

Nursing

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

Winnie Doyle, Chief Nursing Executive

Erin Doherty/Catherine Duffin + Larisa Volman, Directors, Nursing Practice

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton, King, West 5th	1211 425 1636		RN plus NP RPN Nursing

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

Quality & Safety

Skin and Wound Initiatives:

- Annual pressure injury prevalence study was completed in September, and included dedicated pressure injury identification and staging education.
- Enhanced Ostomy documentation education was provided within 6-Surgical.
- Wound healing awareness month was celebrated in June, and incorporated
- updated policy including use of wound photography and frequency of Braden scores.
- Creation of wound product table, allowing for rationale for which dressing utilized, as in the moment teaching for staff, for dissemination Jan 2020.
- Increased wound care knowledge in mental health – NP led wound care education and addition of wound care education to orientation for mental health and addiction program nurses.
- Further optimization of Dovetale for skin, wound and ostomy documentation.

Barcode Medication Administration (BCMA):

- Increased access to hardware for staff and improve replacement process.
- Completed a fulsome review of the BCMA process, including Pharmacy and Nursing.
- BCMA policy development in progress.
- Enabled individual access to BCMA metrics to monitor own performance.

Quality & Safety Continued...

Fall Prevention:

- Introduction of new medical directive for hip x-ray post fall.
- Enhanced documentation for post-fall, including a note template, and a new flowsheet.
- An enhancement to SIR prompt for a debrief.
- Introduction of a de-brief template and post-fall huddle.
- Fall prevention month: set-up of patient room in lobbies across all sites with education and identification of fall risks and hazards for public, patient or staff education.
- Educational resources available for patients, families and staff.

Perfecting Practice Nursing Education Initiative:

- Introduced a monthly education topic to support key nursing practice issues. Created using actual incidents and providing staff with follow up and outcomes following these incidents.
- Storage of each monthly topic on the intranet under Perfecting Practice portion of nursing education. Multidisciplinary aspects and collaboration to promote teamwork and conversation.

Dovetale Optimization:

- Minimum standards of documentation working group created, consisting of nurse educators, staff nurses, managers, director of nursing practice and the Dovetale team. Focus is on creation of minimum standards for documentation, and then streamlining the Dovetale system accordingly.

Restraint Practice:

- Nursing lead the revision of the least restraint policy and alignment to the extent possible between mental health and acute restraint policy and practice.
- Following policy alignment, a group chaired by nursing practice and with participation of mental health and acute care nurses as well as Dovetale staff, engaged in substantial work to review and revise the clinical documentation to support best practice and policy expectations. This work resulted in substantial documentation improvements, including:
 - Placing all documentation within the Restraints Navigator.
 - A single restraint flowsheet.
 - A separate seclusion flowsheet.
 - A single restraint order set, with seclusion as part of that order set, which reflects applicable legislation and policies, and only SJHH-approved restraint devices.
 - Revised single chemical restraint order set.
 - A “seclusion and restraint” note type that is clearly linked to the applicable flow sheet and is where all relevant notes will be documented, such as seclusion review note, initiation note, end of shift progress note, etc. Smart text technology may be used within the note to facilitate the documentation.

Change

Transforming How We Work

- Nurses across St. Joseph's Healthcare Hamilton were supported to work to their full scope of practice through updated job descriptions, policy development and 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 the patient experience and ensure that we are effectively caring for our patients using the most efficient and effective model of care.
- Nurses continue to be key informants and leaders in the ongoing implementation and evaluation of the Dovetale clinical transformation initiative that resulted in the introduction of an electronic medical 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. We are continuing to explore opportunities to remove unnecessary barriers to the approval and broader implementation of medical directives, where appropriate, to increase access to timely, safe, and effective care.

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 led 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. All inpatient rooms are equipped with a patient whiteboard, and strategies are being explored to reduce the 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.

Community Continued...

Engaged People

- Continuing in 2019, nursing teams participated in the co-creation of patient population specific communication boards using a patient and family-centred approach. In collaboration with nursing, patients and families using this tool help to contribute to maintaining a respectful and responsive environment that focuses on patient preference, needs and values.
- 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 2019, 14 SJHH nurses were supported through these funds (see full list elsewhere in this report).

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 regional healthcare 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. Across SJHH clinical programs, one such example of successful partnership to improve care has been our interprofessional initiative to assess and manage suicide risk. Across the inpatient and outpatient Mental Health and Addiction Program, nursing has continued providing expertise and leadership to a multifaceted suicide prevention strategy, which has included multiple elements.
- The inpatient and outpatient algorithm has been implemented for suicide screening, assessment, safety planning and management. 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. Nurse Educators and CNSs thoroughly evaluated the sustainability of the inpatient algorithm and this work has been shared nationally by the MHAP nurse educators at the 2019 Canadian Federation of Psychiatric Mental Health Nurses Conference.
- In ED and Urgent Care, the Columbia Suicide Severity Scale (screening version) is used at Triage, and the % of patients screened at triage was closely monitored as part of our 2018/19 QIP. In 2019/20, MHAP developed a new QIP with the focus on the inpatient safety planning for individuals at risk for suicide. Three inpatient units are participating in this QIP and to date are meeting the target.

Interconnection Continued...

Breaking Down Barriers

- As part of our continual commitment to enhancing partnerships with patients and families, we have continued extensive consultations with individuals and families with lived experience and the feedback received from these individuals served as the foundation for the action plan for 2019/20. The oversight of this action plan implementation is provided through the leadership of the Suicide Prevention Steering Committee and the Outpatient Suicide Prevention Working Group.
- While the work on sustainability of this initiative continues across all MHAP inpatient clinical areas, the focus of 2019 has been on the development and implementation of the outpatient algorithm. Over 300 outpatient clinicians have been trained on the utilization of this algorithm. In addition, the training addressed educational needs highlighted by the staff educational needs survey administered earlier this year. These included:
 - Columbia Suicide Severity Scale.
 - Risk and protective factors.
 - Suicide Risk Assessment & Management Algorithm.
 - Communicating with families.
 - Safety planning.
- Much work this year has also focused on raising awareness of suicide prevention in our community. To this end, a number of activities took place on September 10 to commemorate World Suicide Prevention Day, including the annual butterfly release at the West 5th campus, Mental Health education rounds and the original play commissioned by SJHH addressing the difficult topic of suicide. We are committed to continue building a strong culture committed to providing effective care to patients at risk for suicide.

Academic Pursuits

Clinical Teaching:

Students

- We continue to provide a wide variety of quality nursing student 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 instructor-led groups (accompanied by faculty members from our academic partners) and to individual students who are precepted by our nursing staff in clinical placements. St. Joseph's Healthcare Hamilton made significant contributions to educating the future nursing workforce by supplying 806 clinical nursing student placements in 2019. We continue to receive student placement requests from across the province and country, which are accommodated whenever possible, following approval of placements from

Academic Pursuits

Clinical Teaching Continued...

- Baccalaureate, Masters, 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. In 2019, new affiliation agreements were established, with respect to nursing, between SJHH and Niagara College, Conestoga College, Loyalist College, and George Brown College.
- Staff nurses have participated in preceptor and mentor roles in increasing numbers across the organization. We provided 315 precepted placements in 2019, a testament to the willingness with which our staff nurses share their expertise and help to recruit new nurses into the organization. As preceptors, 287 nurses acted as preceptors in 2019, fulfilling their professional obligation to support learners. SJHH nurses also contribute to student learning through part-time clinical lecturer & faculty roles within local nursing programs. 25 Masters and PhD-prepared St. Joseph's Healthcare Hamilton (SJHH) nurses tutor nursing students through clinical faculty appointments with McMaster University School of Nursing, and additional appointments are currently in progress.
- New opportunities for streamlining the student placement process have been identified and strategies implemented to improve future placements. The use of HSPnet has expanded to include management of nursing-specific Observational Job Shadow requests. HSPnet is now being used to deliver e-orientation modules to nursing students, bringing our process in line with that of Hamilton Health Sciences.

This consistency between institutions reduces the stress and confusion of the onboarding process for students. By leveraging technology already available at SJHH, we have transformed the tracking of preplacement requirements from a cold, onerous document submission process into a warm, personalized process by communicating directly with individual students via email.

	Total Placement Hours 2019	2017	2018	2019
BScN	107300			
Practical Nursing	41127			
Continuing Education	2680			
NP/MSc	5224			
Total	156121			

Clinical Teaching Continued...

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 initiatives in services and programs across all St. Joseph's Healthcare Hamilton clinical areas and sites. Clinical orientation programs include 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.
- The Nurse Educator group continues to collaborate with the Dovetale team supporting staff across the organization with an optimization focus for our new health information system. 2-years post-implementation of our electronic health record, the need for optimization is being addressed. Nurse educators continue to support staff Dovetale learning during all orientation and education in the clinical areas, including creation of learning packages that relate to the different clinical areas to address circumstances that cannot be addressed in Dovetale training. This has been endorsed and supported by the clinical managers to ensure a successful orientation to Dovetale and the needs of the units. As leaders and change ambassadors, the Nurse Educators continue to embrace leading, developing and implementing of educational initiatives designed to improve patient care and safety.
- In 2019, the Nursing Education team implemented the revised Critical Care Essentials (CCE) Program. Feedback from this program is collected and retained for review at regular intervals to ensure the learning needs are being met and national guidelines and governing bodies standards are incorporated.
- The Nurse Educators continue to welcome and advocate for innovation within our dynamic health care environment. Over the past year, 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 supporting the implementation 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.
- Clinical Orientation is continuously evaluated and assessed, and content is updated as needed annually. Simulation-based orientation is utilized and promoted where possible. 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.

Academic Pursuits

Clinical Teaching Continued...

Staff

- The educators continue to oversee clinical placement of nursing students, with the student placement Co-Coordinator collating these requests, the team assisted with 806 clinical nursing student placements in 2019.
- A successful accreditation occurred in May 2019, in which exemplary standing was awarded to the organization. The Nurse Educator group was fundamental in collaborating with the teams to ensure the processes and practices were understood and embedded in our nursing culture. The team was dedicated and engaged to provide mini mock questions and participate in mock accreditation tracers. The team was also supported through clinical programs to provide refresher education days for nursing staff across critical care, Emergency Departments, nephrology, medical and surgical units.
- Perfecting Practice was launched in October 2019, a monthly topic to provide focused learning and resources addressing key clinical practices identified through incident review. These topics are shared with our professional practice leads to share with all disciplines. The perfecting practice site can be found on my St Joes with all previous month's topics for review at any time. The uptake and learning is measured through a quiz that can be submitted to any Nurse Educator and entered into a monthly draw to win a free BLS course.
- The Nursing Education team remains committed to participation in research initiatives and actively contributes 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 all nursing and clerical staff in Mental Health, Urgent care, Emergency and DCD, with a 16-hour certification and 8-hour recertification certification course. All staff in the above areas attends this training which is provided by a CPI coordinator, the Nurse Educators and other Clinical colleagues. The Nurse Educators also provide the principles of CPI "Creating a Safe & Caring Placement Experience" to our nursing students.
- 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. This continues to grow as a program, with 106 staff obtaining certification in 2019. The interest is growing and we are looking to expand this program in 2020. We have successfully trained 4 additional instructors in BLS, allowing for more course availability at both the Charlton and West 5th sites. All instructors are trained through Heart and Stroke Association and monitored regularly through their process.

Academic Pursuits

Clinical Teaching Continued...

Staff

- During 2019, the Nurse Educators continued to offer Advanced Cardiovascular Life Support (ACLS) in house. ACLS is a procedure for managing patients who are experiencing severe medical emergencies such as cardiac arrest. Because it involves sophisticated medical certification, skills and training, it is only accessible by medical 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. The future plan is to offer ACLS quarterly into 2020.
- Mental Health and Addictions Program (MHAP) Nurse Educators re-designed the orientation program for new staff, and it will be piloted in early 2020. Feedback from participants will inform future enhancements to this important program. Nurse Educators and Clinical Nurse Specialists across MHAP continue to make important contributions to the suicide prevention initiative across SJHH. In 2019, building on the inpatient suicide prevention initiative, significant effort has been placed on identifying staff educational needs in the MHAP outpatient programs and developing and implementing curriculum for staff education in these clinical areas. In addition, chart audits of the inpatient suicide assessment and management algorithm have been completed to ensure sustainability of the work completed to date.
- MHAP Nurse Educators continued providing Code White Drills throughout the year. This simulated learning experience aims to promote a safer workplace and therapeutic environment whereby staff could practice various skills involved in Code White situations. Feedback from participants highlighted that these training sessions are realistic and valuable. They improved participants' confidence in their ability to manage aggressive or responsive behaviours.

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:
- Cook, D., Hoad, N. et al. 3 Wishes Project. A multi-centre initiative involving ongoing participation in various sub-studies. Funded by Greenwall grant.
- Hoad, N. et al. Fostering Humanism: A mixed methods evaluation of the Footprints Project in critical care. Manuscript writing completed and paper accepted: British Medical Journal (Open). Funded by Department of Nursing SJHH and funds raised through St Joseph's Healthcare Foundation.

Scholarly Pursuits Continued...

Research:

- 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.
- Pirani, S. Implementation of a Wound Care Education/Quality Improvement Project.

Publications:

St. Joseph's Healthcare Hamilton nurses were primary or co-authors or acknowledged participants on multiple publications including:

- Hoad, N., Swinton, M., Takaoka, A., Tam, B., Shears, M., Waugh, L., Toledo, F., Clarke, F., Duan, E., Soth, M., Cook, D. 2019. Fostering Humanism: A mixed methods evaluation of the Footprints project in critical care. *British Medical Journal Open (BMJ Open)*. <https://bmjopen.bmj.com/content/9/11/e029810>
- Forchuk, C., Martin, M-L., Corring, D., Sherman, D., Srivastava, R., Harerimana, B. & Cheng, R. (2019) Cost-effectiveness of the implementation of a transitional discharge model for community integration of psychiatric clients: Practice insights and policy implications, *International Journal of Mental Health*, DOI:[10.1080/00207411.2019.1649237](https://doi.org/10.1080/00207411.2019.1649237)
- Nicholls, T.L., Desmarais, S., Martin, M.L., Brink, J., & Webster, C.M. (2019). Short Term Assessment of Risk and Treatability (START) (4:1385-1389). In R.D. Morgan (Ed.) *The SAGE Encyclopedia of Criminal Psychology*. Thousand Oaks, CA: Sage Publishing.
- Martin, M-L. (2019). From False Starts to the Real START: The practical integration of patients' strengths in clinical assessment and research work. In D. Eaves, D., J. Eves-Thalkin, C. D. Webster, Q. Haqui, *Essential Attributes of Violence Evaluation Schemata*, EAVES Primer. London: Pavillion Publishers.
- Sardo, L., Spencer, N., Cameron, C., Cordell, J., Douketis, J. August 2019. Operational Model of a Perioperative Anticoagulation and Bridging Clinic: A Case Study. *Thrombosis Research journal (e-journal)*.

External Committees:

Membership on External Committees:

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

Pat Ford:

- Rehab Care Alliance–Task Group for Frail seniors / Medically Complex. MOHLTC, Ontario.
- Lead: HNHB LHIN Assess and Restore Intervention project (SMART) steering committee.
- Site Co-Lead: Rehab Care Alliance for Frail seniors/medically complex, MOHLTC, Ontario. Pilot project to test feasibility of the Post fall Rehab care pathway for seniors who present to SJHH emergency department.
- Abstract Reviewer: Canadian Association on Gerontology 2019 Annual Scientific and Educational Meeting “Navigating the Tides of Aging together” Moncton, NB. Oct 2019.

Neala Hoad:

- Contributing member of planning committee for McMaster Critical Care Update.

Mary-Lou Martin:

- Hamilton Integrated Research Ethics Committee.
- Women Abuse Working Group (WAWG) Group, Hamilton .
- Hamilton Community of Practice for Tobacco Cessation.

Julie Pace:

- Southern Ontario Obstetrics and Neonatal Nurses (SOONN).
- Adam Prieur:
- St. John Ambulance Council for Ontario Standards Committee.
- St. John Ambulance Council for Ontario Human Resources & Leadership Development Committee.
- Board Chair, St. John Ambulance Hamilton Branch.

Laurie Sardo:

- Co-Chair, Thrombosis Canada Patient and Family Education Committee .
- Chair, Nursing Ambassador Leadership Program, THSNA Conference, 2019.
- Thrombosis Canada Annual Meeting, Facilitator Breakout Session, Perioperative Management of DOACs, 2019.

Cheryl Evans:

- College of Nurses of Ontario (President).

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 completed in 2019:

Title: Humanizing Palliative and End of Life Care in Critical Care
 Fellow: Neala Hoad
 Primary Mentor: Kathleen Willison

External Awards:

Name: Seonhee McDermott
 Award: Faculty of Health Sciences (FHS) Graduate Programs Outstanding Achievement Award, McMaster University

Name: Laurie Sardo
 Award: Anticoagulant Centre of Excellence Award

Name: Kim Jones
 Award: RNAO President’s Award for Leadership in Clinical Nursing Practice
 2019 Nursing Excellence Awards:

275 nominations were received for Nursing Excellence & Robertson Memorial Awards in 2019, 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 award recipients were:

AWARD	AWARD RECIPIENT
Excellence in Clinical Practice	Dana Hopkins, RN, Birthing
Excellence in Clinical Practice	Divya Sharma, RN, Forensic Mental Health
Excellence in Clinical Practice	Laura Crawford, RN, SDU/Chest/H&N
Excellence in Clinical Practice	Rebecca Shore, RPN Schizophrenia and Community Integration Service
Excellence in Clinical Practice	Sandra Holmes, RN, Seniors Mental Health
Excellence in Clinical Practice	Laura Cooper, RPN, Surgery Centre OR
Excellence in Clinical Practice	Christine Lindsay, RN, Hemodialysis
Preceptorship / Mentorship	Kathleen Willison, RN, CNS Palliative Care
Star on the Horizon	Adam Lloyd-Davies, RN, CTU North
Nursing Education	Stephanie Stokes, RN
Stephanie Lambert Pust Memorial Award for Nursing Leadership	Tammy Robinson, RN, Nurse Manager, King Campus
Robertson Memorial Award	Advanced Practice Nurse Team

2019 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. In 2019, 14 SJHH nurses achieved and were awarded funding for initial certification:

Name	New CNA Certification	Name	Ongoing CAN Certification
Anosike, Izunna	Psychiatric Mental Health	Pat Ford	Gerontology
Burns, Samuel	Psychiatric Mental Health	Seonhee McDermott	Psychiatric Mental Health
Cino, Catherine	Nephrology	Rachel Shaw	Psychiatric Mental Health
Coutts, Susan	Psychiatric Mental Health	Adam Prieur	Nephrology
Crooks, Samantha	Psychiatric Mental Health	Heather Dunlop-Witt	Psychiatric Mental Health
Doomra, Ashish	Psychiatric Mental Health		
Hill, Carolyn	Hospice & Palliative Care		
Igharoro, Enyeraye	Psychiatric Mental Health		
Lowes, Alyssa	Psychiatric Mental Health		
Sahota, Anmol	Psychiatric Mental Health		
Shaw, Kelsey	Gerontology		
Velupillai, Jennifer	Nephrology		
Wright, Shelley	Gerontology		
Yasmeen, Anum	Nephrology		

Other certifications held by SJHH nurses include:

Name	Certification
Mary-Lou Martin	Crisis Prevention Institute Instructor Gentle Persuasive Approach Coach
Julie Pace	Neonatal Resuscitation Instructor Advances in Labour and Risk Management ALARM Instructor
Rachel Shaw	Diploma in Clinical Behavioural Sciences

External Presentations:

External Oral Presentations:

While not an exhaustive list, the following provides a sampling of external oral presentations by St. Joseph's Healthcare Hamilton nurses in 2019:

- Boudreau, J. & Dunlop-Witt, H. Safety Through Education. Forensic Psychiatry Institute. Huntsville, ON. August, 2019
- 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.
- Hoad, N. I Wish Every ICU Clinician Knew This: Perspectives from Registered Nurses. McMaster Critical Care Update. Hamilton Convention Centre, Hamilton Ontario. May 2019
- Martin, M-L. Creative & Evidenced Based Caring for Forensic Clients with Life Limiting Illnesses. (oral & poster) Custody & Caring, Biennial International Conference on the Nurse's Role in the Criminal System, Saskatoon, Canada, October 23–25, 2019.
- Martin, M-L., (oral & poster) Integration of Strengths into the Risk Assessment & Care of Forensic Clients. Custody & Caring, Biennial International Conference on the Nurse's Role in the Criminal System, Saskatoon, Canada, October 23–25, 2019.
- Martin, M-L., Strong, S., McNeely, H., Letts, L., Gillespie, A. Partners in Care Using a Model of Self-Management: The SET for Health Project. 2019 National Conference of the Canadian Federation of Mental Health Nurses, Winnipeg, Manitoba, October 9-11, 2019.
- Martin, M-L., Care of Clients with Mental Health Issues: Leveraging Strengths. 2019 National Conference of the Canadian Federation of Mental Health Nurses, Winnipeg, Manitoba, October 9-11, 2019.
- Martin, M-L. The Art & Science of Caring for Forensic Clients with Life Limiting Illnesses. Cultural Diversity at the Intersection of Mental Health and the Law, 19th Annual International Association of Mental Health Services Conference, Montreal, Canada, June 25-27, 2019.

External Oral Presentations:

- Martin, M-L. Leveraging Strengths in Risk Assessment & Management of Forensic Clients. Cultural Diversity at the Intersection of Mental Health and the Law, 19th Annual International Association of Mental Health Services Conference, Montreal, Canada, June 25-27, 2019.

External Presentations Continued...

External Oral Presentations:

- Martin, M-L., Clients with Mental Health Issues & Life Limiting Illnesses: The Art & the Science of Caring. Canadian National Clinical Nurse Specialist (CNS) Conference, CNS Association of Canada & CNS Association of Ontario, Hamilton, Canada, June 6–7, 2019.
- Martin, M-L., Start, S., McNeely, H., Letts, L., Gillespie, A. Partners in Care Using a Model of Self-Management: Individuals Living with Schizophrenia & Outpatient Case Managers. Canadian National Clinical Nurse Specialist (CNS) Conference, CNS Association of Canada & CNS Association of Ontario Hamilton, Canada, June 6–7, 2019.
- Martin, M-L. Short-term Assessment of Risk & Treatability (START): Development by CNS & Colleagues. Hamilton, Canada, June 6–9, 2019.
- Martin, M-L., Self-Management: An Intervention Empowering Patients to Manage their Illness & Health. 13th Annual Risk & Recovery Forensic Conference, Hamilton, Canada, April 10-12, 2019.
- Martin, M-L. Caring for Clients with a Mental Illness and a Life Limiting Illness. Ontario Shores Centre for Mental Health Sciences' 8th Annual Mental Health Conference, Research and Innovation in Mental Health Across the Lifespan: Empower, Engage, Educate. Whitby, Canada, February 26, 2019.
- Martin, M-L. Creative & Evidenced Based Caring for Forensic Clients with Life Limiting Illnesses. (oral & poster) Custody & Caring, Biennial International Conference on the Nurse's Role in the Criminal System, Saskatoon, Canada, October 23–25, 2019.
- Martin, M-L., (oral & poster) Integration of Strengths into the Risk Assessment & Care of Forensic Clients. Custody & Caring, Biennial International Conference on the Nurse's Role in the Criminal System, Saskatoon, Canada, October 23–25, 2019.
- Olarte-Godoy, J. & McDermott, S. Suicide Risk Assessment and Management – An Algorithm for Inpatient Psychiatry. CFMHN National Conference: Winnipeg, AB. October, 2019.
- Sardo, L. Cancer Associated Thrombosis: A Case Presentation. International Society of Thrombosis & Hemostasis (ISTH), Melbourne, Australia. July 2019.
- Sardo, L., MacKinnon, B., Lamain, C. Anticoagulation Forum: A Centre of Excellence, Thrombosis Journal Club, Hamilton, ON. August, 2019.
- Sardo, L. Warfarin Overdose: A Case Presentation. Thrombosis Journal Club. Hamilton, ON. November, 2019.

External Presentations Continued...

External Oral Presentations:

- 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.

External Poster Presentations:

While not an exhaustive list, the following provides a sampling of external poster presentations by St. Joseph's Healthcare Hamilton nurses in 2019:

- Hoad, N., Swinton, M., Takaoka, A., Toledo, F., Tam, B., Waugh, L., Clarke, F., Duan, E., Soth, M., Shears, M., & Cook, D. Footprints: A Nurse Led Initiative to Humanize Care and Foster Connections with Patients and Families in the Intensive Care Unit. Canadian Association of Critical Care Nurses Conference. Halifax, NS 2019.
- Strong, S., Martin, M-L., McNeely, H., Lett, L., Gillespie, A. SET for Health: Expanding Client Engagement, Partnership & Participation in Self-Management. Advancing Patient, Family and Staff Partnership, "My Voice Matters", St. Joseph's Healthcare Hamilton, Hamilton, Canada, November 26, 2019.
- 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, Canada, May 29 - June 1, 2019.
- Martin, M-L., Strong, S., McNeely, H., Letts, L., Gillespie, A. Individuals Living with Schizophrenia & Outpatient Case Managers: Partners in Care Using a Model of Self-Management. Custody & Caring, Biennial International Conference on the Nurse's Role in the Criminal System, Saskatoon, Canada, October 23–25, 2019.
- Martin, M-L., Strong, S., McNeely, H., Letts, L., Gillespie, A. Translating Self-Management Support into Interdisciplinary Mental Health Case Management Services. Ontario Shores Centre for Mental Health Sciences' 8th Annual Mental Health Conference, Research and Innovation in Mental Health Across the Lifespan: Empower, Engage, Educate. Whitby, Canada, February 26, 2019.
- Sardo, L., Cameron, C., Spencer, N., Douketis, J. A Qualitative Analysis on Patient Understanding with Anticoagulation Use & Indication and the Effect of Nurse Practitioner Led Patient Education. International Society of Thrombosis & Hemostasis (ISTH), Melbourne, Australia, July, 2019.

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 risk 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.
- 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, 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 2020

Nursing Vision:

We will make a difference in the lives of those we care for, our organization, and the future of our community, through achievement of excellence in nursing and commitment to a culture of nursing innovation, empowerment, leadership, and accountability.

Quality & Safety

- Continue contributing to patient quality and safety priorities by:
- Maintaining high BCMA compliance rate.
- Sustaining ongoing focus on Suicide Risk screening, assessment, management and safety planning.
- Maintaining high performance on nursing sensitive outcomes; fall prevention, pressure injury prevention/management and urinary tract infection reduction.
- Further utilization of care planning to complete patient and family-centred plans of care specific to condition.

Change

- Continue enabling Nursing Professional Practice that Reflects CNO Standards and Regulatory Requirements:
 - Support RNs, RPNs, and NPs to work to full scope of practice.
 - Continue optimizing the utilization of medical directives organizationally to expedite diagnosis and interventions.
 - Enhancing documentation opportunities to standardize and provide guidance for minimum documentation requirements for our nursing staff.
- Continue advancing nursing professional practice priorities through the Nursing Advisory Council leadership.
- Continue leveraging Dovetale optimization to enhance quality patient care.
- Continue exploring opportunities to enhance patient and family partnerships through experience-based co-design.

Research & Education

- Continue enhancing academic partnerships with the goal to optimize nursing student placements, enhancing learners' onboarding experience and support the pursuit of clinical faculty appointments
- Explore opportunities for expanding simulation across the organization as one of the teaching/learning methodologies.
- In collaboration with relevant stakeholders, introduce leading practices to address empathy fatigue.
- In collaboration with relevant stakeholders, optimize nursing retention and recruitment strategies.