- Psychology staff actively engaged in a range of initiatives to reduce clinic wait times, reduce barriers, and increase access to mental health services.

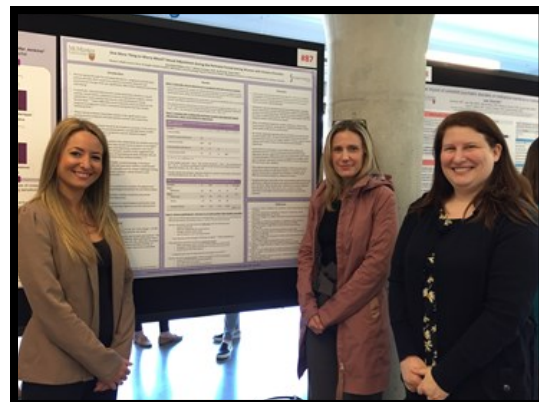
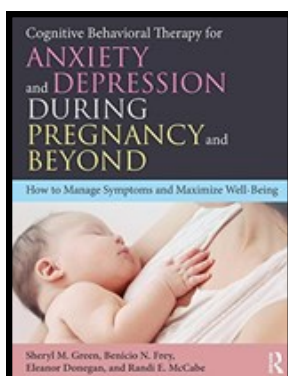
Change

- Psychology staff actively translated scientific findings to clinical practice through the development and implementation of innovative evidence-based assessment and treatments methods to improve patient care. New developments include psychological group treatment for women with mental health difficulties related to the perinatal period; expansion of group treatment for individuals with binge eating disorder; Cognitive Processing Therapy for PTSD; CBT for problematic hoarding; and CBT strategies and support for new or expecting fathers.
- Psychologists contributed to the success of the recent partnership between SJHH, the Department of Psychiatry and Behavioural Neurosciences (DPBN) and the Department of Psychology, Neuroscience and Behaviour at McMaster University establishing a Clinician Research Training Stream within the Clinical Psychology Graduate Program that officially launched in 2016. This program offers state-of-the art clinical training to psychology graduate students through the SJHH Mental Health and Addiction Program (MHAP) using an innovative training model that builds on the strengths of the SJHH program and will ensure that future psychologists are equipped with the depth and breadth of training to provide care in a way that has never been done before.
- Psychology staff developed the new WSIB Mental Health Specialty Clinic at SJHH, a leadership role, and provided assessment and treatment services to injured workers.
- Psychology staff worked with our colleagues in the Kidney and Urinary Program and developed a new clinical role for a psychologist in the care of home dialysis patients. This initiative is the first of its kind in the country.
- Psychology staff worked on changing service delivery for the Clinical Neuropsychology Service moving from a centralized service to embedding clinical neuropsychologists on clinical units to better facilitate communication and continuity between treatment providers and disciplines.
- Psychology staff engaged with patients and families through various councils and committees to receive feedback to better improve care (e.g., Patient Advisory Council of the Forensic Psychiatry Program; Patient, Family, and Community Engagement Steering Committee of the Forensic Psychiatry Program).



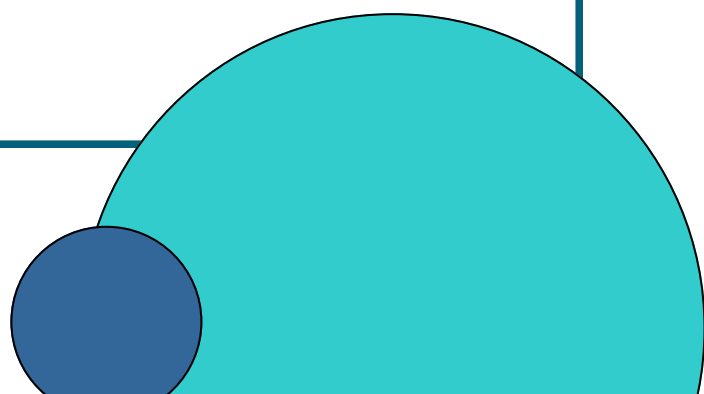
Community

- Psychology staff engaged numerous times in presentations and training workshops to stakeholders in the community to increase capacity, develop professional competency, and increase public awareness on a range of topics. Psychology staff presented to the Family Health Team (management of eating disorders), Canadian Association of Credit Counselling Services (problematic hoarding), Gatekeeper's Program from Catholic Family Services, Police Services (Brantford, Chatham-Kent, Sarnia, Waterloo; Crisis Intervention), Lanarck County Mental Health, Pulmonary Fibrosis Support Group of Niagara, and Mood Menders.
- Psychology staff utilized the Ontario Telehealth Network to provide ongoing consultation and education on hoarding to stakeholders across Southern Ontario.
- Psychology staff actively engaged youth in the community through the Youth Wellness Clinic.
- Staff engaged in both research and clinical services partnerships with various community services and agencies such as the Veteran's Affairs Canada, Catholic Family Services, and the Hoarding Coalition.
- A psychology staff member was integral in the formation and development of a research partnership between SJHH, McMaster and Homewood Research Institute.
- Psychology staff organized a series of 13 talks at local Hamilton libraries in a "Mind Matters" Psychology speaker series promoted mental health and wellness for members of the public during Psychology month. Topics included Menopause and the Brain, Managing Insomnia, Dementia and Strategies to Reduce the Risk, the Basics of Mindfulness Meditation, Better Solutions for Dealing with Procrastination, Strategies for Managing and Coping with Anxiety, Managing Chronic Pain, Assertiveness, and Managing Big Emotions.
- Psychology played a major role in organizing several local conferences and educational events for the community including: Annual Radical Collaborations, Forensic Research Day; Annual Risk and Recovery Conference; Annual Forensic Psychiatry Institute, CBT for Psychosis, and Tackling Depression Day.
- A Psychology staff member is collaborating on a project examining water security and mental health and wellbeing with Indigenous youth on Six Nations of the Grand River.
- Psychology staff are active on community boards including the Canadian Mental Health Association of Hamilton and Interval House.



Interconnection

- Psychology staff actively collaborated with other disciplines in both clinical and research initiatives and examined important research questions utilizing an interdisciplinary approach through partnerships with anesthesiology, psychology, psychiatry, nephrology, gastroenterology, social work, nursing, occupational therapy, physiotherapy, respiratory and medicine. Examples of projects include a 6-week cognitive behavioural therapy group intervention for insomnia (CBT-i) in collaboration with colleagues from sleep medicine, a psychological treatment program for women in the menopausal transition in collaboration with colleagues from medicine, and the development of interventions for patients with chronic pain. These collaborations have led to successful grant submissions and numerous publications.
- A psychology staff is actively working with the Ontario Provincial Hoarding Network to facilitate a Hamilton-wide hoarding response committee.
- Psychology staff hold membership in various national and international associations including the Academy for Eating Disorders, American Board of Professional Psychology (Clinical Neuropsychology), American Academy of Clinical Neuropsychology, American Psychological Association (APA), Anxiety Disorders Association of America, APA Division 12 Society for Clinical Psychology, Association for the Treatment of Sexual Abusers, Canadian Institute for Obsessive Compulsive Disorders, Canadian Institute Workplace Mental Health & Wellness, Canadian Psychological Association, Canadian Association of Cognitive and Behavioural Therapies, Canadian Registry of Health Service Providers in Psychology, International Association for Forensic Mental Health Service, International Population Data Linkage Network, International Meeting of Physical Medicine and Rehabilitation in Critically Ill, Ontario Psychological Association, National Academy of Neuropsychology, and the Scleroderma Society of Ontario.



Formal Teaching:

- Psychology staff presented at various McMaster University academic Grand Rounds including the Department of Psychiatry and Behavioural Neurosciences, the Department of Family Medicine, the Department of Obstetrics and Gynecology, and the Department of Medicine.
- Psychology staff were actively involved in providing both didactic teaching and clinical supervision in the Faculty of Health Sciences, McMaster University (Clinical Behavioural Sciences Program, Bachelor of Health Sciences Program), the Psychiatry Residency Program, the Undergraduate Medical Education Program (Psychiatry Clerkship), and the newly established Clinical Researcher Training (CRT) Stream of the Clinical Psychology Graduate Program.
- Psychology staff were engaged in formal supervision roles (both primary and secondary) for the College of Psychologists of Ontario.

Internal Teaching:

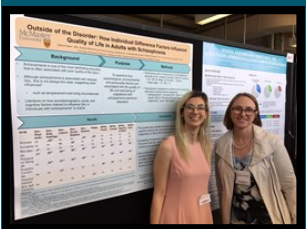
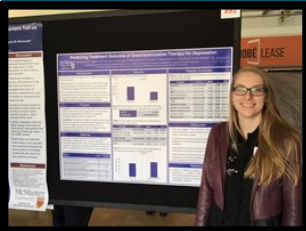
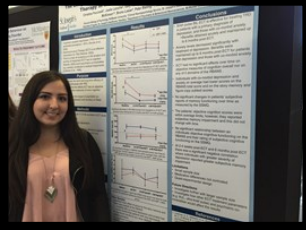
- The majority of psychology staff has academic appointments in the DPBN, McMaster University. In addition, various psychology staff have academic affiliations and appointments with a number of institutions including the Department of Psychology and Behavioural Sciences and Department Anesthesiology at McMaster University, Ryerson University, University of Waterloo, and York University.
- Psychology staff presented at SJHH Mental Health rounds and highlighted Psychology Month with presentations throughout the month of February that were very well attended.
- All psychology staff was active in providing didactic teaching and clinical supervision to trainees in the SJHH Psychology Residency Program.
- Psychology staff provided clinical supervision and education to mental health clinicians in the provision of Cognitive Processing Therapy (CPT), Dialectical Behaviour Therapy (DBT) and phone coaching.

Clinical Teaching:

- Psychology staff engaged in a wide range of educational endeavours involving learners from: i) psychology (research supervision of McMaster psychology undergraduates), ii) neuroscience (research supervision of McMaster neuroscience graduate students), iii) health sciences, iv) medical undergraduates, and v) Clinical supervision of McMaster psychiatry residents.
- The Clinical Psychology Residency Program received 100 applications from across Canada for 7 spots (6 general stream, 1 neuropsychology stream). We interviewed 50 candidates and matched within our top 9 ranked applicants. The current residents are from Clinical Psychology Doctoral programs at Simon Fraser University, Queen's University, Concordia University, the University of Manitoba, University of Calgary, McMaster University.

Continuing Education:

- Psychology staff were certified in Cognitive Behaviour Therapy by the Canadian Association of Cognitive and Behavioural Therapies.
- A psychology staff became registered with the College of Registered Psychotherapists of Ontario.
- A psychology staff completed the Certificate in Pain Management through the Faculty of Rehabilitation Medicine, at the University of Alberta.
- Psychology staff participated in numerous workshops and conferences for professional development.



Recognition

Dr. Margaret McKinnon named the inaugural Homewood Research Chair in Mental Health & Trauma; representing a unique partnership between SJHH, McMaster, Homewood Research Institute, and Homewood Health.

Clinical Teaching: Continued...

- The Psychology Practicum Program received 48 applications in 2018 from across Canada. Seventeen placements for 15 individuals were assigned throughout the MHAP offering training in a wide range of clinical programs including the Anxiety Treatment and Research Clinic (10), the Mood Disorders Program (2), Health Psychology (2), the Dialectical Behaviour Therapy Program (2), and the Youth Wellness Clinic (1). Learners were primarily from graduate programs in clinical psychology from Ryerson University (4), McMaster University (10; with 2 people receiving two placements), and the Adler Graduate Professional School (1).

Scholarly Pursuits

Research:

- Psychology staff are affiliated with key research institutes at McMaster including the Peter Boris Centre for Addiction Research, the Michael G. DeGroote Institute for Pain Research and Care (member, Scientific Advisory Committee), and the Michael G. DeGroote Centre for Medicinal Cannabis Research.
- Psychology staff received numerous awards for research including the Constantine Douketis New Research Award from the St. Joe's Research Institute, the Dr. Ian and Shirley Rowe grant to study insight in psychosis, and the CARSTAR Automatic Canada Research Innovation Fund Award.
- Psychology staff were principal investigator or co-investigator on several new peer-reviewed grants from the Canadian Institutes of Health Research (CIHR; \$2,275,876: 2018-2022), Cowan Foundation and Military Casualty Support Foundation (\$130,000: 2019-2021), Professional Advisory Committee, SJHH (\$10,000), DPBN, McMaster (\$7,500), Seed grant from the Michael G. DeGroote Centre for Medicinal Cannabis Research (\$10,790) and the Association for Contextual Behavioral Sciences (ACBS).
- A number of additional grant proposals were submitted and are currently under review, for example, with CIHR.
- Psychology staff continue to be actively involved as principal investigator or co-investigator on many ongoing studies funded by the Canadian Institute for Military and Veteran Health Research (CIMVHR; \$1,010,137: 2015 – 2018; CIHR \$193,350: 2015-2018; \$700,184: 2015-2019; \$332,994: 2015-2018; \$608,000: 2016-2021), Social Sciences and Humanities Research Council (SSHRC; \$140,102: 2015-2018), and the Workers Compensation Board of Manitoba (\$158,243: 2017-2019).

Research: Continued...

- Psychology staff were active in supervising graduate students in the Neuroscience Program and the Clinical Research Training Stream, Department of Psychology, Neuroscience and Behaviour at McMaster University.
- Psychology staff sat on various dissertation and graduate committees for the Neuroscience and Psychology programs at McMaster University, Ryerson University, and the University of Regina.
- Psychology staff sat on editorial boards for six scientific journals including the Archives of Women's Mental Health, Cognitive Behavioral Practice, Psicologia Conductual (Behavioral Psychology), Cognitive Behaviour Therapy, Behaviour Research and Therapy, the Journal of Obsessive-Compulsive and Related Disorders, and the Journal of Child Sex Abuse.
- A psychology staff member is Editor of the Forum Newsletter for the Association for the Treatment of Sexual Abusers.
- Psychology staff served as editorial consultants for numerous scientific journals including Assessment, Archives of Women's Mental Health, Archives of General Psychiatry, Behavioural and Cognitive Psychotherapy, Biological Psychiatry, Bipolar Disorder, Canadian Journal of Criminology and Criminal Justice, Canadian Journal of Psychiatry, Clinical Psychology and Psychotherapy, Cognition, Cognitive Behaviour Therapy, Cognitive and Behavioural Practice, Cognitive Therapy and Research, Cortex, Depression and Anxiety, Ethnicity and Inequality in Health and Social Care, International Journal of Behavioral Development, International Journal of Forensic Mental Health, International Journal of Offender Therapy and Comparative Criminology, International Journal of Psychology and Counseling, Journal of Affective Disorders, Journal of Biological Physics, Journal of Child Sexual Abuse, Journal of Anxiety Disorders, Journal of Clinical Psychology, Journal of Neural Transmission, Journal of Obsessive Compulsive and Related Disorders, Journal of Psychiatry and Neuroscience, Journal of Psychosomatic Research, Journal of Sex Research, Memory, Menopause: The Journal of the North American Menopause Society, Mindfulness, Psychological Assessment, Patient Education and Counseling, Psychiatry and Clinical Neurosciences, Schizophrenia Bulletin, Sexual Abuse: A Journal of Research and Treatment Surgery for Obesity and Related Disorders, Trauma, Violence, and Abuse, Women's Studies International Forum.

Publications:

Psychology staff contributed to 48 publications in 2018 (staff names are in bold below):

- Vedelago, L., Amlung, M., Morris, V., Petker, T., Balodis, I., McLachlan, K., **Mamak, M., Moulden, H. M.**, Chaimowitz, G., & MacKillop, J. (in press). Technological Advances in the Assessment of Impulse Control in Offenders: A Systematic Review. *Behavioral Sciences & The Law*.

Publications: Continued...

- Prpa, T., Moulden, H. M., Taylor, L., & Chaimowitz, G. (in press). Structured professional judgment tool in assessing fitness to stand trial. *International Journal of Risk & Recovery*.
- Prpa, T., Moulden, H. M., Taylor, L., & Chaimowitz, G. (2018). A review of patient-level factors related to the assessment of fitness to stand trial. *International Journal of Risk & Recovery*, 1(2).
- Gardizi, E., MacKillop, E., & Gaid, G. (in press) Self-Injurious Behaviour in a Patient with Dementia: A Case Report and Literature Review. *Journal of Nervous and Mental Disease*.
- Malivoire, B.L., Marcos, M., Pawluk, E.J., Tallon, K., Kusec, A., & Koerner, N. (in press). Look before you leap: The role of negative urgency in appraisals of ambiguous and unambiguous scenarios in individuals high in generalized anxiety disorder symptoms. *Cognitive Behaviour Therapy*.
- Schraeder, K., Cairney, J., Carter, J., Vingilis, E., Neufeld, R., Barwick, M., Kurdyak, P., Tobon, J. (2018). Cross-Sectoral Data Linkage: Tracking Mental Health Service Utilization from Childhood into Adulthood. *International Journal of Population Data Science* 3(4).
- Salena, K.B., Tobon, J.I., and Boyle, M.H. (2018). Longitudinal Civic-Mindedness in Siblings of Ontario Children with Chronic Illness. Manuscript accepted. *McMaster University Medical Journal*.
- Monson, C. M., Shields, N., Suvak, M. K., Lane, J. E. M., Shnaider, P., Landy, M. S. H., Wagner, A. C., Sijercic, I., Masina, T., Wanklyn, S. G., & Wiltsey Stirman, S. (2018). A randomized controlled effectiveness trial of training strategies in cognitive processing therapy for posttraumatic stress disorder: Impact on patient outcomes. *Behaviour Research and Therapy*, 110, 31-40.
- Richardson, J. D., King, L., Cyr, K. S., Shnaider, P., Roth, M. L., Ketcheson, F., Balderson, K., & Elhai, J. D. (2018). Depression and the relationship between sleep disturbances, nightmares, and suicidal ideation in treatment-seeking Canadian Armed Forces members and veterans. *BMC Psychiatry*, 18, 204.
- Bielak, T., Moscovitch, D. A., & Waechter, S. (2018). Out of my league: Appraisals of anxiety and confidence in others by individuals with and without social anxiety disorder. *Journal of Anxiety Disorders*, 57, 76-83.
- Waechter, S., Moscovitch, D. A., Vidovic, V., Bielak, T., Rowa, K., & McCabe, R. E. (2018).
- Ovanessian, M.M., Fairbrother, N., Vorsetenbosch, V., McCabe, R.E., Rowa, K., & Antony, M.M. (in press). Psychometric properties and clinical utility of the specific phobia questionnaire in an anxiety disorders sample. *Journal of Psychopathology and Behavioural Assessment*.
- Soreni, N., **Cameron, D.**, Vorstenbosch, V., Duku, E., **Rowa, K.**, Swinson, R., & **McCabe, R.E.**, (2018). Psychometric evaluation of a revised scoring approach for the Children's Saving Inventory in a Canadian sample of youth with obsessive-compulsive disorder. *Child Psychiatry & Human Development*.
- Gros, D. F., **Merrifield, C. M.**, **Rowa, K.**, Szafranski, D. D., Young, L., & **McCabe, R. E.** (2018). A naturalistic comparison of group Transdiagnostic Behavior Therapy (TBT) and disorder-specific cognitive behavioral therapy groups for the affective disorders. *Behavioural and Cognitive Psychotherapy*.
- **McNeely, H.E. & King, J.P.** (2018). *Neuropsychology in Late Life*. In: Hategan, A., Bourgeois, J.A., Hirsch, C. & Giroux, C. Eds., *Geriatric Psychiatry: A Case-Based Textbook*. Springer.
- **Gardizi, E., King, J. P., McNeely, H.E., Vaz, S.M.** (2018). Comparability of the WCST and WCST-64 in the assessment of first-episode psychosis. *Psychological Assessment*.

Publications: Continued...

- Lloyd, C.S., Lanius, R.A., Brown, M.F., Neufeld, R.J., Frewen, P.A., & **McKinnon**, M.C. (in press). Assessing post-traumatic tonic immobility responses: The Scale for Tonic immobility Occurring Post-trauma (STOP). *Chronic Stress*.
- Schavivone, F. L., Frewen, P., **McKinnon**, M.C., & Lanius, R.A. (2018). The dissociative subtype of PTSD: An update of the literature. *VA Research Quarterly Update*.
- Battaglia, A., **Protopopescu, A., Boyd, J.**, Lloyd, C., Jetly, R., O'Connor, C., Hood, H.K., Nazarov, A., Rhind, S., Lanius, R., & **McKinnon**, M.C. (in press). The relation between adverse childhood experiences and moral injury in the Canadian Armed Forces. *European Journal of Psychotraumatology*.
- Lanius, R.A., **Boyd, J.E., McKinnon, M.C.**, Nicholson, A.A., Frewen, P., Vermetten, E., Jetly, R., & Spiegel, D. (2018). A review of the neurobiological basis of trauma-related dissociation and its relation to cannabinoid- and opioid-mediated stress response: A transdiagnostic, translational approach. *Current Psychiatry Reports*. 20(12):118.
- Nicholson, A.A., Densmore, M., **McKinnon, M.C.**, Neufeld, R.W.J., Frewen, P., Theberge, J., Richardson, J.D., Jetly, R., & Lanius, R.A. (in press). Machine learning multivariate analysis predicts classification of post-traumatic stress disorder and its dissociative subtype: A multimodal neuroimaging approach. *Psychological Medicine*.
- Schiavone, F.L., **McKinnon**, M.C., & Lanius, R. (2018). Psychotic-like symptoms and the temporal lobe in trauma-related disorders: Diagnosis, treatment and assessment of potential malingering. *Chronic Stress*. 2:1-17.
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External Committees:

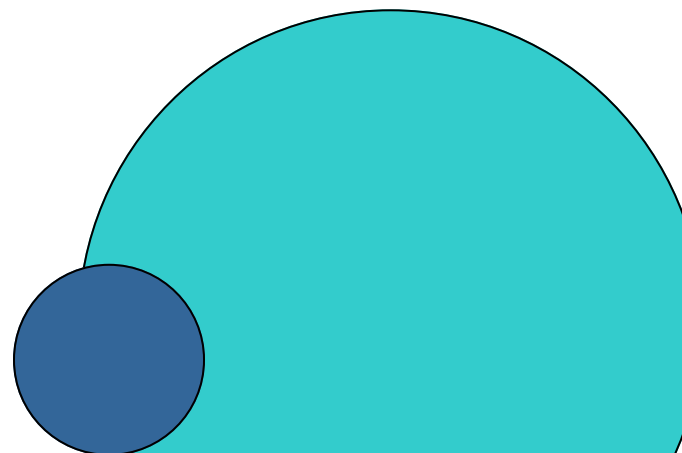
- Psychology staff sat on key committees at (1) SJHH: Chair, Clinical Research Operations Committee, Ethics Committee, Program Quality Safety & Improvement Committee; (2) Department of Psychiatry and Behavioural Neurosciences, McMaster University: Departmental Executive Committee, Education Coordinating Committee, Recruitment Committee; Financial Task Force, Tenure and Promotions Committee. (3) Faculty of Health Sciences, McMaster University: Clinical Behavioural Sciences Program, Program Advisory Committee of the Graduate Program in Neuroscience; (4) Granting Agencies: Catalyst Grant Review Committee for CIHR; and (5) Various External Agencies and Groups: Canadian Institute of Military and Veteran's Health Research, Hoarding Network, Brainsmart Hamilton.
- A psychology staff member is the regional representative for board certification in clinical neuropsychology (ABPP) for the American Board of Clinical Neuropsychology (ABCN) and the American Academy of Clinical Neuropsychology under the American Board of Professional Psychology (ABPP). This staff member also serves on the ABCN/AACN/ABPP Work Sample Review Cadre to review work samples of those pursuing board certification in clinical neuropsychology.

External Presentations:

- Psychology staff gave numerous presentations at local, national and international conferences or association meetings, including the American Psychological Association, Anxiety Disorders Association of America, Association for Psychological Science, Association for the Treatment of Sexual Abusers, Association of Forensic Mental Health Services, Association for Behavioural and Cognitive Therapies, British Association of Cognitive and Behavioural Psychotherapies, Canadian Association of Cognitive and Behavioural Therapies, Canadian Association of Cardiovascular Prevention and Rehabilitation, Canadian Association of MAiD Assessors and Providers, Canadian Institute of Military and Veteran's Health Research, Canadian Orthopedic Association, Canadian Pain Society, Canadian Psychological Association, Canadian Psychiatric Association, Critical Incident Stress Congress, Hospice Palliative Care Ontario, IEPA Early Intervention in Mental Health, International Conference for Eating Disorders, International Congress on Palliative Care, Ontario Psychological Association, Ontario Psychiatric Association, International Congress of Applied Psychology, International Association of Forensic Mental Health Services, International Society for Traumatic Stress Studies, Orthopedic Trauma Association, Society for Research in Psychopathology, and the World Congress on Pain.
- A number of psychology staff gave media appearances for the public relations department of SJHH on topics related to mental health including print interviews (e.g., Good Times Magazine, Hamilton Spectator, Reader's Digest, Wall Street Journal, Women's World Magazine), online resources (e.g., www.cpa.ca), television interviews (e.g., CBC, CHCH, Rogers cable), and radio interviews (e.g., CHML Hamilton).

Leadership:

- A psychology staff member received the *Individual Research Award* from the Professional Advisory Committee.
- A psychology staff was awarded Fellow status in the Canadian Association of Cognitive and Behavioural Therapies for distinguished contribution to the field.
- A psychology staff was promoted to the rank of Associate Professor in the Department of Psychiatry and Behavioural Neurosciences, McMaster University.
- A Psychology staff was the Chair for Advocacy and Communications, Canadian Association for Cognitive and Behavioural Therapies.
- A psychology staff is the elected Vice chair (2018-2019) of the Council of Psychiatric Continuing Education (COPCE) Committee, Canadian Psychiatric Association.
- Psychology staff held many leadership roles CIHR including membership in the College of Reviewers, the Behavioral Sciences B committee, and the Post-Traumatic Stress Roundtable.
- A Psychology staff held board positions on the Board of Advisory of the Canadian Critical Incident Association and the Ontario Review Board.
- A psychology staff member is co-Chair of the Program Evaluation Special Interest Group (2017-present) and Steering Committee at the Ontario Community Outreach Program for Eating Disorders (2015-present) and is she also on the Provincial Network Steering Committee for Eating Disorders (2015-present).
- Psychology staff held various leadership positions in the Department of Psychiatry & Behavioural Neurosciences at McMaster University including Academic Head of the Mood Disorders Program, Academic Head of the Anxiety Disorders Program, Associate-Chair of Research, Director of Continuing Education, Director of the Clinical Behavioural Sciences Program, Director of Interprofessional Faculty Development, Module Coordinator for the Mood Disorders CBT Module, Anxiety Disorders CBT Module, and Interpersonal Therapy Module of the Psychotherapy Training Program, and Co-Director and Associate Director of the Clinical and Research Training Stream for the graduate psychology program at McMaster University.



Leadership:

- A psychology staff member is the coordinator for SJHH Mental Health and Addiction Rounds and McMaster Psychiatry and Behavioural Neurosciences Grand Rounds.
- A Psychology staff member was a Canadian Psychological Association (CPA) accreditation site visitor for the Ontario CSC Psychology Residency Program.
- A psychology staff is an Oral Examiner for the College of Psychologists of Ontario.
- A psychology staff is a member of the SJHH Foundation Board of Directors.
- A Psychology staff served as coordinator of a new monthly rounds series in the Seniors Mental Health Program.
- A psychology staff is a member of the Indigenous Mental Health Committee, McMaster University.
- A psychology staff is a member of the Canadian Psychological Association End-of-Life Task Force. The report, "Medical Assistance in Dying and End-of-Life Care" was released in May 2018.
- A psychology staff is Newsletter Editor, Canadian Psychological Association Clinical Section Newsletter.

Discipline Goals 2019

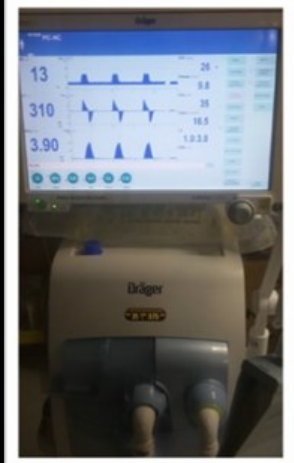
Quality & Safety Action Plan 2019

Goals & Initiatives	Improvement Activity	Measurement
Prevention of Suicide	Engage in research to reduce suicide risk through various projects.	Audit assessment reports; standardize assessment of risk constructs; evaluate research findings.
Develop new clinical assessment methods and treatment interventions to improve patient care.	Implement new practice methods in a controlled design to determine utility/efficacy.	Standardized assessment using psychometrically validated measures of treatment response.
Standardize diagnostic assessment in line with the DSM-5 diagnostic framework.	Implementation of the Diagnostic Assessment Research Tool (DART).	Conduct validation study of the DART across programs.

Discipline Goals 2019 Continued...

Interdisciplinary Research

- Vorstenbosch, V., Duku, E., **McCabe, R.E.**, Bullard, C., **Rowa, K.**, & Soreni, N. (2018). Psychometric evaluation of a revised scoring approach for the Children's Saving Inventory in a Canadian Sample of youth with obsessive-compulsive disorder. *Child Psychiatry and Human Development*, 49, 966-973.
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- Lau, C., Ford, J., Van Lieshout, R.J., Saperson, K., McConnell, M.M., & **McCabe, R.E.** (2018). Enhancing Mentorship in Psychiatry: A Study Investigating Needs and Preferences in the Development of Mentoring Program. *J - Multidisciplinary Scientific Journal*, 1, 8-18.
- **Boyd, J.**, **Protopopescu, A.**, O'Connor, C., Hood, H., Lanius, R., & **McKinnon, M.C.** (2018). Dissociative symptoms mediate the relation between PTSD symptoms and functional impairment in a sample of military members, veterans, and first responders with PTSD. *European Journal of Psychotraumatology*. 9(1):1463794.
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Respiratory Services

Professional Practice Leader (Charlton, King):

Leslie Brooks

Number of Members of Discipline

Respiratory Therapists	29	FTE
Anesthesia Assistants	8	FTE
Cardiopulmonary Techs. & Respiratory Therapists (Firestone Ambulatory Clinics)	7.5	FTE

Scope of Practice:

The practice of respiratory therapy is the providing of oxygen therapy, cardio-respiratory equipment monitoring and the assessment and treatment of cardio-respiratory and associated disorders to maintain or restore ventilation.

Controlled Acts Authorized to RT

Performing a prescribed procedure below the dermis (controlled act # 2).

Intubation beyond the point of the nasal passages where they normally narrow or beyond the larynx (controlled act # 6ii and iii).

Suctioning beyond the point in the nasal passages where they normally narrow or beyond the larynx (controlled act # 6ii and iii).

Administering a substance by injection or inhalation (controlled act # 5).

Clinical Practice Achievements

Quality & Safety

- Enhanced method for securing neonatal Endotracheal tubes to minimize unplanned extubations.
- Participated in Rover trials to enhance compliance with barcode medication administration.
- Actively participated in interprofessional simulation activities to enhance collaboration during high-stress, low frequency situations.
- Upgraded Zeus anesthetic gas machines in the operating rooms to notify clinicians of low vapor levels in the Direct Injection of Volatile Agents (DIVA) cassettes.
- Trial of FLUSSO valve in the Intensive Care Unit (ICU) to decrease the incidence of atelectasis and exposure to inhaled pathogens during patient disconnects from the ventilator.
- Trial of several different Bi-level Positive Airway Pressure (BiPAP) masks in the ICU, Emergency Departments and inpatient units to enhance patient comfort and optimize interface seal.
- Trial of several different bite block devices to avoid occlusion of the endotracheal tube with awake, intubated patients.
- Software upgrade to Profox software to enhance overnight oximetry reports and allow for a variety of devices to be used.
- Software upgrade to Pulmovista 500 electrical impedance tomography machine to enhance visualization of recruited areas of the lung during invasive mechanical ventilation.
- Collaborated with nurses in the special care nursery to implement safe skin practices while using Continuous Positive Airway Pressure (CPAP) masks and prongs.

Quality & Safety: Continued...

- Provided training update annually for staff on basic cardiac life support with automated external defibrillator.
- Collaborated with the interprofessional team to update moderate sedation policy and the use of end tidal CO2 monitoring in the hospital.
- Introduced the trachi-dress tracheostomy dressing for patients in the Complex Care Program as needed.
- Educated and provided feedback regarding the use of the LaryTube device in the laryngectomy patient population.
- Introduced the Multi-Access Catheter (MAC catheter) for the instillation of surfactant in premature babies.
- Standardized the glidescope cable in the Emergency Department with that of the rest of the hospital.
- Assisted with the standardization of a neonatal resuscitation warmer in the Emergency Department.
- Upgraded the EZ sat software for home oxygen assessments in the Firestone Ambulatory Clinic.

Change

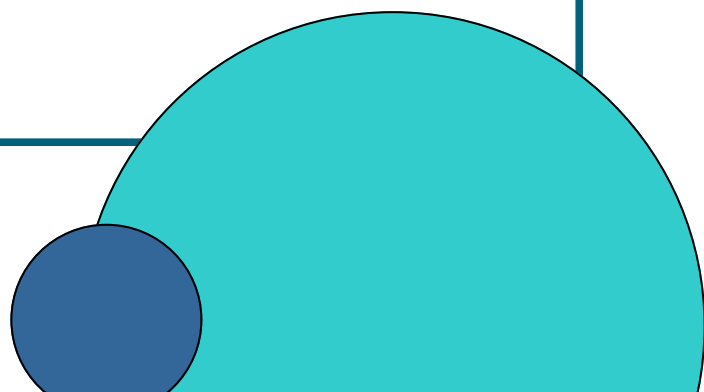
- Actively participated during the implementation and ongoing optimization of Dovetale for inpatient and outpatient areas.
- Collaborated with interprofessional team with the changes for Code Pink/Code OB and Dr 1-8 within the Women's and Infants' Health.
- Contributed to the creation of the After Visit Summary document within Dovetale.
- Created a medical delegation for the use of point of care ultrasound by Registered Respiratory Therapists (RRTs) / Registered Respiratory Therapist Anaesthesia Assistants (RRT-AAs) at the bedside.

Community

- Maintained ongoing partnership with ProResp and other community oxygen and homecare providers to bridge the gap from hospital to home for patients.
- Actively participated in the development and implementation of a community based assistive living program for patients who are chronically ventilated.
- Acquired an AIRVO machine to provide optimal oxygenation support to palliative patients.

Interconnection

- Clinical Resource Leader works closely with the Nurse Educators in all areas of the St. Joseph's to provide educational support on various aspects of respiratory care and simulation opportunities.
- Active participation of staff in debriefing sessions related to critical events in an effort to provide closure and highlight opportunities to enhance patient care.



Academic Pursuits

Formal Teaching:

- Clinical Resource Leader:
 - provided respiratory emergency education to parents of the special care nursery during Snack Chat events.
 - provided respiratory care training to interprofessional team member during education days, staff meetings, formal academic half-days.
 - member, McMaster Outreach team for providing Neonatal Resuscitation Training.
 - provides formalized Heart and Stroke Basic Life Support training for staff.
 - became a credentialed Dovetale trainer.
- Community Care Coordinator provided education to community partners such as the March of Dimes for tracheostomy management, secretion management techniques and airway optimization strategies.
- RT, Complex Care provided respiratory management and ventilation training to team members of the Complex Care Program.
- STOP Program Coordinator provided smoking cessation education to staff and patients.
- Certified Respiratory Educator with the Rehabilitation program provided education to Patients regarding respiratory management strategies, equipment and respiratory care.
- Certified Respiratory Educator provided facilitation support to the Lung Association "Lung Health Support Group" for COPD.

Internal Teaching:

- Participated in the mentorship and education of Respiratory Therapy Students from Conestoga and Fanshawe Colleges.
- Engaged in the clinical training of students of all disciplines as outlined in the College of Respiratory Therapists of Ontario (CRTO) Standards of Practice.
- Clinical Resource Leader provided education to interprofessional staff during hospital and critical care orientation, and holds Clinical Associate Status with Conestoga and Fanshawe Colleges.

Continuing Education:

- Staff Members have attended the following conferences this year:
 - Canadian Society of Respiratory Care Annual Educational Forum and Trade Show.
 - Hamilton Health Sciences Respiratory Retreat.
 - McMaster Critical Care Update.
 - American Academy of Respiratory Care Congress.
 - Better Breathing Conference.
 - Sick Kids T4 Health Conference.
 - Respiratory Therapy Society of Ontario (RTSO) Leadership Summit.
 - Neonatal Today Conference.
 - Home Care Ventilation Conference.
 - Annual Anesthesia Conference.
 - Training for the use of point of care ultrasound is ongoing for the staff, current focus is radial arterial line insertion.
 - A staff member is currently enrolled and participating in the Anesthesia Assistant program through Fanshawe College.
- In-services are provided to the staff throughout the year and include topics such as: Bubble CPAP, PAV+ (Pressure assisted ventilation PLUS), COPD guideline updates, Trillium Gift of Life, electrical impedance tomography monitoring, providing student feedback, mentoring students, College of Respiratory Therapists of Ontario (CRTO) updates and different ventilator presentations, articles and educational resources are provided to the staff on an continuous basis.

Clinical Teaching:

- Provided hands-on, beside training by all members of the Respiratory Therapy department on an as-needed basis based on patient needs.
- Clinical Resource Leader provided real-time in-servicing upon request and works with Nursing Educators to create educational resources and opportunities.

Scholarly Pursuits

Research:

- Ongoing participation in the Cuff Leak Test and Airway Obstruction in Mechanically Ventilated ICU Patients (COMIC).
- Clinical support for the FAST trial.
- Ongoing support for the Three Wishes initiative.

Publications:

- Contributed to the Respiratory Therapy Society of Ontario (RTSO) Delegation Resource Package for the Use of Point-of-Care Ultrasound at the bedside by Registered Respiratory Therapists (RRT) / Registered Respiratory Therapist Anaesthesia Assistants (RRT-AA).

External Committees:

- Hospital to HNH B LHN Transitions For Patients With Tracheostomy Tubes.
- Respiratory Therapy Society of Ontario (RTSO) Board.
- RTSO Leadership Committee.
- RTSO Post Traumatic Stress Disorders Working Group.
- Hamilton Health Sciences Interprofessional Practice Committee.
- Conestoga College Program Advisory Committee.
- Professional Advisory Committee For Fanshawe College.

External Presentations:

- Lung Association "Ryan's Law" School Presentation .
- Guest Lecture at Interstitial Pulmonary Fibrosis (IPF) support group.

Leadership:

- Neonatal Resuscitation Program training for the Emergency Department physicians.
- Weekly simulation events within the Emergency Department.
- Provincial initiative to create a resource package for the development of a delegation package for point of care ultrasound use by Registered Respiratory Therapists (RRTs) / Registered Respiratory Therapists Anaesthesia Assistants (RRT-AAs).
- Selection of new ventilators for the acute care areas.

Discipline Goals 2019

Quality & Safety

- Introduce new cricothyrotomy kit to the difficult airway carts (in-servicing began December 2018).
- Trial of PAV+ as a weaning modality in the ICU.
- Analyze the reintroduction of iNO into the ICU.
- Enhance respiratory support for the Special Care Nursery patients.

Change

- Optimize charting within Dovetale.
- Implement the Code Narrator within Dovetale.
- Introduce Bubble CPAP into the Special Care Nursery.
- Introduce the flexitrunk interface into the Special Care Nursery.

Community

- Implement and provide ongoing support for the community based assisted living program for patients with chronic ventilation.
- Launch the AIRVO trial.

Research & Education

- Conestoga College Neonatal Training Program.
- Continue training for the use of point-of-care ultrasound.
- Continue the COMIC trial.



David Skidmore
nominee for a Health
Professional's
Excellence in Practice
Award 2018.

Social Work



Professional Practice Leader (Charlton, King, West 5th):
Jimena Silliker, MSW, RSW

Number of Members of Discipline

Charlton	37 FTE
King	7 FTE
West 5th	95 FTE

Scope of Practice:

The Registered Social Worker provides psychosocial assessment, counselling/psychotherapy, case management, patient/family education, supportive counselling, discharge planning, service coordination and consultation according to best practice standards in order to assist patients to achieve optimum recovery and quality of life. This includes maximizing the benefits patients and families receive from their medical and mental health treatments and transitioning to risk-reduced, timely discharges.

The Registered Social Worker provides leadership in high risk social situations, program development, advocacy, and developing and maintaining strong community linkages.

Registered Social Workers will also participate in mentoring, community development, teaching, continuous quality improvement and research activities.

Clinical Practice Achievements

Quality & Safety

- Team member, Forensic Dialectical Behaviour Therapy (FDBT) program, providing individual DBT therapy and participant in regular consultation/peer supervision meetings.
- Member, PRIME Committee (formerly CARE Committee) Jan. 2015-present.
- Safe Wards Champion, Forensics Unit and Schizophrenia Community Integration Service (SCIS).
- Ongoing Member, Forensic Quality of Work Life Committee.
- Two Social Workers nominated for Health Professionals Award.
- SW awarded SJHH Mission Legacy Award.
- Member, Quality Council, Complex Care Program.
- SW team lead for Transitions Priority, Complex Care Program; included development of a standardized agenda for initial family meetings on Complex Care, implementation of standardized timeline for initial family meetings and 48 hour phone call to ensure discharged patients have appropriate supports in place.
- SW at East Region Mental Health completes monthly patient surveys to elicit patient feedback with a lens of continuous improvement.
- Women's and Infants' Quality Council.
- Ambulatory Suicide Prevention Working Group.
- Intake and Flow Working Group for Withdrawal Management.
- Social Work Dept. Dovetale Optimization and standardization of assessments.
- Morgue Working Group.
- Improving Access Steering Committee.
- Member Rapid Access to Addiction Medicine Clinic Advisory Group.
- Family Education Program Facilitator, Youth Wellness.
- Dovetale MHA Allied Health Lead and Super Pros (SCIS) Schizophrenia Community Integrated Services Program.

Change

- Active member of team to implement Keys to Discharge on inpatient Schizophrenia Community Integrated Services (SCIS) units.
- SW lead for SCIS Inpatient Quality Council.
- Led the development and facilitation of SCIS Healthy Intimacy Group.
- SW on Complex Care worked with the team to develop a community option for patients who are on long-term ventilators to Able Living. SW role included identifying appropriate patients, approaching the patients and supporting them through the emotional challenges and fears of significant change. To date two patients have been supported to move to this new placement.
- Developed a Cognitive Behavioural Therapy (CBT) Treatment protocol manual for youth and children with obsessive compulsive disorder.
- Applied CBT to address emotional dysregulation in youth and Autism Spectrum Disorder.

Community

- SW assisted in the creation and implementation of the Forensic Family Education Program (6-week psycho-education group for family/supports of individuals in the Forensic Psychiatry Program).
- SW facilitated Family Education Program at West 5th Campus.
- Co-facilitated groups for clients with Indwell which included the development and lead for a social connection group.
- Continue to lead Walkabouts quarterly, an experiential learning activity to increase communication between shelters and hospital.
- Hosted healthcare provider from Nunavut for Assertive Community Treatment Team (ACTT) experience.
- Engaged Canadian Mental Health Association Hamilton Branch, Good Shepherd, Indwell and Hamilton Program for Schizophrenia in adoption of health link model of care and completion of coordinated care plans for patients.
- SW successfully obtained \$4000 care and comfort fund grant for SJHH's Care by-Parent rooms for families who have babies in the Special Care Nursery.
- SW co-leading with Patient a weekly group for parents of babies the Special Care Nursery called "Snack Chat." Group promotes peer support and education for parents.
- Alternate Level of Care (ALC) Coordinator championed clinical application and implementation of ALC data collection and reporting in Dovetale and initiated data analyst training in Integrated Decision Support (IDS) in order to produce aggregate and ad hoc reporting to meeting increasing ALC performance indicator requests.
- Liaised with stakeholders and reporting systems such as Access to Care and Wait Times Ontario and Hamilton Health Science's (HHS) Integrated Decision Support (IDS) to ensure ALC data integrity.
- Participated in Centre for Addiction and Mental Health's Implementation of Staged Screening and Assessment to implement new screening and assessments in the addiction s field in the Hamilton Niagara Haldimand Brant Local Health Integration Network (HNHB LHIN).
- Taught mindfulness to teens.
- Started family supported initiative on Haldimand Norfolk Assertive Community Treatment Team (ACTT).

Community: Continued...

- Participated in Aboriginal Justice Circle in Brantford.
- Presentation performed to a community group on trauma.
- Brought withdrawal management into local homeless shelters including Good Shepherd Men's Centre, Young Women's Christian Association (YWCA), Mission Services, Good Shepherd Notre Dame.
- Planning group member for implementation of Ontario's Perception of Care Tool (OPOC) for withdrawal management services.

Interconnection

- SW collaborated with Indwell to connect clients to Parkdale Residence.
- Developed a new referral source protocol for Brantford police to Brant Assertive Community Treatment Team (ACTT).
- Hosted healthcare provider from Nunavut for Assertive Community Treatment Team (ACTT) experience.
- SJHH and HNHB LHIN working group to review patient flow and transitions.

Academic Pursuits

Formal Teaching:

- Course Instructor, Mindfulness Applications for Healthcare, McMaster Clinical Behavioral Science.
- Longitudinal Facilitators (4), Professional Competencies, Michael De Groote School of Medicine.
- Co-presenter at Community Psychiatry Clinic Rounds, November 2018, A Review of Cognitive and Behavioral Interventions for Post Traumatic Syndrome Disorder: Theory and Practice.
- Co-presenter at SJHH West 5th MHA Rounds, April 2018, Health Links: A journey to Change.
- Supporting Women with Pregnancy Loss: A Mental Health Perspective, Sept. 24, 2018.
- SW awarded the best teacher with Preceptor Teaching award from Michael De Groote School of Medicine at McMaster University.

Internal Teaching:

- Adjunct lecturer, School of Social Work McMaster University.
- Reappointments to rank of Assistant Professor (Part time) (2) and Assistant Clinical Professor (Adjunct Dept. of Psychiatry and Behavioural Neurosciences, Faculty of Health Sciences McMaster University.
- Motivational Interviewing presentations for staff at West 5th Campus.
- Master's of Psychotherapy student field placement supervisor.
- General Internal Medicine half-day education led by SW Manager and Discharge Specialist.

Clinical Teaching:

- Examiner for half-day and three day-long sessions of the Multiple Mini Interview (MMI) process for MD and PHD applicants at McMaster University.
- Examiner for four half-day sessions of the Brain and Behavior Psychiatry Clinical Skills Practice at McMaster University.

Clinical Teaching: Continued...

- Volunteer facilitator for McMaster University and Mohawk College's Interprofessional Education Day.
- Weekly lunch education sessions for all social work students at Youth Wellness Centre.
- Continued leadership role with lunch and learn sessions with expansion through Ontario Telehealth Network (OTN) to West 5th and King Campuses.
- Rolled-out and provided Dovetale ALC training and ongoing consultation with inpatient SW staff at Charlton and West 5 Campuses.
- Presentation on Concurrent Disorders as part of capacity building rounds for HNHB LHIN healthcare professionals.

Continuing Education:

- SW in third year of PhD studies at Memorial University.
- SW completed Acceptance and Commitment Therapy training.
- Yoga for Trauma.
- Prolonged Exposure for Post-traumatic Stress Disorder (PTSD), 4 day workshop.
- Ontario Core Indigenous Safety Training Course.
- Completion of McMaster University Geriatric Certificate Program.
- Accepted into Leadership program with Department Psychiatry and Behavioral Science, McMaster University.
- Aboriginal Navigators in medical care training.
- CPI (Crisis Prevention Institute) Training Certification.
- Privacy in healthcare.
- Schizophrenia Community Integration Service (SCIS) Suicide Core Competencies.
- Assertive Community Treatment Team (ACTT) conference.
- Cognitive Behavioural Therapy (CBT) for Psychosis.
- Transition aged youth and Autism Spectrum Disorder.
- Bariatric education and application of a cognitive behavioural framework to bariatric and body image issues.
- Life with the Premature Baby.
- Integrated Decision Support (IDS) Analyst training.
- Gentle Persuasive Approach (GPA) Basics and Refresh training.
- Core Competencies in Opioids and Polysubstance use Disorder.
- Working with Survivors of Complex and Developmental Trauma.
- Workshop on Food Addiction.
- Compassion Fatigue.
- "How to run a good skills group."
- Acceptance and Commitment Therapy.
- Trauma Certificate (Laurier University).
- Death, Dying,, Bereavement Certificate started.

Scholarly Pursuits

Research:

- Member of Schizophrenia Community Integrated Services (SCIS) Research Initiative—SET for Health.
- Participated in research project on Study of Grief in Assertive Community Treatment Team (ACTT) workers.

External Committees:

- Member. Clinical Behavioural Sciences Steering Committee, McMaster University
- Member, Hamilton Drug Strategy, Prevention Task Force.
- Member, Regional Child Welfare Committee.
- Member, Senior's At Risk Community Collaborative.
- HNHB LHIN Health Links Oversight Committee.
- Co-Chair Hamilton Integrated Seniors System Table.
- Member Hamilton Sub-Region Health Link Action Table.
- Member, Hospital Shelter Working Group.
- Member, Community Advisory Board on Homelessness (Brantford).
- Member, Women's Housing Planning Collaborative.
- Complex Case System Planning Committee.
- Member, Hamilton Addiction and Mental Health Collaborative.
- Member, McMaster Age of Protection Community Working Committee.

External Presentations:

- Co-presenter, Health Quality Ontario's Leadership Summit (Toronto).
- Anxiety Treatment Research Centre Family Education, March, June, October 2018.
- Sessional Instructor, 2 half-credit MSW level courses, "Social Work Values, Ethics & Anti-Oppressive Practice" and "Comprehensive Social Policy Analysis," University of Windsor.
- Presentations to Lynwood Charlton and Wesley Urban Ministries about the Youth Wellness Centre.
- Presentations on Assertive Community Treatment Team (ACTT) model of care to Brantford Police and Conestogo College Staff.
- One-day presentation of Essentials of Health Link Model of Care to HNHB LHIN Transformation Teams across sub regions.

Leadership:

- Social Medicine Group SW led the development of a training package to add to residency training at McMaster University that includes a rotation with Social Workers at SJHH's medicine program.
- Elected Council Member, Ontario College of Social Workers and Social Service Workers (OCSWSSW) (Sept. 2012—Sept. 2018).
- Co-lead, Transition Bed Program process change in partnership with HNHB LHIN.
- Site Lead, Convalescent Care Program Working Committee.
- Accepted into EQIP (Enhancing Quality Improvement Program) for project at Men's Substance Use Program (MSUP).
- Organized a celebration for the parents of premature babies through SJHH media (Facebook and Instagram) on World Premature Baby Day November 17, 2018 and posts on Facebook at Christmas and Hallowe'en.
- Successful recipient of a SJHH Foundation Patient Comfort and Kindness grant to purchase a cuddle cot in the Women's and Infants Health Program.
- SW Schizophrenia Community Integrated Services (SCIS) led the development of a series of brochures, Supporting the Supporters.
- SW took a lead on story on CBC National News Nov. 2 2018 "How moms and babies rooming together can combat dependence". Story focused on supporting moms struggling with opioid addiction and babies in withdrawal: <https://www.cbc.ca/news/health/opioid-crisis-nicu-hamilton-bc-hospital-neonatal-abstinence-babies-newborns-1.4882916>

Discipline Goals 2019

Quality & Safety

- Introduce monthly Peer Supervision for all social workers at SJHH to promote excellence in clinical care, education and resource sharing, and resilience in social workers.

Change

- Develop and introduce a standardized orientation for all social workers to the organization to support professional development and excellence of care.

Community

- Ensure vulnerable individuals receive warm hand off when discharged from services.

Research & Education

- Participate in Indigenous Cultural Safety Training and review opportunities to provide culturally safe care throughout the organization in partnership with the Indigenous Health Network.

Speech-Language Pathology



Professional Practice Leader (Charlton, West 5th):

Bonnie Reaburn-Jones

Number of Members of Discipline	Charlton	11.6	FTE
	West 5th	0.4	FTE

Effective September 2018

	Charlton	7.6	FTE
	West 5th	0.4	FTE

Scope of Practice:

The practice of speech-language pathology is the assessment of speech and language functions and the treatment and prevention of speech and language dysfunctions or disorders to develop, maintain, rehabilitate or augment oral motor or communicative functions.

Clinical Practice Achievements

Quality & Safety

- Co-lead with Nurse Manager, Head and Neck for an initiative regarding the use of the LaryTube/HME system in the initial post-operative phase for patients with a laryngectomy. Nursing education and bedside signage have been part of the initial stages of this initiative.
- Sustained the use and documentation of two patient identifiers for each patient visit.
- Sustained the use and documentation of Transfer of Accountability (TOA).
- Sustained the use of Transfer of Accountability of Swallowing Care Plan to and from Long Term Care Facilities.
- Organized and hosted "The New Voice Club", a monthly support and education group for patients that have had a laryngectomy.
- Members, Quality Councils, General Internal Medicine, Complex Care and Intensive Care Unit (ICU), and Co-Chair, Quality Councils, Complex Care, Medical Rehabilitation, Respiratory Rehabilitation Day Program and Firestone Ambulatory Clinics
- Member, Therapeutic Seniors Care Education Team which included identifying topics and speakers for monthly Lunch and Learn Sessions.
- Received an overall satisfaction rating of 98.2% in the Outpatient Speech-Language Pathology service, as per results on the 2018 Ambulatory Therapeutics Patient Satisfaction Survey.
- Achieved hand hygiene compliance of 95.3% in the Outpatient Speech-Language Pathology service, as per results on the 2018 Ambulatory Therapeutics Patient Satisfaction Survey.
- Participated in the interdisciplinary initiative on General Internal Medicine (GIM) regarding the use of patient communication boards.

Quality and Safety

- Received award as member of health professional team for “continued dedication and support of people living with Kidney Disease”, Kidney Foundation .
- Nominated for the Individual Excellence in Clinical Practice Award, Professional Advisory Committee.
- Created a Speech-Language Pathology/Dietitian task force to address the implementation of an International Dysphagia Diet Standardization (IDDSI) at St. Joseph’s Healthcare Hamilton.
- Developed and implemented a short term plan to improve access to outpatient swallowing services.

Change

- Transitioned inpatient manual documentation to electronic documentation.
- Transitioned to the Geographic Teams model in General Internal Medicine.
- Transitioned the Pediatric Speech-Language Pathology service to the community in September 2018.

Community

- Supported building leadership within the adult and pediatric Speech Language Pathology Teams through annual rotation of the Team leader Position.
- Participated in the annual employee engagement survey.
- Sustained monthly education sessions.
- Hosted a two day dysphagia conference “Medical Speech Pathology and Dysphagia Practice: Managing Complex Adult Patients with Pulmonary, Digestive and Airway Disorders.”

Interconnection

- Implemented the use of the After Visit Summary into their practice.
- Provided community-based Speech Language Pathology services to the hard to service pediatric population.
- Maintained collaboration with the Early Words Regional Access team, the Hamilton-Wentworth District School Board and the Hamilton-Wentworth Catholic District School Board by continued implementation of an “intentional transition model for successful transitions” between Early Words, school boards and Home and Community Care, Hamilton Niagara Haldimand Brant Local Health Integration Network.

Academic Pursuits

Clinical Teaching:

- Provided two formal job shadowing experiences.
- Provided informal job shadowing experiences to a number of cooperative education students and health professional learners.
- Provided volunteer opportunities to five university students who require this experience for application to Graduate School in Speech Language Pathology.
- Participated in “Take your Kids to Work Day.”

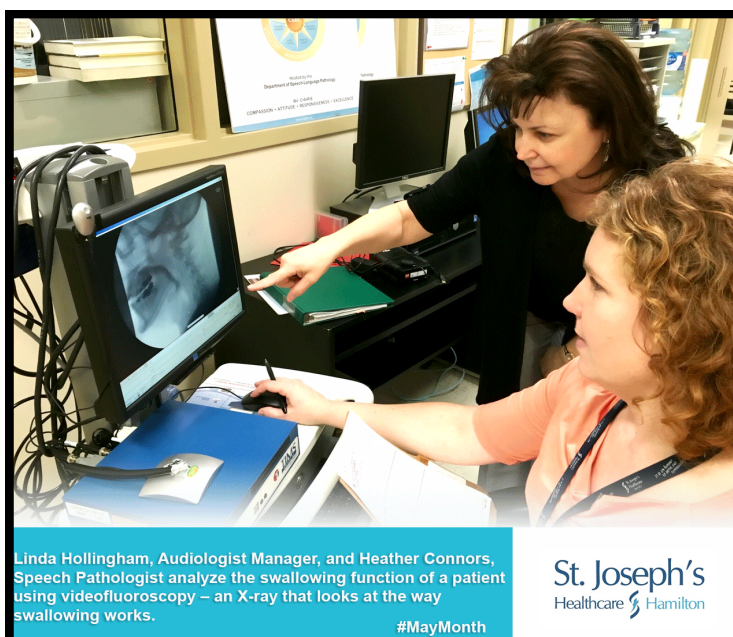
Academic Pursuits Continued

Formal Teaching:

- Three learners completed clinical placements(2 student Speech-Language Pathologists, 1 Communication Disorders Assistant).
- One Speech-Language Pathologist, part-time professor, Occupational Therapy Assistant and Physical Therapy Assistant Program, Mohawk McMaster Institute for Applied Teaching.
- Two Speech-Language Pathologists, adjunct professors Speech-Language Pathology Program, McMaster University.
- Provided two guest lectures, Speech-Language Pathology Program, McMaster University.
- Provided mentorship to two new graduate clinicians, Mentee-Mentor Program, Speech-Language and Audiology Canada.

Internal Teaching:

- Provided teaching for Clinical Clerks regarding Speech-Language Pathology and the Acute Care population.
- Completed Dysphagia and Dementia education for new nursing staff on the Senior's Mental Health Behavioural Unit.
- Provided monthly education for Resident Orientation regarding the role of the Speech-Language Pathologist in the General Internal Medicine Program.
- Provided Gentle Persuasive Approach (GPA) to Dementia Care coaching to health professional staff members.
- Completed GPA recharge sessions for SJHH health professionals.
- Provided informal education through the Otolaryngology Residency Program.



Continuing Education:

- Northern Speech Sciences Conference. Medical Speech Pathology and Dysphagia Practice: Managing Complex Adult Patients With Pulmonary, Digestive and Airway Disorder. Presented by James Coyle, PhD.. CCC-SLP, BCS-S.
- E-Learning Activities:
 - 1) Dysphagia Following Treatment for Head and Neck Cancer-D. Lundy, PhD.
 - 2) Using the Aspiration/Penetration Scale to Interpret VFS finding by Dr. James Coyle.
 - 3) “The International Dysphagia Diet Standardization Initiative: History, Framework, and Steps Toward Implementation” by Catriona Steele.
 - 4) Screening and Assessment Considerations in the ICU by Dr. James Coyle.
 - 5) Integration of Respiration and Deglutition: Function and Disorders by Bonnie Marti Harris, PhD.
 - 6) The Role of the Speech-Language Pathologists and Audiologists in Medical Assistance in Presented by SAC, presenter: Samantha Jansen and Caitlin Buchel.
- Attendance Charleston Swallowing Conference.
- Medical Speech Pathology and Dysphagia Practice: Managing Complex Adult Patients with Pulmonary, Digestive and Airway Disorders.
- Charlton Swallowing Conference.
- Dysphagia following treatment for head and neck cancer.
- Using the aspiration/penetration scale to interpret video fluoroscopic swallow study findings.
- The International Dysphagia Diet Standardization Initiative: History, Framework, and Steps toward Implementation.
- Integration of Respiration and Deglutition: Function and Disorders.
- The Role of the Speech Language Pathologists and Audiologists in Medical Assistance in Dying.
- Occupational Therapy preceptor and Speech Language Pathology Clinical Instructor Workshop.
- System’s Day.
- The Latest on Cutting Edge Neuroscience Research.
- Infant Hearing Championing Collaboration Presentation Day.

Scholarly Pursuits

Research and Education:

- Participating as a stakeholder, “PRO-ACTIVE: Comparing the effectiveness of PROphylACTic Swallow InterVEntion for patients receiving radiation therapy for head and neck cancer”, University of Toronto.
- Initiated a research project in the Outpatient Swallowing clinic, with the assistance of a McMaster Health Sciences Student. A clinical database has been established.
- Participated in the Multiple Mini-Interview process, Speech-Language Pathology Program, McMaster University.
- Established linkages Speech-Language Pathology Program, McMaster University.

External Committees:

- Hamilton Regional Speech and Audiology Council (HRSLAC).
- Speech Language Pathology of Ontario Oncology Network (SPOON).
- Greater Toronto Area Speech and Language Pathology Professional Practice Leaders Group.
- Early Words, The Hamilton Preschool Speech and Language Pathology Services (Administration Management, Early Literacy Hamilton, Infant Parent, Waitlist Management/Child Intervention Services, Parent Groups, System Day Committee, Infant Hearing Program Committee).

Leadership:

- Speech-Language Pathologist co-led PAC Policy and Procedure Sub-committee.
- SLP representation on Professional Practice Optimization Professional Task Group with the implementation of electronic documentation, representing a professional practice cluster representation on Dovetale Committee.

Discipline Goals 2019

Quality & Safety

- Improve knowledge and practice standards when assessing patients on Optiflow.
- Review and update all SLP educational materials with inclusion of patient review.
- Standardize the diet terminology provided in the transition of patients with dysphagia to other healthcare organizations (interdisciplinary goal with nutrition services and speech-language pathology).
- Sustain use of the Communication Boards in General Internal Medicine.

Change

- Participate in the development and implementation of electronic documentation for the relevant ambulatory SLP services.

Community

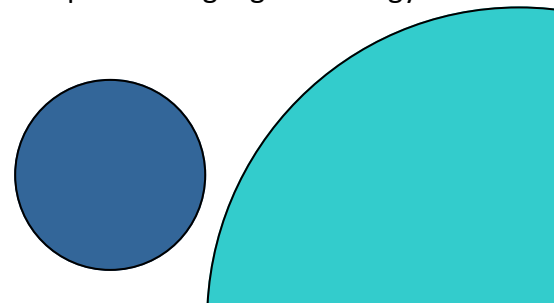
- Sustain Monthly Education Sessions.

Interconnection

- Sustain use of the After Visit Summary.

Research & Education

- Participate as a stakeholder in a University of Toronto research project entitled “PRO-ACTIVE: Comparing the effectiveness of PROphylACTic Swallow InterVENTion for patients receiving radiation therapy for head and neck cancer.”
- Maintain linkages with McMaster School of Rehabilitation Science and Speech-Language Pathology Programs.

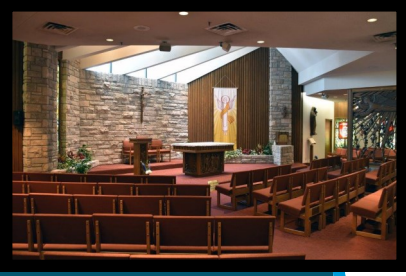


Spiritual Care

Professional Practice Leader (Charlton, King, West 5th):
Kelly Collins

Number of Members of Discipline

Charlton	8.5 FTE
King	0 FTE (By referral only)
West 5th	3.6 FTE



Scope of Practice:

Certified Spiritual Care Practitioners and Psycho-Spiritual Therapists seek to improve the quality of life for individuals and groups experiencing spiritual, moral and existential distress related to changes in health, maturation, ability, and life circumstances. They utilize a holistic, relational approach to assess the nature and extent of the concerns, collaboratively develop a plan of care, provide therapeutic interventions to promote, maintain, and restore health and/or palliate illness and injury, and evaluate the implementation of the plan of care to ensure its efficacy and adequacy.

Clinical Practice Achievements

Quality & Safety

- Initiated a re-accreditation process pertaining to the St. Joseph's Healthcare Hamilton Supervised Pastoral Education (SPE) Teaching Centre. The self-study committee that was formed engaged in an in-depth review and program evaluation process in preparation for the 2019 Site Accreditation with the Canadian Association for Spiritual Care. The Site Accreditation is scheduled for February 2019.
- Received in-depth training regarding documentation with "APSO" Assessment, Plan, Subjective, Objective and instructions through a spiritual care lens pertaining to elements of documentation specific to spiritual assessment and planning sections in order to ensure more consistency within the department.
- Consistently complete chart audits one of the outcomes of which is improved staff recording of Transfer of Accountability and compliance with the requirement to confirm 2 patient identifiers prior to intervention.
- Completed monthly safety inspections for all spiritual care work spaces.
- Ongoing updates and development of Spiritual Care Departmental policies and procedures.

Change

- Integrated Dovetale into practice and have collaborated together for ongoing quality improvement that aligns with other RHP initiatives.
- Developed a navigator system that more efficiently links the user to the most frequently used screens for easy access and time savings.

Community

- Formed Spiritual Care Advisory Committee with members recruited from community faith groups, academic institutions, social service organizations, volunteers, healthcare partners as well as from our healthcare organization's interprofessional and intercultural staff in order to ensure just and equitable spiritual care practices and to support and advance the mission, vision and

Community Continued...

values of the Sisters of St. Joseph and the ministry of the Diocese of Hamilton.

- Collaborated with St Joseph's Suicide Prevention Committee and the Suicide Prevention Community Council of Hamilton to organize the Butterfly release on World Suicide Prevention Day September 2018.
- Collaborated with Peer Advisory Council in presenting "Little Pieces of Light" in October 2018, marking the beginning of Mental Illness Awareness Week.
- Supported Grand River Hospital's Manager and Educator in their coming Education Program Site Accreditation by sharing policies and procedures, and sharing knowledge gained as a result of undergoing our own preparation process.

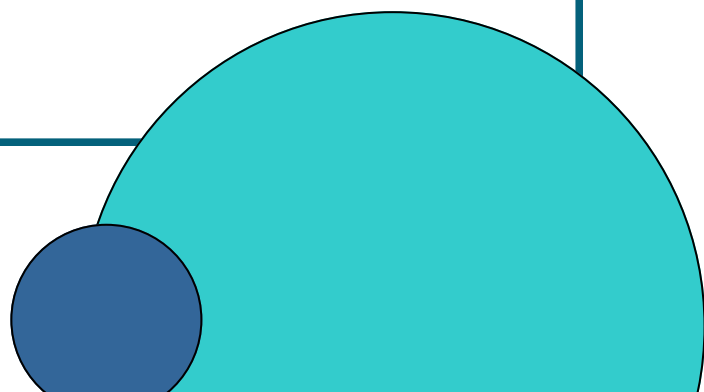
Interconnection

Practice Leader for Spiritual Care involved in organizing Inter-professional Education/Retreat Day

Academic Pursuits

Formal Teaching:

- Provided an overview of Spiritual Care at St. Joseph's as part of General Hospital Orientation and orientation to new general and mental health nurses (reintegrated into orientation effective 2018).
- Displayed a poster for the "Collaborating Together for Better Care" event.
- Presented "Culturally Sensitive Spiritual Care in Mental Health."
- Presented on two occasions, "Support for Palliative Care Nursing in Hemodialysis."
- Provided orientation-type overview presentations to several groups of students and staff including:
 - A variety of nursing student groups.
 - Researchers.
 - Patient and Family Council on Complex Care.
 - Nephrology fellows.
 - Co-op students.
 - Spiritual Care Advisory Committee.
- for practice leaders on the topics of change management and the role of practice leaders.



Internal Teaching:

- One Divinity student placement from Emmanuel College (September 2017 to April 2018).
- One Permanent Diaconate Candidate from the Roman Catholic Diocese of Hamilton participating in a placement from October 2018 to April 2019.
- Department Chaplains presented a series of didactics to residents including:
 - The Labyrinth.
 - Dementia.
 - Life Review.
 - Schizophrenia.

Clinical Teaching:

- As of September 2018, all of our Certified Teaching Supervisor-Educators became Professional Faculty at Martin Luther University College (Laurier) as our Spiritual Care Education Program (Supervised Pastoral Education) is now being registered with the University directly.
- From September 2017 to September 2018 we provided intensive clinical education/supervision to 5 residents (1243 Student Days).
- Students received in total 20 Certificates through the Canadian Association for Spiritual Care (CASC)—8 Basic Level Clinical Pastoral Education Certificates, 7 Advanced Level Clinical Pastoral Education Certificates, 4 Basic Pastoral Counselling Certificates and 1 Advanced Pastoral Counselling Certificate.
- One teaching Supervisor-Educator received full certification (Aug. 2017).

Student Feedback Quotes:

- “Thanks for the experiential learning. I encourage this SPE program to the people whom to have meet for better ministerial experience.”
- “SPE at St. Joe’s has provided me with great clinical experience, direct client contact and supervision, helping me enhance my therapeutic skills. I have also been able to utilize group processing through IPR to enhance my self-awareness and safe and effective use of self.”
- “By engaging with experienced professionals on a multidisciplinary team within a healthcare setting, I am better equipped to provide exceptional spiritual care and psychotherapy. Overall, this residency has been a great experience that I would highly recommend it to anyone interested in pursuing SPE or a career in Spiritual Care.”
- “The learning challenges at St. Joe’s are every day, every visit, every meeting. I have gotten comments from friends and family about how much I have changed.”
- “St. Joseph’s Healthcare Hamilton Spiritual Care Department has well-equipped me with experiential learning. I have gained in-depth spiritual care knowledge and have had opportunity to build my interprofessional skills.”
- “I have thrived on the experiential model offered through the combination of CPE and PCE. I have acquired a strong theoretical base through my education. This residency has offered me the opportunity to integrate my learning and explore the interdependence of spiritual care and psychotherapy.”

Continuing Education:

- One staff member completed her Doctor of Ministry degree with Trinity College (University of Toronto).
- One staff member completed her peer review process with the Canadian Association for Spiritual Care (CASC).
- One staff member completed an online ethics certificate through the Canadian Association for Spiritual Care.
- One staff member completed 2 courses at the University of Guelph “Systemic Interventions with the Addicted Client” and “Theories and Methods of Couple Therapy” as part of a Certificate in Marriage and Family Therapy (OAMFT).
- One staff member earned a Certificate of Completion for 7 hours of Group Facilitation Training through the Toronto Institute of Group Studies.
- Inter-professional Education: The Professional Practice Leader for Spiritual Care attended PPNO Conference at Michael Garron Hospital and the Inter-professional Education Event for Mohawk College Students in Hamilton.
- One staff member completed Lean Yellow Belt Training through The Leading Edge.
- One staff member attended a Palliative Care and End of Life Conference.
- All staff and residents completed CPI training.
- One staff member attended a workshop “Supporting Women with Pregnancy Loss—A Mental Health Perspective.”
- One staff member attended a workshop “Schizophrenia Overview.”
- Four staff members attended the National Conference for CASC which included education in support of self-care and creativity in practice.
- Nine staff members received certificates for education at the regional CASC-SWONT Education Day which focused on MAID.
- Seven staff members attended the regional CASC-SWONT AGM. Education included supporting those from the LGBTQ+ community and updating the professional body on coming changes in education.
- Two staff members received certificates for Assist Training for Suicide Intervention.
- One staff member attended 2 retreats for the 3 Wishes Program.
- Several staff attended “Conflict Management in the Workplace.”
- Three Supervisor-Educators participated in full-day video conference on Assessment.

Scholarly Pursuits

Publications:

PEER Review Publications

- Bone N, Swinton M, Hoad N, Toledo F, Cook D. ***Critical Care Nurses' Experiences with Spiritual Care in the Intensive Care Unit: The SPIRIT Study.*** Am J Crit Care 2018 May; 27(3):212-219.

Published Abstracts:

- Tam B, Clarke F, Takaoka A, Hoad N, Toledo F, Waugh L, Soth M, Rudkowski J, Alhazzani W, Duan E, Perri D, Ligor T, Jaeschke R, Hayes C, Heels-Ansdell D, Boyle A, Woods A, Swinton M, Vanstone M, Cook D. ***Facilitators enabling transition of an end of life research project to clinical program.*** Society of Critical Care Medicine Annual Congress. San Diego, CA. Feb 2019. Crit Care Med 2018 (in press).
- Clarke F, Neville T, Swinton M, Smith O, Foster D, Toledo F, Hoad N, Takaoka A, Shears M, Buck K, Lee C, Piacentino R, Leblanc A, Goksoyr S, Xu X, Kao Y, Vanstone M, Heels-Ansdell H, Phung P, Cook DJ. ***Patient and Family Engagement at the End-of-Life: The Multicenter 3 Wishes Project.*** Society of Critical Care Medicine Annual Congress. San Diego, CA. Feb 2019. Crit Care Med 2018 (in press).
- Clarke F, Hoad N, Toledo F, Smith O, Foster D, Leblanc L, Lockington L, Sandhu G, Hodder J, Santos M, Khalid I, Xu X, Kao Y, Granone M, Guyatt P, Phung P, Arthur J, Reeve R, Deckert W, Neville T, Cook D. ***What do dying patients, their families, and their clinicians wish for? Findings from the Multicenter 3 Wishes Project.*** Society of Critical Care Medicine Annual Congress. San Diego, CA. Feb 2019. Crit Care Med 2018 (in press).
- Swinton M, Vanstone M, Smith O, Baker A, LeBlanc A, Foster D, Dhingra V, Takaoka A, Clarke F, Woods A, Boyle A, Toledo F, Cook D. ***Not All That Counts Can Be Counted: Managerial Perspectives of the 3 Wishes Project.*** Society of Critical Care Medicine Annual Congress. San Diego, CA. Feb 2019. Crit Care Med 2018 (in press).
- Swinton M, Hoad N, Takaoka A, Toledo F, Tam B, French T, Waugh L, Clarke F, Kho M, Duan E, Soth M, Shears M, Groen E, Cook DJ. ***The Footprints Project: Facilitating Multidisciplinary Communication in the Intensive Care Unit.*** Society of Critical Care Medicine Annual Congress. San Diego, CA. Feb 2019. Crit Care Med 2018 (in press).
- Hoad N, Swinton M, Takaoka A, Toledo F, Tam B, French T, Waugh L, Clarke F, Duan E, Soth M, Shears M, Groen E, Cook DJ. ***Humanizing Critically Ill Patients by Sharing Their Stories through the Footprints Project.*** Society of Critical Care Medicine Annual Congress. San Diego, CA. Feb 2019. Crit Care Med 2018 (in press).
- Clarke FJ (presenting for) Baker A, Buck K, Dhingra V, Foster D, Granone M, Heels-Ansdell D, Hoad N, Hodder J, Kao Y, Leblanc A, Lockington J, Neville T, Phung P, Sandhu G, Santos M, Smith O, Swinton M, Takaoka A, Toledo F, Vanstone M, Xu X, Cook DJ (corresponding for the Multicenter 3 Wishes Project Team). ***Compassionate End of Life Care in the ICU: Multicenter Evaluation of the Scalability, Transferability, Affordability, Sustainability, and Value of the 3 Wishes Project*** Canadian Critical Care Forum 2018, Nov. 6-9 2018, Toronto, Canada (in press).

External Committees:

- Professional Advisory Committee, South Central Bereaved Families of Ontario.
- Treasurer, Regional Executive Committee, Canadian Association for Spiritual Care Southwestern Ontario.
- Member at Large, Regional Executive Committee, Canadian Association for Spiritual Care Southwestern Ontario.
- Secretary, Ontario Faculty, Canadian Association for Spiritual Care Ontario.
- Consultation Committee members for Advanced Applications and Peer Review Assessments, Canadian Association for Spiritual Care Southwestern Ontario.

External Presentations:

- Bereavement presentation to Grade 8 students at a Burlington school.
- “Spiritual Distress in the ICU” presented to a Calgary hospital group by teleconference.
- “Spirituality and Mental Health: a guide to the spiritual needs of palliative patients with mental illness” at McMaster University for the Interprofessional Education Seminar Series *Inter-professional Seminar Series in Palliative Care*.

Leadership:

- Initiated an Emotion-Focused Mindfulness group as part of the Wellness program at St. Joseph’s.
- Initiated “Press Play,” an Open Mike Poetry and Music evening for both in-patients and out-patients at West 5th Campus.

Discipline Goals 2019

Quality & Safety

- Complete Site Accreditation for Education program through the Canadian Association for Spiritual Care (CASC) - February/March 2019.

Change

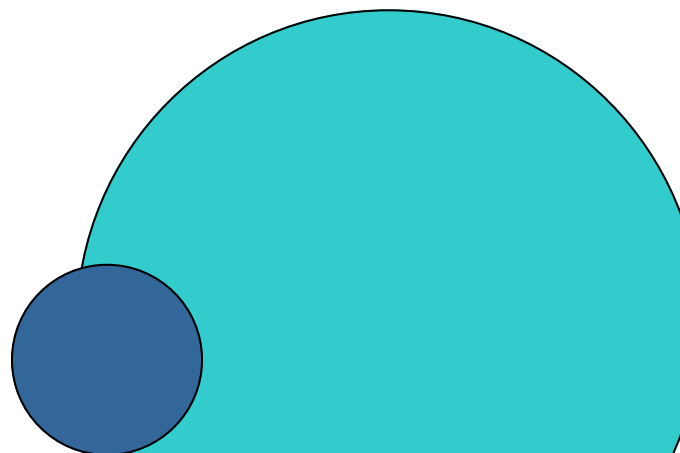
- Develop more consistent approach to change management regarding practice changes by adding discussion time at each staff meeting to discuss proposed changes that are non-urgent or optional (changes due to hospital or College requirements will continue to be implemented in a timely manner).

Community

- Develop an education module for the purpose of building capacity of St. Joseph Homecare staff to provide 'basic' spiritual care assessment and intervention enhancing support of patients who may experience spiritual distress.

Research & Education

- Pursue research study: **The Arcus Vitae Life Review Process as a Spiritual Care Intervention with Hemodialysis Patients.** This study interviews patients in the Hemodialysis patient group (inpatient and outpatient streams) to investigate positive outcomes arising as a result of identification of central themes that inform how patients see themselves over the arc of their lives.



Therapeutic Recreation



Scope of Practice:

To plan, implement, and evaluate recreation and leisure programs and services relative to the identified needs of patients.

Therapeutic Recreation (TR) practice at SJHH is guided by the Leisure Ability Model (Peterson, Gunn, Stumbo) TR utilizes functional intervention, leisure education and recreation participation in a holistic approach to enable persons with physical, cognitive, emotional, spiritual and/or social limitations to acquire and/or maintain the skills, knowledge and behaviors that will allow them to reach their optimal level of functioning for recreation and leisure. The major functions of a Recreation Therapist are directly related to the adopted Therapeutic Recreation Ontario Standards of Practice and Code of Ethics (TRO).

Professional Practice Leader (Charlton, West 5th):

Susy Marrone—Charlton. Sandra Berzaitis Smith—W5th

Number of Members of Discipline

Charlton	5 FTE
	1 PTE
1 Temp PTE, 1 Casual PTE, 1 Senior TR	
West 5th	22 FTE
	12 PTE
2 Casual PTE, 1 Senior TR	

Clinical Practice Achievements

Quality & Safety

- Collaborated, planned, led, educated and implemented Dovetale in December 2018; for inpatient services with ongoing efforts in optimization across the organization.
- Initiated preparatory work for Dovetale ambulatory services Go Live in February 2019.
- Initiated Accreditation preparation for May 2019 with focus on Quality & Patient/Family Engagement, Incident Management, Risk Assessment & Prevention and Providing a Safe & Well Organization.
- Ensured discipline awareness of newly identified safety practices related to Prevention of Violence in the Workplace and Learner Safety.
- Completed Transfer of Accountability audits for W5th and Charlton monthly and reported to PAC.
- Members, several Quality Councils.
- Members, Quality of Work Life Committees across sites.
- Professional Practice Lead, Therapeutic Recreation (TR), Charlton, member SJHH Hand Hygiene Committee, and multiple staff responsible for service specific audits at Charlton and W5th.
- Professional Practice Lead, TR West 5th, member, SJHH Ethics Committee representing PAC.
- Both Professional Practice Leads, members of the Annual PAC Awards of Excellence Committee.
- Multiple members, participants in Occupational Health & Safety Clinical Inspections at W5th and Charlton.
- TR, Home for Special Care, Representative for Ministry Standard Inspection.
- Multiple TRs, Mental Health and Addiction Program obtained Solution Focused Crisis Intervention.

Quality & Safety: Continued...

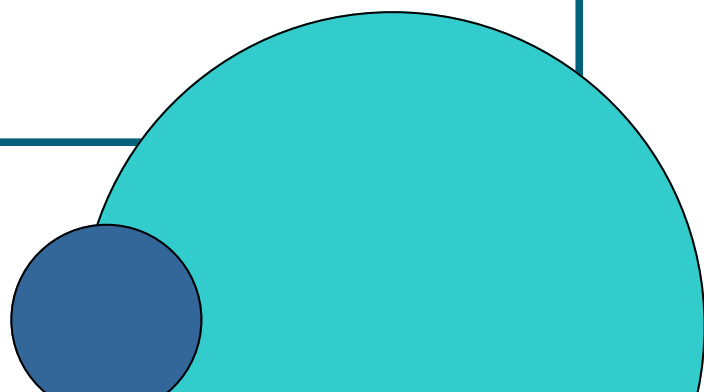
- Maintenance of a TR staff Registry to ensure minimum TR credentials are being met & maintained by SJHH TR staff in collaboration with HR.
- Ensuring discipline awareness of newly identified safety practices related to Prevention of Violence in the Workplace and Certificates in addition to maintaining recertification in CPI Nonviolent Crisis Intervention. Learner Safety.
- Multiple TR staff active as SAFEWARDS ambassadors.
- 2 TR Members of the Patient Wellness Advisory Group for the MHAP.
- TR implemented new illness screening Ax to prevent spread of infection amongst program participants and staff in program settings.
- TR staff in medicine programs maintain Gentle Persuasive Approach certification.
- TR staff have Gentle Persuasive Approach coach status providing staff education.
- TR staff members of Senior's Care Education Team.

Change

- TR staff planning, preparing and transitioning to Dovetale for online documentation as a major practice change for inpatient services along with the organization as a whole. Ambulatory planning also underway for many TR staff in preparation for the transition. TR staff playing an integral role in multiple task groups, direction setting projects and education.

Community

- Multiple TR staff maintain ongoing community partnerships specific to TR programming to ensure safe, quality client interventions transferred to community settings.
- Senior TR for W5th fostering and developing ongoing community partnerships on behalf of all W5th TR services to maintain and increase community re-integration for clients. Examples include the YMCA, Thunder Alley, Hamilton Tiger Cats Football Club, Hamilton Bulldogs Hockey Club, City of Hamilton and the Hamilton Conservation Authority and many others.
- W5th and Charlton TR in collaboration with Volunteer Services, Senior Leadership and community agencies such as HBSPCA and Zachary's Paws, in order to further develop Animal Visits and Pet Therapy programming across campuses, including policy development for PAC.
- Ongoing connection with a TR staff member leading the community "Don't Worry Sweat Happy" program – connecting the community to those living with mental illness by encouraging physical activity and donation of running shoes in order to participate.
- TR staff acts as liaison with the Good Shepherd for the Transitional Rehabilitation Housing Program.



Academic Pursuits

Formal Teaching:

- TR staff presented MHAP Grand Rounds March 2018 “High Intensity Interval Training for Individuals with Schizophrenia: Becoming Healthy Well and Motivated.”
- TR staff involved in educating and training SJHH staff in MH related to Behavioral Activation.
- MHAP TR staff provided certificate teaching for MHAP staff in Urban Poling.

Internal Teaching:

- University of Waterloo for 2 TR paid Co-op placements in 2018.
- Georgian College for 1 unpaid TR Internship in 2018.
- Niagara College TR diploma program students totaling 1 placement in 2018.
- Mohawk Practicum and Intensive TR students with 15 supervised placements in 2018.
- Brock University for 3 CTRS unpaid Internships.
- TR staff supported high school coop students in Medicine and MHAP in a variety of experiences.

Clinical Teaching:

- College Professor Affiliations– 4 W5th TR staff teaching part time Recreation Therapy courses for Mohawk College’s TR diploma program.
- 1 TR serves as a Teaching assistant at Brock University Therapeutic Recreation Program.



Continuing Education:

- 2 TR staff applied and received the Registration Designation with Therapeutic Recreation Ontario.
- 1 TR obtained R/TRO-DIP registration status with Therapeutic Recreation Ontario.
- 2 New TR Staff Obtained Certified Therapeutic Recreation Specialist credential from the U.S. National Council for Therapeutic Recreation Certification.
- 1 New staff completed Can-Fit Pro Certified Fitness Training credential for Personal Training Specialist.
- 1 Re-certification in Young Men's Christian Association (YMCA) Canada Personal Training and Individual conditioning Instruction.
- 1 New certification in YMCA Canada Group Fitness Instruction.
- 2 certifications in Yoga Instruction/Yoga Exercise Specialist.
- 1 TR completed course for Urban Poling (Nordic Walking) Instructor Certification.
- 8 recertified staff acquiring Community Safety Training.
- 5 F/A, CPR Re-certifications completed.
- 4 City of Hamilton Food Handlers re-certifications.
- 3 TR staff Certified in Gentle Persuasive Approach.
- 20 staff re-certified in 2 day CPI Non-violent Crisis Prevention Intervention.
- 6 SJHH TR staff attended the annual Therapeutic Recreation Ontario Conference.
- 2 TR staff attended the Annual Forensic Risk & Recovery Conference.
- 1 TR attended as a delegate to Canadian Therapeutic Recreation Conference.
- 1 staff completing Introduction to DBT online courses via Behavioral Tech.
- 2 staff completed CBT for Psychosis Level 1 training for Front Line Workers presented by Schizophrenia Society of Ontario.
- 1 TR Attended 3 day workshop Essential Skills for Treating Polysubstance Abuse & Opiate Abuse with Complex Clients.
- 1 TR continuing education in Recreation and Leisure studies at Brock University on a part-time basis, working towards CTRS certification/ BRLS.
- 1 TR Continuing pursuit of MA Applied Health Sciences in Therapeutic Recreation at Brock University.
- 3 TR staff completed Trauma Informed Care Training.
- 4 TR staff completed training on Columbia Tool for Risk of Suicide & Prevention.
- 2 TR staff attended the McMaster University Care of the Elderly Conference.

Scholarly Pursuits

Research:



- REB #2081 final report submitted by SCIS TR working as Co-investigators in the research study “HIIT to get FIT—High Intensity Interval Training for Individuals with Schizophrenia: Becoming Healthy, Well and Motivated.”
- REB#: 3769 TR Co-investigator for the initiated project “Mindfulness Group: An Intervention for Early Psychosis.”
- REB #14-611 Co-investigator, Project Title: A pragmatic randomized trial to investigate the effectiveness of Behavioral Activation group therapy in reducing depressive symptoms and improving quality of life in patients with depression: (main study, on going).
- Ongoing co-facilitation and data collection of Cool Running Forensic Research Project by multiple TR staff across 6 forensics programs.

Publications:

- British Medical Journal Open Sport Exercise Medicine 2018; 4(1) doi: e000314. Published online 2018 June 10.1136/bmjsem-2017-000314] “Effects of a 12-week running program in youth and adults with complex mood disorders” Laura E Keating,1 Suzanna Becker,1,2 Katie McCabe,3,4 Jeff Whattam, 4 Laura Garrick,4 Roberto B Sassi,1,3,4 B.N Frey,1,3,4 and Margaret C McKinnon corresponding author1,3,4,5.
- Evidence Based Mental Health 2017 Nov;20(4):128-133. doi: 10.1136/eb-2017-102763. 2017 Oct 22. “Acceptability of the Fitbit in behavioral activation therapy for depression: a qualitative study” Chum J1, Kim MS1, Zielinski L2, Bhatt M3, Chung D1, Yeung S1, Litke K4, McCabe K4,5, Whattam J4, Garrick L4, O'Neill L4,5, Goyert S4, Merrifield C4, Patel Y4, Samaan Z3,4,5,6,7.
- Research in Social Work Practice 2018 doi: 10.1177/ 1049731517749942 “Patient Experiences and Opinions of A Behavioral Activation Group Intervention for Depression” Laura O’Neill, Zainab Samaan, Kathleen McCabe, Terri Ann Tabak, Brenda Key, Kathryn Litke, Jeff Whattam, Lehana Thabane, Yogita Patel, Hamnah Shahid, Laura Zielinski, and Meredith Vanstone.
- Therapeutic Recreation Practice & Research Journal of Therapeutic Recreation Ontario Col 13, pp. 66-76 2018 “Personal Benefits of Therapeutic Recreation for Persons with Mental Illness: Advocating for Service Delivery to Key Decision Makers” Jackie Frail, Jessica Quattrini, Rebecca Thompson, Sandra Berzaitis Smith, Lindsey Otetan.

External Committees:

- Member at Large, Executive Board of Directors, Therapeutic Recreation Ontario (TRO).
- Regional Ambassador for Southwest Ontario, TRO Board Ontario.
- Membership Services Committee, TRO
- Ambassador Services Committee, TRO
- Member, Core Competencies Committee, TRO
- Member representing TRO, College of Psychotherapy Working Group Committee.
- Member, Mental Health Working Group, TRO.
- Committee representatives (3), Mohawk College's Professional Advisory Council.



External Presentations:

- Presented on W5th Therapeutic Recreation Discipline and TR services for both Mohawk College and Niagara College 1st year students.
- Presented at Therapeutic Recreation Ontario 19th Annual Conference in Ottawa in May 2018. "HIIT: A high Intensity Interval Training Program for individuals with Schizophrenia."
- Presented at the Risk and Recovery Conference: "Engaging in Staff in Change Implementing Intensive Case Management in the Forensic Out Patient Program".
- Provided multiple guest lectures for 1st and second year TR students, Mohawk College and Niagara College.
- Hosted a W5th Tour for 2nd year 30 TR students, Niagara College.
- Participated (2) Career and Networking Education Day, Mohawk College.
- Participated (4) Professional Panel Discussion Event, Mohawk College.
- Participated (4) TR Mock Interviews. Mohawk College.

Leadership:

- Recipient of the 2018 Therapeutic Recreation Ontario Student Mentorship Award.
- Nominated for Individual Leadership in Practice Awards for PAC Awards of Excellence.
- Nominated for 2018 Therapeutic Recreation Ontario Advanced Practitioner in TR Award.



Discipline Goals 2019

Quality & Safety

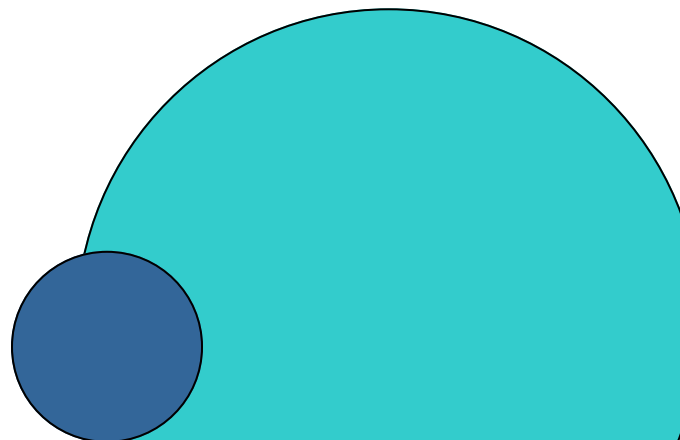
- Actively participate in 2019 Accreditation with focus to on Quality & Patient/Family Engagement, Incident Management, Risk Assessment & Prevention and Providing a Safe & Well Organization.
- Continue work on optimization for Therapeutic Recreation Inpatient Dovetale across the organization.

Change

- Plan, prepare and transition to Dovetale for online documentation as a major practice change for inpatient services along with the organization. Ambulatory planning is also underway for many TR staff in preparation for the transition. TR staff playing an integral role in multiple task groups, direction setting projects and education.

Research & Education

- Continue co-facilitation and data collection of Cool Running Forensic Research Project by multiple TR staff across 6 forensics programs.
- Continue to provide placement and co op opportunities for Therapeutic Recreation students from Mohawk College, Niagara College, Georgian College, Brock University and University of Waterloo.



Vocational Services

Professional Practice Leader: (West 5th):
Bruno Di Franco

Number of Members of Discipline:

Vocational Counsellors: 9 FTE
1 PTE

Scope of Practice:

Vocational Rehabilitation professionals assist individuals with overcoming barriers to accessing, maintaining or returning to employment or other useful vocational roles. Professionals utilize evidence-based, client-centered processes and services to assist persons with or at risk of functional, psychological, developmental, cognitive and emotional impairments or health conditions.

Clinical Practice Achievements

Quality & Safety

- Created standardized initial assessment and consultation documents in collaboration with Dovetale Team.
- Practice Lead maintained Canadian Vocational Rehabilitation Professional, Fellow designation [CVRP(F)] with the College of Vocational Rehabilitation Professionals.
- One member achieved and maintained Registered Vocational Professional (RVP) Designation with Vocational Rehabilitation Association (VRA) Canada.
- One member maintained Certified Psychiatric Rehabilitation Practitioner designation with Psychiatric Rehabilitation Association (PRA).
- Facilitated development of and implemented Schizophrenia Outpatient Clinic client satisfaction survey with approximately 200 outpatients of this clinic; coordinated schedule for peers involved in implementing survey and provided support /feedback to them.
- Sustained attention to and achieved Transfer of Accountability (TOA) audits at 75%.

Change

- Updated note standards, TOA standards, procedures for student placements.
- Delivered presentations to health professionals and community (i.e., Hamilton Mental Health Outreach, East Region Mental Health, Womankind, and Men's Addiction Services) to educate on vocational services available via Schizophrenia Community integration/Central Rehabilitation Resource Clinic; brought in upwards of 40 client referrals for service.
- Supported patients and staff during closure of Inspiration Place Clubhouse Program.

Community

- Created a partnership with Mohawk College Finance to have a representative assist with financial needs of the patients in Forensic Psychiatry.

Community Continued...

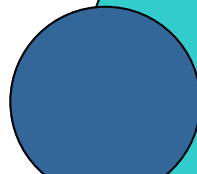
- Created a partnership with Mohawk College Admissions to decrease barriers with admissions for patients in Forensic Psychiatry.
- Created a partnership with Mohawk College City School to create a pop-up site for a general elective course, free of charge at the West 5th Campus for Forensic patients.
 - First course College 101 January – April 2019.
- Maintained ongoing partnerships with Good Shepherd Centre, Rainbow's End Community Development Corporation, Mohawk College, Vocational Pathways Incorporated (VPI) and Ontario Disability Support Program (ODSP) Employment Supports Program.
- Connected with Hamilton Wentworth District School Board (HWDSB) Adult Learning Centre to determine options with the closing of their Booklet Program – HWDSB will permit Online Education with support of Counsellor proctoring exams and homework submission – break down the barriers for a patient who cannot attend.
- Attended Employment Expo and created a partnership with temporary agency to support individuals with return to work options.
- Advocating for increase in client wages in line with the Employment Standards Act.
- Co-facilitated Give Back Volunteer Group, Mood Disorders Outpatient Clinic.
- Maintained partnership with the Hamilton Victory Gardens to assist with community gardening activities; group at Mood Disorders assisted in growing/harvesting 5400lb produce to help feed local families in Hamilton.
- Developed new partnership with City of Hamilton, Adopt A Park Program; group at Mood Disorders engaged in maintaining T. Melville Bailey Park. Activities included litter clean-up, weeding, park beautification activities, regular environmental scans and reporting.
- Maintained partnership with Good Shepherd Venture Centre; with group assisting with day-to-day food bank operations.

Interconnection

- Participated in collaborative research study with psychology and occupational therapy, recruitment ongoing: Effectiveness and feasibility of using the Progressive Goal Attainment Program in Anxiety & Mood Disorders.
- Participated in collaborative group facilitation with nursing, occupational therapy, recreation therapy, art therapy in Inpatient and Outpatient Programs.
- Maintained Inpatient and Outpatient Group Committee involvement, Mood Disorders Program.
- Co-facilitated client lunch group; co-facilitate cinema chat group.

Academic Pursuits

- Maintained academic affiliation with York/Seneca Rehabilitation Services Certificate program.
- Oriented learners in recreation, occupational therapy, social work, nursing, psychiatry to VC role.
- Oriented of new unit staff to Vocational Counsellor role.



Academic Pursuits: Continued...

- Preceptored student from York-Seneca Rehabilitation Services Certificate Program, 227 hours of supervision and mentorship at the Mood Disorders Program with an equivalent number of hours with Brant Assertive Community Treatment Team (ACTT).
- Created and updated Secondary School Cooperative placement .
- Provided education to 4th year BScN Student, McMaster University. Planning/co-leading groups, shadowing clinical work, Ontario Common Assessment of Need (OCAN) training and completion.

Continuing Education:

- PPL engaged and completed Lean Yellow Belt Online Training via Leading Edge, Ward Level Gold.
- Two representatives enrolled in British Columbia Centre on Substance Abuse Online Addiction Medicine Diploma.
- Capacity Building Team Concurrent Disorders Training.
- Trauma Informed Care Training.
- Non-violent Crisis Intervention & Code White Training.
- Gentle Persuasive Approach (GPA) Training.
- Crisis Intervention Team Training.
- WHMIS Training.
- PHIPA Training.
- Prevention Risk Screening Tool.
- Naloxone Certification.
- Scanning, Wandering, and Searching Forensic Psychiatry Program.
- Community Workers Safety Strategies Training Certificate.

External Committees:

- Member, Employment Assistance Resource Network (EARN) Committee.
- Member, Clubhouse Canada advocating needs of Canada Clubhouses.

External Presentations:

- Supporting Healthy Minds at Work: A Forum by Workforce Planning Hamilton for Employers and Service Providers.
- Delivered presentations to health professionals and community (i.e., Hamilton Mental Health Outreach, East Region Mental Health, Womankind, and Men's Addiction Services) to educate on vocational services available via Schizophrenia and Community Integration Service (SCIS) / Central Rehabilitation Resource Clinic (CRC) brought in upwards of 40 client referrals for service.

Leadership:

- Interim Professional Practice Leader supporting PAC related activities and initiatives.
- Represent discipline on SJHH Quality Improvement Plan (QIP) initiatives with Schizophrenia and Community Integration Service (SCIS) including: Key Steps to Discharge , Inpatient Quality and Patient Safety Council , Transitional Outpatient Program for Schizophrenia Service (TOPSS) Transition Plan Development, Dovetale, Safewards representative.
- Proposal submitted for space at West 5th site for patients engaging in their vocational goals (i.e., homework, exam proctor, job searching, resume writing etc.).
- Co-chair of Schizophrenia Outpatient Clinic (SOC) patient Quality Council; Organize and co-lead Vocational Orientation sessions at Schizophrenia Outpatient Clinic (SOC).

Discipline Goals 2019

Quality & Safety

- Complete standardized assessment processes and note templates for vocational counsellors accessing Dovetale live charting across SJHH.

Change

- Work with discipline group to standardize intake, transfer, and discharge processes using Dovetale based tools and note templates, shifting to Assessment, Plan, Subjective, Objective (APSO) note format.

Community

- Build on vocational counselling information sessions with additional community based presentations to inform community referral sources about vocational services at SJHH.

Research & Education

- Complete collaborative research study on PGAP: Effectiveness and feasibility of using the Progressive Goal Attainment Program in Anxiety & Mood Disorders. Support in presentation of findings.

