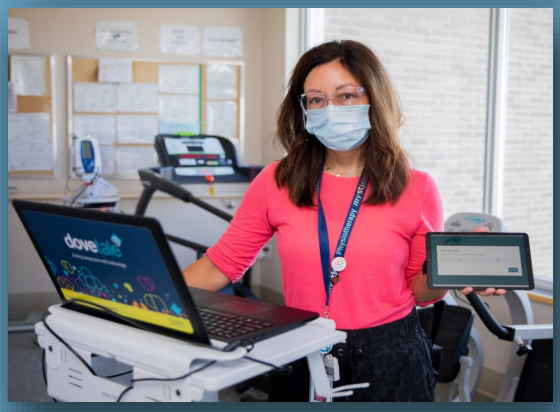
Professional Advisory Committee

2021-22

Annual Report of the Health Disciplines



St. Joseph's Healthcare Hamilton

Committed to Excellence.
Dedicated to Discovery.

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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In 2021-22, the PAC focused our work on the **priorities** of St. Joseph's in Hamilton as we continued to navigate through the COVID 19 Pandemic. Throughout the year we collaborated with internal and external stakeholders to support and/ or lead initiatives within **clinical service** consistent with ministry and college directives, to stimulate and support **research** advancing COVID care or the negative impact of COVID-19, and advance our **educational** mandate with a priority on facilitating and maximining learner placements.

The report that follows highlights the accomplishments of the PAC during the period of January 2021 to March 2022. 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.

Cheryl Williams, Executive Lead, PAC
Jane Loncke and Erin Doherty, Co-chairs, PAC
Monica Alderson, Vice-Chair, PAC

PAC Leadership

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

Position	Name	Health Professional Discipline	Contact
Executive Lead	**Cheryl Williams**	Nursing	32212
Co-Chair	**Jane Loncke**	Speech-Language Pathology	33578
Co-Chair	**Erin Doherty**	Nursing	33698
Vice-Chair & PPL	**Monica Alderson**	Occupational Therapy	34127
Vice-Chair & PPL	**Helen VandeMark**	Clinical Nutrition	33155
PPL	**Holly Raymond**	Addiction Services	36280
PPL	**Bonnie Reaburn-Jones**	Audiology	34089
PPL	**Julie Childerhose**	Diagnostic Services	34076
PPL	**Denis Rabbat**	Dialysis Technology	33120
PPL	**Susanne Maia-Castellan**	Medical Laboratory Technology	34253
PPL	**Fiona Wilson**	Peer Support	36446
PPL	**Connie Lukinuk**	Pharmacy	35843
PPL	**Magda McCaughan**	Physiotherapy	33207
PPL	**Mary Basalygo**	Polysomnography	33590
PPL	**Joe Pellizzari**	Psychology	34258
PPL	**Leslie Brooks**	Respiratory Services	34115
PPL	**Jimena Silliker**	Social Work	33051
PPL	**Bonnie Reaburn-Jones**	Speech-Language Pathology	34089
PPL	**Keith Metcalfe**	Spiritual Care	35510
PPLs	**Sandra Berzaitis-Smith & Susy Marrone**	Therapeutic Recreation	35566, 33963
PPL	**Bruno DiFranco**	Vocational Services	36745

PAC Subcommittee Leads

Education	**Monica Alderson**
Legislation	**Kelly Holt**
Polices & Procedures	**Helen VandeMark / Bonnie Reaburn-Jones**
Research	**Joe Pellizzari**

THANK YOU & BEST WISHES TO THESE LEADERS

We sincerely appreciate the leadership and contributions of these Professional Practice Leaders to their health professional discipline & the Professional Advisory Committee.

Andrea Tjahja, MLT, ART, BSc, Bed
Professional Practice Lead
Medical Laboratory Technology

Kelly Collins, RP, MDiv, MA
Professional Practice Lead
Spiritual Care

Larisa Volman, RN, BScN, MSc, CPMHN(C)
Professional Practice Lead
Nursing

Sandra Reis Welsh BHSc, MRT (R), CTIC
Professional Practice Lead
Diagnostic Services

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PAC Achievements: January 2021 to March 2022

Focus	Summary
Strategic Plan	Committed to Excellence. Dedicated to Discovery. Strategic Plan | 2025 Vision The Professional Advisory Committee (PAC) continued to align our priorities and initiatives with the Strategic Directions of St. Joseph's Healthcare Hamilton. Highlights are included below.
Caring	• Reviewed most appropriate and accessible processes for various disciplines related to the **Controlled Act of Psychotherapy.** This included facilitating orders where required and supporting each discipline to determine where psychotherapy is the treatment of choice. • Evaluated and made recommendations for the **ordering processes in Dovetale** for one health professional discipline to place an order for another health professional discipline in ambulatory areas. • Reviewed metrics regarding **Falls**, and made recommendations for the maximal use of care plans within Dovetale that focused on mobilization and prevention strategies. • Reviewed metrics regarding **Skin Health** assessment and prevention of pressure injuries and revitalizing the Skin Health Committee with interprofessional representation.
Learning	**Learning: Education** **Clinical Education** Undertook key leadership roles on the **Education Operations** and **Executive Education Committees,** and implemented necessary associated practices as follows: • Facilitated safe **re-entry to placements** during the COVID-19 Pandemic. • Established **effective communication flow** to the Professional Practice Leaders (PPL) to support maximal placement opportunities across health professional disciplines. • **Communicated changing and current requirements** to learners and academic partners including vaccination access, vaccination requirements, outbreak processes, mask fit options, screening requirements and any COVID-19 processes. • Participated in the **role out of St. Joe's NIRV onboarding system** for all the discipline learners inclusive of ensuring onboarding requirements were set appropriately for health professionals, and the relevant stakeholders were engaged to ensure awareness of the new processes. PPLs continue to play a key role of communicating and monitoring onboarding of learners through St. Joes' NIRV. • Provided delegates of learners to participate in the **Learner Subcommittee** an innovative committee engaging learners to support Education policy and processes. • Led the development of operational processes for requests for **new academic affiliation partnerships and new health professional disciplines** within SJHH. • Collaborated with Digital Solutions to transition learners to **virtual Dovetale training processes**. • Developed access processes and onboarding experiences for **Virtual Learners**. PPLs for Occupational Therapy, Physiotherapy and Speech-Language Pathology received the McMaster University, School of Rehabilitation Sciences "**Unsung Hero Awards"** for facilitating placements when many placement partners were not offering such during COVID-19.

PAC Achievements: January 2021 to March 2022

Focus	Summary
Learning	**Learning: Education** **Formal Teaching** Over **100 academic appointments** are held by health professional disciplines represented on the PAC. **Learning: Research** Adapted the **Research Awards** during the COVID-19 Pandemic inclusive of altering timing and encouraging projects related to COVID-19 protocols.
Leading	**Internal Activities** • Merged and validated **credentialing and professional designations** within Dovetale and Human Resources systems. • Supported **redeployment strategies** as per review of each discipline's scope of practice and supported needs to transition to new roles needed during the COVID-19 Pandemic and staffing shortages. • Completed **scope of practice** reviews, contributed to recommendations for inclusion of health professional disciplines within **team-based models of care** during nursing shortages and participated in simulations to prepare for team-based models of care providing feedback to the implementation processes. • Engaged in supporting and rolling out of **point of care scanning** processes. • Updated and communicated Management Information Systems information for collection of **virtual visits** in a manner more reflective of the care being provided during these visits. **Health Human Resources Leadership** • Reviewed and updated **PPL job description.** • Co-leads for Recruitment and Onboarding Work Stream within IMS Staffing. • Provided feedback and participating on various working groups for IMS Staffing. • Continued support of **virtual job fair** processes.
Building	• Received and reviewed **Engagement Survey** results, aggregate and for each discipline, with request for PPLs to support practice development and management of concerns for each health professional group. • Hosted virtual **PAC Health Professionals Excellence in Practice Awards** with a focus on recognition for how each discipline contributed to our advancements during the COVID-19 Pandemic as well as honouring individuals and teams nominated for the awards. • Shared leading practices about **discipline specific practice orientation** for all disciplines to consider for implementation. • Reviewed and updated **PAC organizational structure** and associated working groups, subcommittees and corporate linkages. • Forwarded "**welcome letters**" to all new hires, sharing the role of the PAC and PPL contacts.

Interprofessional Education

Subcommittee/Coordinator Achievements

- Maintained Affiliation database on the My Collaboration site.

Agreements renewed:

* Brescia University College
* Conestoga College
* Diocese of Hamilton
* Emmanuel College in the University of Toronto
* Humber College
* Knox College in the University of Toronto
* McMaster University (non FHS)
* Mohawk College
* Renison University College
* University of Manitoba
* The University of New Hampshire
* University of Ontario Institute of Technology
* The University of Waterloo
* Wilfred Laurier University
* Redeemer University
* York University

Agreements currently in process of renewal:

* Martin Luther University
* Michener Institute
* Northern Alberta Institute of Technology
* Ryerson University
* University of Toronto
* University of Windsor

Current affiliation agreements are available at http://www.joinstjoes.ca/learners/who-we-work-with-affiliations

- Worked in collaboration with other Academic Placement Leaders to ensure all agreements are renewed.
- Maintained Learner data base.
- Participated in working group to consider new onboarding system; inclusive of demonstrations of various platforms and scoring/providing feedback to group as requested.
- Participated in weekly working group since August 2021 to implement new Onboarding St. Joe's Nirv.
- Oriented of co-worker to role.
- Oriented and used HSPnet as a data base starting in August 2021.
- Oriented and used of Nirvsystem starting in Dec. 2021.
- Liaised with PAC re: finalizing processes and procedures for PPL use of HSPnet and Nirvsystem for implementation and ongoing use of systems.
- Ongoing support to learners and staff.
- Ongoing monitoring of HSPnet and Nirvsystem to facilitate learner readiness for placement in Nirvsystem via communication with learner, supervisor and PPL.
- Participated in Education Operations Committee to assist in development of documents and process to support learners, in collaboration with committee.
- Liaised with Nursing Placement Coordinator, Volunteer Placement Coordinator and Medical Affairs office on an Ad Hoc basis.
- Liaised with Risk Management in development of affiliation agreement algorithm (AAA) and discussion re: new AAA template. Ongoing liaison with Risk Management as new agreements are developed.
- Liaised with Research Institute as needed.

Interprofessional Education

Health Professional Learners by Discipline

Discipline	No.	Discipline	No.
Cardio Pulmonary Technicians	2	Pharmacy	14
Clinical Nutrition Dietetic Internship	6	Pharmacy Technician	4
Clinical Nutrition Masters	8	Physiotherapy	22
Clinical Nutrition Registered Dietician	1	Psychology	32
Diagnostic Services Magnetic Resonance Imaging	2	Psychology Clinical	4
Diagnostic Services Medical Radiation Science	14	Psychology, Neuroscience and Behaviour	23
Kinesiology	3	Respiratory Therapy	4
Medical Lab Technology Assistant	4	Social Work BSW	20
Medical Lab Technology Technologist	2	Social Work MSW	10
Nursing	914	Social Service Worker	2
Occupational Therapy	49	Speech-Language Pathology	16
Occupational Therapy OTepp (Re-entry to Practice / International Trained OT)	1	Spiritual Care Certified Pastoral Education	1
		Spiritual Care Psychotherapy	4
OTA/PTA	8	Spiritual Care Masters	1
		Therapeutic Recreation	14

Interprofessional Research

Interprofessional Research Award Summary

J. Pellizzari, PhD, CPsych
PAC Research Subcommittee

The Interprofessional 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 Research Institute of St. Joe's Hamilton, 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.

There were 10 submissions for the PAC interprofessional research awards in 2021.

This year's winners:

Experienced Researcher Category:

- **Dr. Taylor Hatchard (Psychology)** "Transcending Barriers: Cognitive-Behavioural Therapy to Address the Impact of Minority Stress among Transgender and Gender Diverse Youth – A Proof of Concept Study"

New Investigator Category:

- **Ms. Stefanie Piatek (Occupational Therapy)** "Optimizing Prone Positioning in Critically Ill COVID patients to Prevent Facial Pressure Injuries: A Quality Improvement Initiative"

Thank you to all the investigators who submitted proposals in this year's competition and a special thank you to all of our reviewers.

Health Professionals Excellence in Practice Awards

The Professional Advisory Committee Excellence in Practice Awards are awards designed to celebrate the pillars of professional practice for both individuals and teams. The awards were presented virtually on June 29, 2021 including professional summaries and gratitude for the work done during the pandemic by each discipline. In addition, the 36 nominees in 8 categories were recognized and winners of awards were celebrated.

Individual Clinical Excellence in Practice Award Winner

Carol Sweeney receiving award from Jimena Silliker

Carol Sweeney. Going above and beyond the call of duty in order to improve a patient's transition to the Satellite Health Facility and then to long-term care facilities.

Team Clinical Excellence in Practice Awards Winners:

Award #1—*Recipients representing the team Jimena Silliker, Alisa Walzak, and Dr. Bryan Alton*

Satellite Health Facility Interprofessional Team & Managers/Leads: this team transformed a hotel into a safe place for patients to wait for long-term care.

Award #2—*Martin MacPherson, Paula Costa, Candace Rutherford and Deborah Johnson*

Virology Technologists and Technicians/Staff working at St. Joseph's Healthcare Hamilton: they are the unseen heroes in the lab that no one really knows about.

Health Professionals Excellence in Practice Awards

Individual Teaching Excellence in Practice Award

JoAnne deJager receiving award from Anne Bialachowski

JoAnne deJager. JoAnne returned from retirement during COVID to provide essential infection control support and education to mitigate outbreaks as part of the Congregate Settings Outreach Team.

The Team-Teaching Excellence in Practice Award

Sonia Vierra, Michelle Fung, Kate Aben (on iPad), receiving award on behalf of team from Dr. Azim Gangji and Monica Alderson

Occupational Therapy Clinical Instructors. This team of therapists and assistants created high quality learning opportunities for students during COVID. When our community partners were not able to provide these placements, they provided almost double the number of placement opportunities for our learners over the same timeframe to accommodate placement needs and support graduation of needed professionals.

Individual Innovation Excellence in Practice Award Winner

Dr. Taylor Hatchard receiving award from Dr. Joe Pellizzari

Taylor Hatchard. Dr. Hatchard led the development of TransFormations; an innovative program that aims to improve mental health in transgender and gender non-conforming youth.

Health Professionals Excellence in Practice Awards

Team Excellence in Professional Practice Innovation Award Winners:

Award #1 - *Jacqueline Lata and Jennifer Backler representing the team receiving award from Andriana Lukich and Dr. Dan Perry*

Digital Solutions Health Professionals When COVID restrictions forced us to move to different practices clinically, this team bridged the gap between clinical practice and information technology to ensure effective processes and structures were in-place to support staff, physicians, patients and families.

Award #2 - *Jordanna Laman receiving the award on behalf of the team from Fiona Wilson*

Youth Wellness Centre Team This team nimbly moved to virtual work and additionally employed Instagram Live to host psychoeducation sessions because of COVID and despite COVID they progressively developed programming to support trans youth and developed programs for Black, Indigenous, and Racialized Youth.

Individual Leadership Excellence in Practice Award Winner

Carmine Nieuwstraten receiving award from Rick Badzioch

Carmine Nieuwstraten an example to us all, Carmine during a pandemic lead her to team provide Pharmacy Service 24/7, leading the COVID vaccination roll out and implementing a new state of the art pharmacy robot.

Team Leadership Excellence in Practice Award Winner

Catherine Duffin, Helen Harris and Amanda Weatherston representing the team and receiving award from Dr. Cheryl Williams

Congregate Settings COVID-19 Response Team. This team created collaborations & partnerships with congregate settings to prevent outbreaks and manage them during the many waves of COVID.

Scope of Practice

To implement evidence informed practices in working with individuals with addictions and concurrent disorders. Addiction workers also increase the capacity of staff across the organization in working with this population through education and coaching.

Addiction Services

Professional Practice Leader (Charlton, West 5th and off-site locations):
Holly Raymond, MHA, MSW, RSW

Number of Members of Discipline:

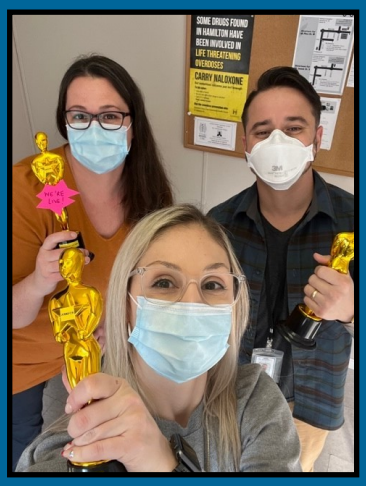
SITE	NUMBER	FTE	PTE	POSITION
West 5th	4	4	0	Concurrent outpatient
	1	1	0	Cleghorn
OFFSITE	22	9	13	Men's Addictions Services Hamilton (MASH)
	1	1	0	Rapid Access Addiction Med Clinic (RAAM)
	2	2	0	Assertive Community Treatment (ACT)
	35	23	12	Womankind
ALL SITE COVERAGE	4	2	2	Capacity Building Team

Major Achievements

Caring Learning Building Leading

- The Capacity Building Team continued to provide in-person care across the hospital throughout the pandemic.
- Both Womankind and MASH restructured their physical environments so they could remain open, despite many other addiction services in Ontario closing during the pandemic.
- Through partnership with Good Shepherd, Mission Services and the Young Women's Christian Association (YWCA), Addiction Workers are on site at Notre Dame Youth Shelter, Carole Anne's Place, and the Admiral Hotel providing expertise, which allows clients presenting with active substance use to be supported.
- Womankind engaged in a pilot with Good Shepherd to provide on-site support at Mary's Place Women's Shelter.
- Addiction supports to the Emergency Department were increased as a result of the increased demand.
- Addiction Workers responded to increased requests for Naloxone training due to an increase in the number of overdoses.

Community
Psychiatry Clinic
Bridge to Recovery
Borderline Personality Disorder Clini
Rapid Consultation Clinic
Concurrent Outpatient Clinic


SOME DRUGS FOUND
IN HAMILTON HAVE
BEEN INVOLVED IN
LIFE THREATENING
OVERDOSES
CARRY NALOXONE

St. Joseph's
Healthcare Hamilton
Men's Addiction Service Hamilton
595 Main Street East

2021-22

Audiology

Professional Practice Leader (Charlton)
Bonnie Reaburn-Jones, Reg CASLPO

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	4.0 0.6		Audiologists Communication Disorders Assistant

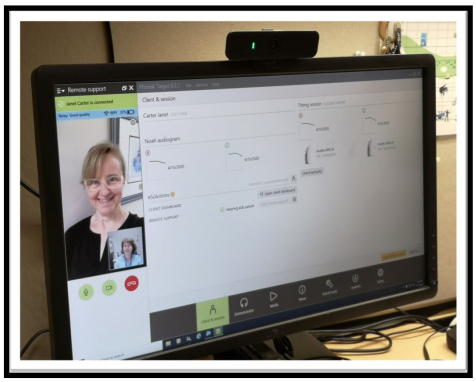
Scope of Practice

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 function and communicative functions.

Major Achievements

Caring Learning Building Leading

- Received the 2021 Hamilton Spectator Readers' Choice Diamond Award for Audiology Services and Hearing Services.
- Suzanne Melanson, Audiologist, received the 2021 **Hamilton Spectator** Readers' Choice Diamond Award for Audiologist.
- Provided numerous one-day Audiology observational placements to McMaster Speech Language Pathology learners.
- Offered curbside appointments and virtual appointments during restrictions to in-person Audiology service secondary to COVID.
- Maintained outpatient Audiology services, once restrictions to in-person visits were removed.
- Staff supported the organization through redeployment as needed.



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 Nutrition

Professional Practice Leader (Charlton, King, West 5th, Offsite:
Helen Van deMark, RD

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	10	7	7 FTE Registered Dietitians 7 PTE Registered Dietitians 3 FTE Dietetic Assistants
King	1	2	Registered Dietitians
West 5th	6	8	Registered Dietitians
Offsite		2	1 PTE Registered Dietitian 1 PTE Dietetic Assistant

Major Achievements

Caring Learning Building Leading

- Quickly adapted from in person to phone and virtual care across multiple ambulatory programs.
- Demonstrated team work and resilience with frequent adjustments to areas of coverage and changes to referral volumes resulting from bed surge, ramp up and down of hospital services and bed flow challenges.
- Facilitated and supported cross training on nutritional management of COVID critically ill and acute patients; facilitated review of Nutritional Guidelines for management of COVID-19.
- Collaborated with Food Services to implement bedside menu choice and snack program at the Charlton campus resulting in higher protein and fluid intake among patients.

Diagnostic Services

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

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton/ King/ West 5th	18	19	Registered Medical Radiation Technologist
Charlton	16	4	Registered CT & IR Technologist
Charlton	11	0	Registered Nuclear Medicine/PET Technologist
Charlton / West 5th	15	15	Registered Magnetic Resonance Imaging Technologist
Charlton / King/ West 5th	14	11	Registered Ultrasound Technologist
King / West 5th	4	1	Registered Mammography Technologist
Charlton / West 5th	9	15	Cardiac Ultrasound Technologist & Vascular Technologist

Scope of Practice

The practice of Medical Radiation Technology and Sonography is the use of prescribed forms of energy such as ionizing radiation, electromagnetism, and high-frequency soundwaves for the purposes of diagnostic and therapeutic procedures. The Technologists are responsible for evaluating images and data relating to the procedures and assessing 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.

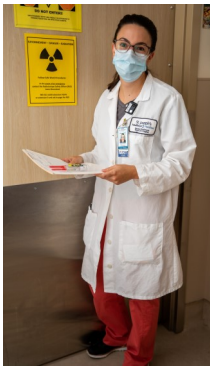
All Technologists are committed to providing a safe environment to deliver quality patient and family-centered care, engage in interprofessional collaboration and live life-long learning to ensure optimal patient outcomes.

EMG electromyography, (Registered EMG technologist). Under the guidance of a Neurologist, provides nerve conduction studies to support the diagnosis of neurological and neuromuscular diseases. EEG technician-provides care and services to demonstrate brain wave activity for diagnosis of seizures, traumatic brain injuries and neurological disorders.

Major Achievements

Caring Learning Building Leading

- All diagnostic services modalities worked collaboratively with IPAC to develop Covid-19 workflows to ensure our patient's and staff's safety.
- The transition from in-person accompaniment to virtual Facetime viewing for obstetrical patient's partners has supported the celebration of important family events and celebrations.
- The opening of a second IR Recovery Room has supported the increase in patient volume and significantly improved CT/IR biopsy patients' turnover.
- With our state of the art, five ring GE Discovery MI PET/CT detection system, we perform innovative myocardial perfusion imaging.
- We have provided PET/CT scanning to over 200 men with prostate cancer through a Clinical Research Registry.
- CAMRT Awards of Excellence received/presented to Mariam Shoukry (a recent student and new hire) for obtaining the highest mark on the 2021 CAMRT certification examination for Radiological Technology.

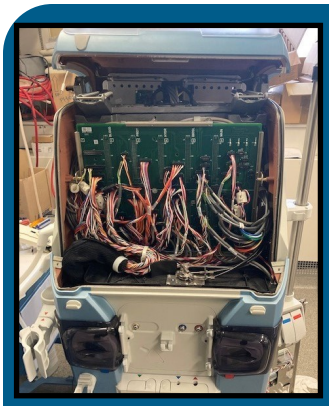


Dialysis Technology

Professional Practice Leader (Charlton, King, Offsite):
Denis Rabbat

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	20	17	Clinical Nephrology Technologist Non-Registered Nephrology Technician Data Traffic Controller (DTC) Senior Nephrology Technologist Quality Coordinator ADS-11 (Administrative Assistant)
King	14	8	Clinical Nephrology Technologist Non-Registered Nephrology Technician Senior Nephrology Technologist
Home Hemodialysis	3	1	Clinical Nephrology Technologist
OFFSITE:			
Ohsweken	1	1	Clinical Nephrology Technologist Non-Registered Nephrology Technician
Brantford	4		Clinical Nephrology Technologist Non-Registered Nephrology Technician



Scope of Practice

The Clinical Nephrology Technologist maintains and services dialysis equipment, provides technical support to patients, nursing, and medical students; Initiates, monitors, and discontinues dialysis treatments, in collaboration with RNs within a shared care model; Services and maintains Dialysis equipment in patients' homes; Functions as a renal perfusionist and coordinator for kidney transplants; and is responsible for ministry reporting of all program activities.

The Non-Registered Technician is responsible for the setup and priming of hemodialysis treatments, in-center and in acute settings. Ensures the accuracy of data capture for ministry reporting of all program activities on a monthly basis; and through the DTC role, is responsible for tracking patient movement throughout their journey within the program.

Major Achievements

Caring Learning Building Leading

- Assessed non-traditional patient care areas to determine feasibility of the provision of dialysis.
- Sourced extra dialysis equipment to increase off-unit capability for COVID-positive patients.
- Adapted SLED (Slow Extended Dialysis) as surge plan, in the event staffing affected by COVID-19.
- With Wave 3, focus shifted to contingency staffing plans:
  - Expanding the collaborative Nurse/Tech model of care.
  - Increasing patient to provider ratios.
  - Re-assigning managers and supervisors to front line.

Mohammed Qaraman -
Clinical Nephrology Technologist working on the hydraulics of a machine.

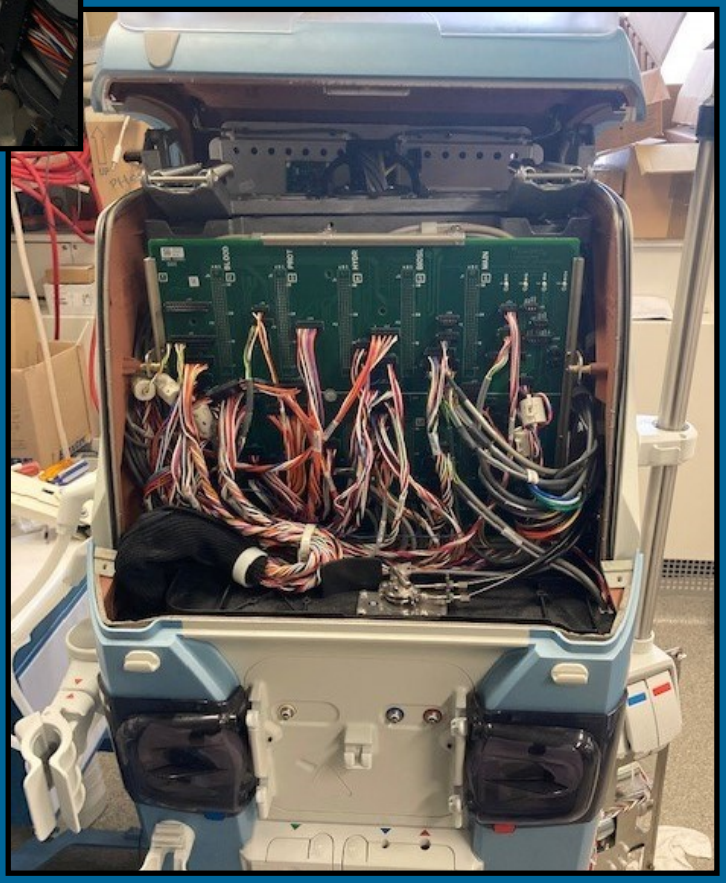


Image capturing the inside of the machine.

Medical Laboratory Technology

Professional Practice Leader (Charlton):
Susanne Maia-Castellan, MLT, BTech

Number of Members of Discipline:
This includes all sites* of the Hamilton Regional Laboratory Medicine Program

SITE		POSITION
Charlton	423 182	Medical Laboratory Technologists (MLT) Medical Laboratory Assistants (MLA)

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.

Major Achievements

Caring

Clinical Practice

Microbiology and Virology

- COVID-19 testing in the Virology Laboratory:
    - Capacity to test 8,000 COVID-19 samples per-day.
    - Implementation of robotic liquid handlers.
    - Tripled the number of staff (MLT and MLA).
    - Implemented 24/7 shift coverage for COVID testing.
    - Performed **1 Million** COVID-19 tests.
- Validation of Vitek MS Prime for faster, automated analysis.
- Implementation of small scale COVID-19 testing on Cepheid GeneXpert at HGH.
- Implementation of Q-Scores for rating acceptability of wound swabs.
- Significant expansion of COVID-19 testing, including implementation of Amplitude System for automated high volume COVID-19 testing and development and coordination of VOC screening and sequencing.

Core Laboratory

- Program-wide validation of new coagulation analyzers.
- B12 assay moved to lithium heparin specimens to reduce volume of blood needed and improve TAT.
- Returned Amikacin testing to HGH Core lab to improve patient care and TAT
- Supported virtual care pre-op model during COVID-19 pandemic.
- Supported COVID-19 testing - receipt/manual registration of up to 1500 COVID-19 swabs/day in LRC.

Genetics

- Hereditary Cancer Testing - expanded eligibility & additional panels covering many more genes.

Caring Continued…

Genetics

- Solid Tumour Testing Expansion - CCO standard of care changes. Expanded panels and increased service for bladder, breast, ocular, prostate and lung solid Tumours.
- Implementation of plasma cell enrichment to improve sensitive of Multiple Myeloma FISH.
- Expansion of Rapid Aneuploidy Detection for perinatal tissues.

Anatomical Pathology

- Expansion of solid tumour testing to align with new CCO standards of care for a variety of indications.
- Validation of Epstein-Barr Virus (EBER CISH) in Immunohistochemistry.

Biochemical Genetics

- Sterol Testing expanded from 7DHC to a Sterol Panel.
- New GC-MS instrument undergoing validation.

Clinical Chemistry and Immunology

- Multiple new instrument implementations: IFA Diluter/Immunoblotter, Bioplex, Optilite.

Red Cell Disorders

- New Hemox analyzer purchased and undergoing validation.

Transfusion Medicine

- Hospital Emergency Blood Management Plan.
- Conducted study to support the use of extended-length IV tubing for blood transfusions . during COVID-19 pandemic - strategy to increase physical distance between infusion pump and staff from bedside. Results published in the Spring 2021 CSMLS Journal.
- Successful virtual FACT accreditation of Stem Cell Program.

Histocompatibility

- Successful virtual ASHI accreditation.

Malignant Hematology

- CellaVision validation - successful implementation of new CellaVision instruments in collaboration with LIS and Core Labs across all sites.
- Successful continuation of MLT cross-training.

Point of Care Testing

- Formation of POCT advisory committee.
- COVID-19: Glucose meters, Rapid Antigen Screening and Rapid Diagnostic Screening.
- Pediatric POCT Expansion of Scope: Routine Urinalysis, Whole Blood (BHBA) monitoring, Critical care Blood Gas with Chemistry.
- Quality Study: Abbot Point of Care and ACT.

Learning

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).
- Training program for Medical Laboratory Technologist students from OUT.
- Clinical microbiology training for Medical Laboratory Technology student from OUT.
- Training program for Medical Laboratory Assistant students from Mohawk College.
- Provided Training with Quality and Risk Assessments for Genetic and Microbiology Residents .
- Training new MLT, MLA and PA across the HRLMP.

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.

Clinical Teaching

- In-services in clinical areas.

Research

- Research projects led by 3 Ontario Tech University MLT students related to Histocompatibility, Clinical Chemistry, and Core Laboratory projects initiated in September 2021 and completed by March 2022.
- HRLMP participated in >140 research studies in collaboration with disciplines/departments and health professionals across SJHH, HHS and beyond.

Publication

- HRLMP produced >220 publications and >53 abstracts and posters, where several were authored by Medical Laboratory Technologists.

Building

Internal Education

- Participated in nursing annual review sessions at all HHS sites.

Professional Practice Development

- Enrollment in MBA program.
- Enrollment in Quality Management Certificate program.
- Enrollment in Clinical Management Certificate program.

Leading

Committees

- Consultants to the External Quality Assurance (EQA) division of the Institute for Quality Management in Healthcare (IQMH).
- Provincial assessors for Accreditation Canada Diagnostics 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.

Nursing

Professional Practice Leader (Charlton, King, West 5th):
Erin Doherty, RN BScN MEd DNP

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.

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.

Major Achievements

Caring Learning Building Leading

- Implemented customized three-inch buttons for staff and physicians that show the staff's face behind the mask as a way to enhance the connection between care provider and patient/family member.
- Nurses provided a daily call to families with clinical and emotional updates regarding their loved one's care.
- Across the inpatient and outpatient Mental Health and Addiction Program, nursing has continued providing expertise, leadership and contribution to a multifaceted inter-disciplinary suicide prevention strategy.
- Throughout the year, nurses across SJHH were supported to work to their full scope of practice. This work was especially evident during the COVID-19 pandemic when medical directives and other strategies were implemented to optimize nursing scope of practice and expedite care to patients in need.
- Nurses demonstrated significant leadership, expertise and compassion in assessment centres, vaccination clinics, congregate settings, providing exemplary clinical care every day and supporting learners during unprecedented times.

Occupational Therapy

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

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton			Occupational Therapists 22.1 Occupational Therapist Assistants 5.2
King			Occupational Therapists 2.0
West 5th			Occupational Therapists 24.8 Occupational Therapist Assistants 2.6
OFFSITE Satellite Health Facility (SHF) Youth Wellness Seniors Mental Health Assertive Community Treatment (ACT) Crisis Outreach and Supportive Team (COAST)			Occupational Therapists 1.6 Occupational Therapist Assistant 1.8 Occupational Therapist 0.6 Niagara Outreach Occupational Therapist 1.0 Halton Outreach Occupational Therapist 3.6 Hamilton Occupational Therapist 1.0 Brantford Occupational Therapist 1.0 Occupational Therapist 2.0

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.

Major Achievements

Caring

Clinical Practice

- At Cleghorn Early Intervention for Psychosis Program the occupational therapists co-facilitated a new group with a psychiatrist for interpersonal therapy and co-developed a manual for interpersonal therapy groups.
- At Cleghorne Early Intervention for Psychosis Program occupational therapists developed new virtual education group s developed for clients on goal setting, sleep hygiene, gratitude practices and stress management.
- The occupational therapists provided individual CBT monthly and received supervision, completed intake monthly at the Cleghorn Program.
- An occupational therapist participated in the MCC and Plexus Strategic Partnership Group to evaluate hospital surfaces and skin products.
- An occupational therapist participates on the corporate Falls Committee.
- Occupational therapists participated in moves 5MG/6JIT/4BD move in Medicine to ensure space and equipment moves effectively also supporting patient movement.

Caring Continued...

- Occupational therapists participate in quality councils for GIM, accreditation, CTU North.
- OT a member of the Joint Boards of Governors Quality Committee.
- OT in Mood Disorders collaborated with Physio and TR to implement the CANMAT guidelines for exercise as a primary treatment for depression on the inpatient mood disorders unit. New program informed by Exercise as Medicine program and the Prescription to Get Active programs.
- OTs created Sleep Kits for each of the Senior's Mental Health Outreach Teams and the Seniors Mood Unit. If effective, they would be available to clients for purchase.
- In collaboration with the Respiratory Regional Rehabilitation Program team, developed COPD post-discharge education with virtual video program with the Aetonix platform

Learning

Education:

Clinical Education

- Adjunct Clinical Professor with McMaster University Rehabilitation Sciences OT Program – 2
- 36 Occupational Therapists won Unsung Hero Awards from McMaster University for providing in person practicum opportunities for double our normal amount during the pandemic when others in the community were not providing placements.
- Developed two Emerging Role Placement opportunities – one at the Women's Health Concerns Clinic under the supervision of the OT working in Mood Disorders and one in partnership with St. Joseph's Villa and McMaster connected to a research project evaluating the impact of targeted OT intervention for residents of long-term care to maintain their BADL functioning and reduce burden of nursing care.
- Developed one Evidence Based Practice Placement integrating clinical placement in General Internal Medicine and Research Participation .
- Supervision of a Psychotherapy Student.
- OT student co-leading groups and participating in 1:1 OT service practical experience.
- Group Facilitation Skills for CBT training of Psychology and Psychiatry Learners – 2 Psychiatry residents, 1 Cognitive Behavioral student and 5 Psychology Students.

Formal Teaching

- McMaster University – Master of Clinical Health Sciences, Occupational Therapy
  - Facilitator – Behavioural Activation, Group Facilitation, Recovery Model, Dementia and Responsive Behaviour
  - Lecturer – Professional Reasoning & Skills (PRS), Self-Management of Chronic Health Conditions, Term 4, Nov 23, 2021, Term 2, Jan 19, 2021

Learning

Formal Teaching Continued...

- Problem Based Tutorial Leader -- 3
- Evidence-Based Practice Supervisor – 3
- REVIVE: frailty, rehabilitation and outcomes of Survivors of COVID-19
- Family/Caregiver Self-Management Needs during COVID-19
- Translating Knowledge of Sleep Strategies of Staff in Long-Term Care

- McMaster University – Psychiatry Residents, PGME, Department of Psychiatry & Behavioral Neurosciences
  - Lecturer and Resource, Qualitative Research Seminars/Workshops -- 1

Research

- Quality research evaluating outcomes of the interpersonal therapy groups at the Cleghorn Early Intervention for Psychosis Program.
- Occupational therapists participated in mixed methods study of understanding the role of family physician in the care of early psychosis intervention at the Cleghorn Early Intervention for Psychosis Program.
- Occupational therapist participated in study on Stakeholder Priorities for Dupytren's Disease.
- Research Foundation novice researcher funded research looking at different surfaces to prevent pressure injuries related to positioning in ICU to manage COVID patients in development
- An OT is the Research Co-ordinator for REVIVE: frailty, rehabilitation and outcomes of Survivors of COVID-19 – a single center explanatory, sequential misced methods study to identify opportunities to optimize care and outcomes for patients with COVID-19 admitted to ICU.
- An OT is assisting with CACOV CYCLE and FORECAST research studies.
- With the Regional Respiratory Rehabilitation Team, continuation of the Respiratory Rehabilitation Alternate patient study: Multi-Disciplinary Alternate Pulmonary Rehabilitation Program and the Impact on Quality of Life, Participation in Exercise, and Linkage to Community Resources for People with Chronic Lung Disease.
- Clients living with mental illness reclaimed their lives through meaningful action. A complex interplay of approach and structural elements contributed to heuristic learning about self-management. Transitional day programs have the potential to play an expanded role with-in an integrated network of services, even under pandemic conditions.
  - "The meaning of client experiences at a 6-week virtual mental health transitional day program" Strong, S. in primary and acute care, Brant Community Health Care System (November 2021)

Research Continued...

- During the pandemic, families/caregivers of people living with schizophrenia identified met and unmet needs that dynamically changed with life circumstances. Family members were being intensively supported, informally and formally. The pandemic brought additional caregiving demands and affected caregivers in a variety of ways to varying degrees.
    - "Family/Caregiver Self-Management Needs during COVID-19" Strong S, Iannuzziello L, Dionne C., SOC & TOPSS, Schizophrenia & Community Integration Service, SJHH (June 2021)

Publications

Peer Reviewed

Strong, S., Letts, L. (2021). Personal narratives of learning self-management: Lessons for practice based on experiences of people with serious mental illness. *Australian Occupational Therapy Journal, 68*(5), 395-406. https://doi.org/10.1111/1440-1630.12748

Research Reports

Strong, S. (November 2021). The meaning of client experiences at a 6-week virtual mental health transitional day program. Report submitted to Claire Kislinsky, Manager, Mental Health Outpatients, Brant Community Health Care System.

Invited / Non-Peer Reviewed

Jun 25/21 Strong, S., Iannuzziello L, Dionne C. "Family/Caregiver Self-Management Needs during COVID-19", presented to SCIS clinicians and managers, West 5th Campus, SJHH, Hamilton, ON .

Peer Reviewed

- Martin, M-L., Strong, S., McNeely, H., Letts, L., Gillespie, A. "Engagement, Partnership & Participation in Self-Management in Outpatient Services for People with
- Schizophrenia". Legacy Research 2021 Conference, Honouring our Past, Creating our Future: Transforming Education, Services, Systems and Policies that Impact Health, Western University, London, Canada, May 3, 10, 25, 31, 2021
- Letts, L., Strong, S., Gillespie, A., Martin, M., McNeely, H. "SET for Health: Enhancing Resilience and Recovery through Self-Management for People with Schizophrenia", European OT conference (COTEC), Prague, Sept 15, 2021 (virtual)
- Strong, S., Gillespie, A., Letts, L., Martin, M., McNeely, H. "Creating spaces for self-management conversations: Clients and providers learning together as partners" (Preconference workshop ID: 125), World Federation of Occupational Therapists (WFOT) Paris, France. Deferred to virtual, August 27, 2022

Building

Staff

Professional Practice Development

- CBT Level 3 – 1
- CBT Level 2 – 1
- Executive Certificate in Home Modification -- 1
- GPA Coach – 1
- Alpha FIM training – 1
- FIM training – 1
- MoCA training – 1
- CITI – Canada Good Clinical Practice Certificate -- 1
- CITI – Canada Privacy Course -- 3
- TCPS2 – core- research ethics Course -- 3
- Emerging Leaders Course – 3
- Pallium Canada: LEAP Core & Lung (Learning Essential Approaches to Palliative Care)

Occupational Therapists and assistants attended a variety of sessions during OT Month including:

- Oxygen Titration Practices for Occupational Therapists – This training followed by evaluation will enable trained Occupational Therapists to complete this Controlled Act during assessment and treatment. Delegation to be approved.
- Cognitive Assessment using screening tool the MoCA in various settings.
- Off-Loading Footwear Products and uses.
- Rehabilitation Management of the Complex Frail Patient due to COVID-19.

Orientation of new OTs in mental health related to group facilitation, community and employment resources and Provisional Practicing Supervision to 5 Occupational Therapists. Education to new health care aides on Rehabilitation regarding role of OT, falls prevention and use of assistive devices.

St. Joseph's Staff Training

- GPA Coach supporting GPA training for St. Joseph's staff
- Education of new nursing staff on the role of OT in Complex Care, Medicine
- Education to medical residents on CTU units on the role of OT
- Delirium Prevention education for nurses on Medicine
- Training new SOC and TOPSS, SCIS staff to deliver self-management support services using SET for Health approach: 4 half-day workshops

Leading

Internal Activities:

- Occupational therapists at Cleghorn developed Cleghorn Educational Bursary guidelines to decrease barriers to post-secondary education.
- Schizophrenia and Community Integration Program developed the SET for Health model of self management support which was co-designed by researchers, service providers, and clients drawing on evidence-based self management principles and applied to become a practical and meaningful intervention to support people living with schizophrenia to manage their own health and wellness.

External Activities:

- School of Change Agents – National Health Services Horizons
- Met with various community organizations to build collaboration and capacity to support client goals (City School, NPower, Threshold School of Building, Centre for Skill development, Ontario Disability Employment Network to name a few partners
- Presentations to 2 Admission Webinars for McMaster University Programs
- OT recruited clinicians, organized and co-led Applicant Café for the McMaster University OT Program Admissions

Committees

- Member of the OT Anti-Racism, Anti-Bias, Anti-Oppression Committee at McMaster University
- McMaster Clinical Advisory Committee
- Rehabilitation Care Alliance – Frail Seniors Advisory Group
- Rehabilitation Care Alliance – Ambulatory Care Advisory Group
- Rehabilitation Care Alliance – Geriatric Rehabilitation Care Task Focus Groups
- Occupational therapists from Cleghorn are members of a new initiative called Hamilton Disability Employment Network (HDEN) aiming to connect community employment service providers and ensuring updated information about the program and services offered
- McMaster Admissions Committee – planning and participating on MMI interviewing for admission

Contributing member, Community of Practice for Spread of the Health Quality Ontario Quality Standards:

- Schizophrenia - Care in the Community
- Schizophrenia – Care for Adults in Hospitals

Pilot project with Ron Joyce Centre to transition clients from children services to adult mental health services without barriers.

Scope of Practice

Peer support is social/ emotional support, often coupled with instrumental support that is based on mutuality. Formalized Peer Support is provided by trained individuals who have lived experience of mental health and/or addiction and/or substance use challenges. Family Peer Support is provided by those with lived experience as a family member of someone with mental health and/ or addiction and/or substance use challenges. 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 (West 5th and Offsite):
Fiona Wilson, MSc., CPRP

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	0	0	
King	0	0	
West 5th	1	7 1	FTE West 5th provides services at ERMHS Peer Support Provider / Recovery Support Counsellor Peer Support Provider / youth Mentor
OFFSITE	5 3	2 2	Youth Mentors Community Support Workers: Peer Specialists

Major Achievements

Caring Learning Building Leading

- Rapid shift from providing face to face, one-to-one, and group services to hybrid model of virtual and in-person for many services.
- Mural Art Intervention: a collaboration between Art Therapy (Mood Disorders) and Peer Support (PFCSS).
- Ongoing Facilitation of peer/client advisor feedback via peer support (e.g. Youth Council, Cleghorn Peer Advisory Council, MHAP, Peer Advisory Council).
- Various Virtual Groups including but not limited to: Wellness Recovery Action Planning (WRAP), Peer Support Drop-in Groups, Instagram Art Groups, Recovery Workshop and Certificate Series.
- Sharing and development of innovative practices including virtual care opportunities for individuals living with mental health and or addiction challenges served by peer support in a range of MHAP programs.

Scope of Practice

Pharmacists are regulated health care professionals, licensed by the Ontario College of Pharmacists (OCP), who follow the National Association of Pharmacy Regulatory Authorities (NAPRA) Model of Standards of Practice for Canadian Pharmacists. Pharmacy technicians are also regulated health care professionals, licensed to practice by OCP, and follow the NAPRA Model Standards of Practice for Canadian Pharmacy Technicians.

Pharmacy

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

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	31 36 4		Pharmacists / Pharmacotherapy Specialists Pharmacy Technicians Supervisors
Charlton—Retail	1.5 3.5		Pharmacist Pharmacy Technicians
King	1 1		Pharmacist Pharmacy Technician
West 5th	7.5 8		Pharmacists Pharmacy Technicians
Charlton/King/Retail/ West 5th	5 1		Managers Senior Manager
Charlton/King/Retail/ West 5th	1		Director

Major Achievements

Caring

Clinical Practice

COVID Pandemic Response

- Launched the COVID Vaccine Clinic at West 5th for residents of Hamilton and SJHH staff.
- Launched Ontario's first Monoclonal Antibody Infusion Clinic.
- Organized vaccine and staffing supporting the Inpatient Mobile Vaccine clinic, and administration of vaccines in Retail Pharmacy.
- Expanded clinical services, supported COVID research, introduced new COVID therapies, and coordinated clinical practice guideline updates.

Caring continued... COVID Pandemic Response

- Implementation of effective delivery of medication distribution and clinical services for patients with suspected or confirmed COVID-19 conditions including surge planning, pandemic staffing, and implementation of personal protective equipment guidelines.
- Introduced strategies to conserve drugs and mitigate drug shortages during the pandemic.
- Supported bed openings and patient care unit moves.
- Introduced pharmacy services to support the Satellite Health Facility.
- Implementation of clinical guidelines as recommended by the COVID Ontario Science table. Development of order sets. Distribution of COVID medications and vaccines.

SCOPE OF PRACTICE:

COVID Support:

- **Development, launch and staffing of a mass vaccination clinic at West 5th** supporting administration of over 161,135 doses to residents of Hamilton and to healthcare professionals.
- **Launched Ontario's first Monoclonal Antibody Infusion Clinic.**
- **Organized vaccines and staffing** to support dedicated **Inpatient Mobile Vaccine clinics at Charlton West 5th,** and launched administration of over 2,800 of COVID vaccines in **Retail Pharmacy.**

Non-sterile compounding staff certifications and redevelopment.

Novel Medication Management Strategies:

- **Launched a novel inhaler exchange program** in the Emergency Department in collaboration with ambulance EMS personnel and HHS.
- **Innovative leadership and clinical pharmacy support to Qikiqtani General Hospital in Nunavut and local area** – clinical pharmacist coverage on-site and remote leadership by the SJHH Director Carmine Nieuwstraten.
- **Implementation of Working Remotely for clinical pharmacists** – innovative practice supporting pharmacists working from home during a pandemic (e.g. when in quarantine).

Awards:

- **Health Professionals Excellence in Practice Awards 2021**- **Award Winners**
  1. **Individual Leadership Excellence in Practice – Carmine Nieuwstraten.**
  2. **Digital Solutions Health Professionals – team of pharmacists supporting Epic® and Digital Solutions.**
- **Health Professionals Excellence in Practice Awards 2021**- **Nominees:**
  - **Clinical Excellence in Practice (team) –** Pharmacy Technicians, pharmacists, and managers supporting the innovative **Satellite Health Facility.**
  - **Innovation Excellence in Practice (team)** – Pharmacy team supporting the innovative mass vaccination **COVID Vaccine Clinic at West 5th.**

Collaborative Practice:

- **Implementation of "cut-the-count" order sets** supporting decreased opioid prescribing in surgery (e.g. in collaboration with Health Quality Ontario NSQUIP).
- **Communication of COVID clinical practice guidelines and updates, and implementation** of best practices, order sets, IV monographs, patient assessments, verification of orders, and distribution of COVID medications and vaccines.

Learning

Education:

Clinical Education

- Three EPE-2 summer student placements, including experiential learnings, from University of Toronto.
- Clinical rotations for 14 PharmD pharmacy students from University of Waterloo (8-weeks each) and University of Toronto (APPE 5 weeks each) – 12 pharmacist preceptors.
- Two pharmacy technician student placements from Mohawk College.
- Clinical rotations for four Hospital Pharmacy Residents - 18 pharmacist preceptors.

Formal Teaching

- McMaster University Department of Medicine. Assistant Clinical Professor (Adjunct). (Pharmacist Shyam Maharaj).
- McMaster University Department of Medicine. Psychopharmacology in UGMF 5 sessions (Pharmacist Phil Laplante).
- University of Toronto Facility of Pharmacy. Asthma & COPD Small Group Seminar (Instructor Pharmacist Adam Romanowski).
- University of Waterloo School of Pharmacy. Group Facilitator and Facilitating Teaching Assistant. (Pharmacists Cait Luther and Matthew Bell).
- Nephrology, and renal transplant clinical rotations for two HHS Pharmacy Residents.

Internal Education

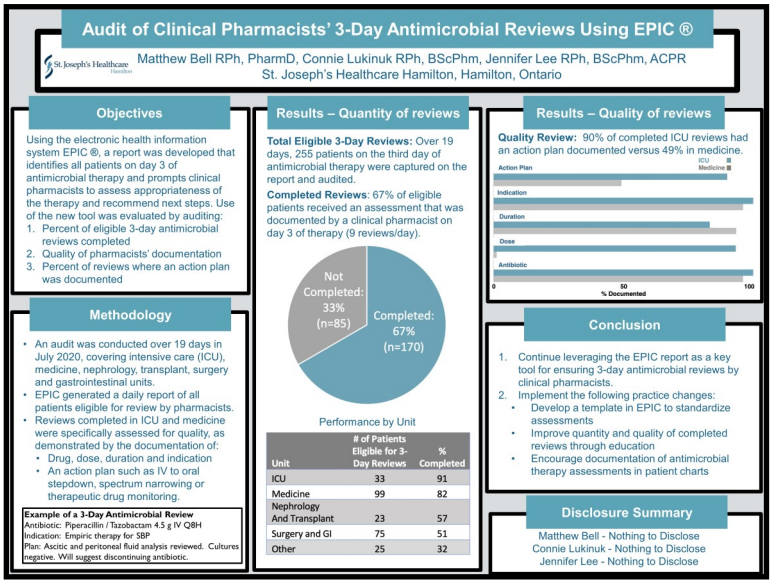
- Antimicrobial Stewardship Program (ASP) teaching rounds, and Infectious Disease teaching rounds and consultation .
- Renal transplant patients and nursing staff – medication and discharge teaching
- Psychiatry patients and nursing staff – medication and discharge teaching on AMH and at West 5th.
- Out-patients on anticoagulants (e.g. warfarin) receive education and follow-up monitoring- Pharmacist Managed Anticoagulation program.
- Out-patients with chronic respiratory diseases enrolled in an educational eight week program - Respiratory Rehabilitation Day Program.
- Clinical and non-clinical rotations for four hospitals supporting the Pharmacy Residency program (2021) – four Pharmacy Residents.

Research

- **Pharmacy Research Project** - Characteristics of Drug Poisonings Presenting to the Emergency Department: A Retrospective Chart Review. Pharmacy Resident Matthew Bell. 2021.
- **Pharmacy Research Project** - Culturally Safe Care in an Indigenous Hemodialysis Population: A Survey of Patient and Pharmacy Perspectives. Pharmacy Resident Cait Luther. 2021.
- **Pharmacy Supported Research Activities -** Pharmacy Research Pharmacotherapy Specialist Christine Wallace and the Pharmacy Technician team support research activities, involving investigational or marketed medications, conducted by research investigators at SJHH. During the COVID pandemic, COVID research studies were development and implemented.
- In 2021 the pharmacy team supported a total of 32 research protocols including study implementation, randomization, dispensing and monitoring.
  - COVID research studies: 3.
  - Non-COVID research studies: 27.
  - Pharmacy Residency research projects: 2.

Publications

- **Poster and Presentation** - Audit of Clinical Pharmacists 3-Day Antimicrobial Reviews Using EPIC®. Matthew Bell, Connie Lukinuk, Jennifer Lee. (CSHP Professional Practice Conference 2021 by Pharmacy Resident Matthew Bell – (February 2021).



- **Poster and Presentation** - Characteristics of Drug Poisonings Presenting to the Emergency Department: A Retrospective Chart Review – Presented by: Matthew Bell, St. Joseph's Healthcare Hamilton (CSHP Ontario Branch Residency Research Night (July 2021).
- **Poster and Presentation *honourable mention** - Culturally Safe Care in an Indigenous Hemodialysis Population: A Survey of Patient and Pharmacy Perspectives – Presented by: Caitlin Luther, St. Joseph's Healthcare Hamilton (CSHP Ontario Branch Residency Research Night – July 2021).
- **Panel Presentation** - Pharmacist's Expanded Scope – Connie Lukinuk (CSHP Ontario Branch Annual Conference – November 2021).

Building

Staff

- **Emerging Leaders Program** (2021)
  - Angela Wright, Pharmacotherapy Specialist
  - Alex Felicetti, Pharmacy Technician, Pharmacy Operations Manager (acting)
  - Jennifer Sang-Mee Lee, Pharmacotherapy Specialist
- **Hospital Pharmacy Residency Program, ACPR**
  - Pharmacists Matthew Bell and Caitlin Luther graduated with the ACPR Hospital Resident credentials in 2020-2021.
  - Madeline Pugi and Emily VanderWindt enrolled in the twelve month pharmacy residency program for 2021-2022.
- **Certification in Sterile Compounding** by external auditor BCE Quess (Michele DeJonge, Pharmacy Supervisor).
- **Re-Certification in Sterile Compounding including Hazardous and Non-Hazardous Compounding** (Pharmacy Technicians).
- **Certified Diabetes Educators**
  - Stephanie Gilbreath, Pharmacist.
  - Marita McQuaid, Pharmacist.

Internal Education

- Communication of Critical Drug Shortages and therapeutic alternatives to prescribers.
- Communication to all SJHH staff- new COVID treatments and clinical practice guidelines, medications added to Formulary and new listings in the IV Monographs, strategies to mitigate drug shortages.

Professional Practice Development

- Enrollment and completion of the SJHH Emerging Leaders Program for three pharmacy staff members.
- Continuing Education presentations by pharmacists, students, guests, and residents on current continuing education topics (i.e. weekly at Charlton and West 5th).
- COVID updates to staff and learners.
- Pharmacy and Therapeutics Committee - development of submissions and presentations to P&T including updates to COVID clinical practice guidelines and treatments (Vida Stankus, Jen Lee), drug shortage strategies, additions to Formulary , and IV Monograph updates (Alice Huh, Vida Stankus, Jen Lee, Sumanth Kalidoss, and staff pharmacists).

Leading

- **Development, launch and staffing of a mass vaccination clinic at West 5th** supporting administration of over 161,135 doses to residents of Hamilton and to healthcare Professionals.
- Premier Ford visited in August 2021 and acknowledged the essential contributions of pharmacy staff and other healthcare professionals have had in the successful roll-out of COVID vaccinations.
- **Implementation of new SwissLog Pill Pick robot automation** and state-of-the-art technology to ensure safe and effective medication distribution at Charlton.
- **Roll-out of OMNICELL** replacement of Automated Dispensing Cabinets (ADC).
- **Redevelopment of sterile compounding facilities** including planning, construction meetings, re-location of current clean-room facilities, and assessment of future workflow (estimated complete in 2022).
- **Pandemic management of COVID-19** including clinical practice guideline best practices, surge staffing, monitoring drug shortages, organization of clinical services and medications to temporary ICU and COVID units, and ongoing communication and updates to staff.
- **Leader of strategies to conserve drugs** in low supply and mitigate drug shortages during the COVID-19 pandemic (i.e at SJHH with strategies presented to Pharmacy & Therapeutics, across the LHIN and Ontario, and in collaboration with other Directors and Canadian hospital committees).
- **Lead enhancements for Dovetale optimization** including order sets supporting ambulatory clinic best practices for ordering, administration and documentation of IV medications.
- **Successful OCP assessments at Charlton, King, and Retail Pharmacy.**
- **Pharmacy Vision** – updated in 2021 with input from staff.

Committees

External Committees:

- Critical Care Drug Shortage Task Team
- Hamilton Integrated Research Ethics Board (HiREB)
- HHS—Pharmacy and Therapeutics Committee and Antimicrobial Sub-Committee
- HNHBB – Hospital Pharmacy Director Committee
- Mohawk Medbuy:
  - Pharmacy Committee and Buyer's Committee
  - Pharmacy Committee's Strategic Planning Subcommittee
- Pharmacy Residency Forum of Ontario (PRFO)
- Regional Infection Prevention and Control Committee
- Renal Pharmacists Network 2020-2021
- University of Waterloo School of Pharmacy Admission Panel

Leading continued...

Committees

External Committees:

- Canadian Society of Hospital Pharmacists (CSHP) Drug Information, Psychiatric Pharmacists and Infectious Disease Specialty Networks.
- CSHP DUE Ontario Pharmacists Group.
- CSHP National Awards—appraiser.
- CSHP Canadian Hospital Pharmacy Residency Surveyor Group.
- CSHP Ontario Branch Golden Horseshoe Chapter— members.
- CSHP Ontario Branch Golden Horseshoe Chapter Residency Night Posters - Reviewers.
- Mohawk College Pharmacy Technician Advisory Committee.
- Ontario Renal Network (ORN) GN Drug Access Task Group.
- PEBC OSCE Pharmacist Exam—Assessors.
- Pharmacy Examining Board of Canada (PEBC) OSCE—Chief Examiner.
- Provincial Quality Standards for Schizophrenia.
- Renal Pharmacist's Network- Chair Elect and members.

Scope of Practice

A physiotherapist is a health care professional who attempts to prevent or alleviate functional problems arising from physical, psychological and/or social origins. Prevention and treatment of an impairment, disability or handicap is accomplished through the use of physical assessment, education and treatment which is based on ongoing clinical research. The goal of physiotherapy intervention is to promote quality of life, self-responsibility and independence.

Physiotherapy

Professional Practice Leader (Charlton, West 5th, Offsite):
Magda McCaughan, PT

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	29	5	26xPTs, 1xErgonomics, 1x Quality Analyst, 1x Manager/PT 5xPTs, 1xErgonomics; (5 Casual PTs not included in count)
West 5th	3.0		1.0 West 5th inpatient; 2.0 WSIB Clinic (one of these is vacant)
Offsite: Satellite Health Facility (SHF)	1	1	One casual PT not included in count

Major Achievements

Caring Learning Building Leading

- Collaborated on the development of Interprofessional group sessions at Satellite Health Facility.
- Involved in the creation of the Virtual Physiotherapy Gym Program for the Respiratory Rehabilitation Day Program; an innovative way to deliver Physiotherapy care here at SJHH.
- Involved in initiating the development of International COVID-19 Physiotherapy Guidelines. Evolving direction with how to/when to work with patients who are confirmed positive for COVID-19.
- Collaborated with West 5th Manager and had some opportunity to “share” staff between sites. This helped with a lot of process learning on both ends.
- Creatively adjusting schedules, increasing skillset and balancing work-life as much as possible to ensure ongoing excellent quality of patient care.
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2021-22

Polysomnography

Professional Practice Leader (Charlton, King, West 5th):
Mary Basalygo B.Sc., RPSGT

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	1	7	Polysomnographic Technologist 7 Part-Time, 1 Casual

Scope of Practice

The sleep technologist working under the supervision of a licensed sleep physician is specially trained to perform polysomnography and related tests to diagnose and treat sleep disorders in patients of various ages and co-morbidities. Sleep disorders include breathing disorders, movement disorders and some parasomnias. The procedures include the application, monitoring and analyzing specific physiological variables during sleep and wakefulness.

Major Achievements

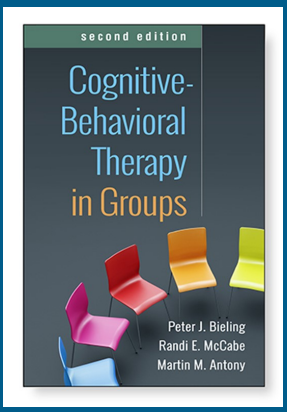
Caring Learning Building Leading

- To continually encourage communication and collaboration between technologists, medical staff, medical learners and registration staff for a team focused approach for patients referred to the Sleep Program. To continually obtain and review patient satisfaction scores and identify and implement improvements within available resources.

- Due to the COVID-19 pandemic Sleep Lab patient testing was closed for approximately three months. During this period sleep technologists continued to work in areas of need. They were primarily deployed to assist in patient and staff screening.

- With the resumption of patient testing later in the year the technologists made every effort to meet individual patient needs in a caring manner within the scope of the current COVID-19 guidelines.

- Ongoing collaboration with cardiology at the Hamilton Health Sciences and McMaster University in a multi-centered trial in heart failure patients. This study ended in the fall of 2021.



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.

Psychology

Professional Practice Leader (Charlton, West 5th, King):
Dr. Joseph Pellizzari, C.Psych.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	2		Psychologist
King	2		Psychologist
West 5th	29	9	Psychologist, Psychometrist
Post-docs	4		Psychology Post-Doctoral Fellow
Residents	6		Psychology Resident

Major Achievements

Caring

Clinical Practice

- ***COVID-19 related*** **-** Ongoing involvement of several psychology staff in the COVID-19 Mental Health and Psychosocial Support Service to provide peer support to healthcare workers affected by the pandemic – now one of 5 support portals in the province - ***interprofessional.***

- ***COVID-19 related*** - Development and implementation of the Coping & Resilience Support Team (CARS) – aimed at providing in-situ mental health and psychosocial supports to staff impacted by the pandemic - over 150 visits to staff units across the St. Joe's system - ***interprofessional.***

- St. Joseph`s Healthcare Hamilton launched the Iqaluit Mental Health Virtual Clinic supported by the Government of Nunavut, which provides short-term virtual psychotherapy for residents of Iqaluit. The team includes social workers and mental health workers and a psychologist is involved in providing consultation. – ***interprofessional.***

- Participation in weekly interprofessional Dialectical Behaviour Therapy team consultation -***interprofessional.***
-
- Implementation and evaluation of HQO standards for treatment of adults with schizophrenia across both inpatient and outpatient settings.

Caring

Continued...

- St. Josephs Healthcare Hamilton, together with St. Joseph`s Healthcare London were announced as a new Network Lead Organization for the Ontario Structured Psychotherapy (OSP) Program to serve Ontario West. The NLO will work with community partners to make publicly-funded Cognitive-Behaviour Therapy available to adults across the region struggling with mild to moderate anxiety and depression. A psychologist is the Network Clinical Lead for OSP West and multiple psychology staff at St. Joe's are involved in this initiative.
- Developed (in collaboration with psychiatry, social work, and nursing at the Anxiety Treatment and Research Clinic), an intervention for family members of individuals with Obsessive Compulsive Disorder to provide support, education, and a framework to reduce problematic family behaviours.
- Creating new handouts regarding outpatient referrals for the Clinical Neuropsychology Service as part of an initiative to reduce wait times
- Developed and adapted group Cognitive Processing Therapy for PTSD for transition aged youth (ages 17-25).
- Development of new group therapy content targeting treatment response in Eating Disorders
- Service development to double group therapy capacity in Eating Disorders.
- Integration of technology-based tracking for clients to monitor progress in Eating Disorders
- Undertook a review process of the Patient Satisfaction Survey for the Self-Management for Chronic Pain Class, in collaboration with SJHH Patient Experience, and developed new survey, which was administered to three patient cohorts – Chronic Pain Clinic.
- Assisted in the adaptation of a drop-in group (Memory Boost Reboot) for people who previously attended Memory Boost group - offered virtually for the first time – Clinical Neuropsychology Service.
- Assisted in the development of Memory Boost patient feedback questionnaires – Clinical Neuropsychology Service.
- Ongoing facilitation, maintenance, and evaluation of groups - Dialectical Behaviour Therapy skills, Cognitive Processing Therapy group, 'Information Session' - Borderline Personality Disorder Services .
- Facilitated development of new patient programming in the Young Adult Substance Use Program - CBT and DBT program content.
- Facilitated development of a new stream of psychodiagnostic evaluations in the Young Adult Substance Use Program.
- Capacity building to provide increased access to Cognitive Behaviour Therapy for Psychosis for clients of the Schizophrenia and Community Integration Service.
- Implemented peer-support meetings for psychology learners with the WSIB Mental Health Specialty Clinic.

Caring

Continued...

- Launched client feedback questionnaires in WSIB Mental Health Specialty Clinic.
- Involvement in the Forensics Psychiatry Program Dialectical Behavioural Therapy program.
- Co-Lead of the Community Aggression Clinic - Forensics Psychiatry Program.
- Memory Boost in Forensic (psychoeducational and skill-based program addressing everyday memory mishaps).
- Goal Management Training in Forensic (psychoeducational and skills-based program addressing goal setting and decision making).
- Facilitating a research database for all group therapies being offered through the mood disorders program.
- Supporting Six Nations of the Grand River: Fast tracking school staff working on Six Nations of the Grand River to counselling services at St. Joe's.
- Development of Client Dashboard that allows clinicians and clients to monitor their recovery goals - supported through the Rowe grant.
- Development and launch of a remote protocol for monitoring recovery goals.
- Development and Implementation of IPT group .
- Involved in the development of a new manual for Generalized Anxiety Disorder.
- Developed and evaluated an Augmented Cognitive Behavioural Group Therapy for Perinatal Generalized Anxiety Disorder (GAD) During the COVID-19 Pandemic.
- Implemented Cognitive Processing Therapy Group for Youth with PTSD.
- Implemented Transcending CBT Group for Transgender and Gender Diverse Youth.
- Implemented Social Anxiety Disorder CBT Group for Youth.
- Implemented trauma-based care to injured workers in the WSIB Mental Health Specialty Clinic.
- Involved in program evaluation activities to ensure quality services (data collection).
- Collaborate on patient care with healthcare providers in other clinics.
- Establishing bi-weekly team meetings within the Neurology Services in the WSIB to facilitation team communication and treatment and discharge planning for workers in the service.
- Including references and information regarding resources in my reports to ensure that workers and other members of the treating team can access useful information for treatment planning
- Participating in program evaluation of virtual therapy groups.
- Implementation of new group: Outpatient Recovery Oriented CBT for Psychosis.
- In collaboration with patients and psychology resident, Body Image manual was revised to be more diversity friendly, and to avoid fat bias.
- Leveraged the virtual platform to double, and in some cases triple the number of patients moving through our clinic – Eating Disorders.
- Revised our screening process so that it is being done on-line through Redcap to improve efficiencies – Eating Disorders.

Caring

Continued...

- Modified our approach to treating Transitional Aged Youth (TAY) so that they will receive a combination of group and individual time – Eating Disorders.
- Developed a REDI (Rapid Eating Disorders Intervention) group to allow patients waiting for treatment to access low barrier care.
- Collaborated with a community organization, Body Brave, to develop a self-assessment for individuals with eating disorders to help them and their physicians navigate the eating disorder treatment system
- Met with new dialysis patients who started in the New Start Unit at the King site to help them transition to starting hemodialysis and support transitions to other types of dialysis (home hemodialysis or peritoneal dialysis).
- We have developed a REDI (Rapid Eating Disorders Intervention) group to allow patients waiting for treatment to access low barrier care. Working with peer support worker to develop and co-lead this group.
- Developing clinical pathways for those experiencing early pregnancy loss.

Learning

Education:

Academic Appointment(s):

- McMaster University, Department of Psychiatry and Behavioural Neurosciences (PBN) – Almost all psychology staff have appointments with the PBN
- McMaster University, Department of Psychology, Neuroscience and Behaviour (PNB) – Several psychology staff also have appointments with the PNB
- Research Institute of St. Joe's Hamilton (RSJH) – the majority of psychology staff have affiliations with RSJH
- Peter Boris Centre for Addiction Research, SJHH – many affiliations
- Neuroscience Graduate Program, McMaster University – some affiliations
- Some psychologists also have external academic appointments (e.g., Waterloo, York, Offord Centre for Child Studies)

Clinical Education

- The Clinical Psychology Residency Program at St. Joe's received 106 applications from across Canada in 2021 for 6 spots (4 general stream, 1 neuropsychology stream, 1 forensics stream). We interviewed 50 candidates and matched within our top 10 ranked applicants. The current residents are from Clinical Psychology Doctoral programs at U of T Scarborough, McGill, York, and Ryerson.

Learning

Continued...

- The Psychology Practicum Program at St. Joe's received over 60 applications in 2021 from across Canada. 28 learners were placed throughout the MHAP offering training in a wide range of clinical programs including the Anxiety Treatment and Research Clinic (10), the Mood Disorders Program (3), Health Psychology (4), Neuropsychology (6), Eating Disorders (2), Schizophrenia (1), and Youth Wellness (2). Learners were from graduate programs in clinical psychology from Waterloo, McMaster, Ryerson, York, Windsor, U Toronto (Scarborough), and U Toronto (OISE).
- The McMaster Psychology Research & Clinical Training PhD Stream (RCT) – several psychologists have leaderships positions in this innovative graduate program in clinical psychology developed through a partnership with St. Joe's, McMaster Psychiatry and Behavioural Neurosciences, and McMaster Psychology Neuroscience and Behaviour. Several psychologists are involved in graduate research supervision for these learners, the Longitudinal Exposure Practicum -an 8-month clinical practicum for students in the first year of their PhD, and course teaching . Twelve students are currently enrolled in this Stream.
- Masters of Science in Psychotherapy Program at McMaster University - several psychology staff continue to be involved in the leadership of this program as well as in teaching, and
- clinical supervision.
- McMaster Clinical Behavioural Sciences Program – several psychologists teach and supervise learners in this post-professional training program.
- Additionally, psychology staff engaged in a wide range of clinical educational endeavors involving learners from: i) Psychology (e.g., clinical supervision of post-doctoral fellows; Psychology Residency Seminar Series; research practicum placements -3; McMaster Psychology independent study -4; undergraduate thesis students -14); ii) Psychiatry (e.g., clinical supervision of psychiatry residents – Interpersonal Psychotherapy, CBT Anxiety, CBT Depression Modules; resident seminars and academic half-days including the Forensic and Geriatric sub-specialties); iii) Medicine (academic half-days for Palliative Care Fellows; undergraduate medical student tutoring; teaching sessions with the Physician Assistant Education Program; Medical Foundations 2&4).

Learning

Research

Psychology staff are principal investigator or co-investigator on several new peer-reviewed awards / grants from multiple agencies in the amount of over $8M:

1. Transcending Barriers: Cognitive-Behavioural Therapy to Address the Impact of Minority Stress Among Transgender and Gender Diverse Youth – a Proof-of-Concept Study., Grant, Professional Advisory Committee Interprofessional Research Award Program, St. Joseph's Healthcare Hamilton, Research - $10,000.00.

Learning

Research continued...

2. Evaluating a Developmentally-Adapted Cognitive Processing Therapy Program in Transition-Aged Youth with Posttraumatic Stress Disorder (PTSD) and Substance Use: A 2.Pragmatic Open-Label Pilot Study. Grant, Living Labs Peter Boris Centre for Addictions 3.Research, McMaster University - $15,000.00.
3. Mindfulness-based interventions for OCD: Efficacy, mechanisms, and biological predictors of outcome. Project grant received from the Canadian Institutes of Health Research. Total amount $722,924 over 4 years.
4. Donor grant through the St. Joseph's Foundation. Family Accommodation Reduction (FAR) program for family members of people with obsessive compulsive disorder. Total amount $40,000 over 2 years.
5. Identifying the unique needs of veteran populations to inform civilian healthcare providers. Team grant received from the Chronic Pain Centre of Excellence for Canadian Veterans (CPCoE) for $115,000.
6. Comparing the World Health Organization's ICD-11 Clinical Descriptions and Diagnostic Guidelines to the American Psychiatric Association's DSM-5 in clinical settings: Which classification is best for Canadian health care and Canadian health information? Project Grant - Priority Announcement: Patient- Oriented Research/Subvention Projet - Annonce de priorité : Recherche axée sur le patient – Application# 465498 - $100,000.
7. Joe K. Award in Forensic Psychiatry, Research Institute of St. Joseph's Healthcare Hamilton - Title: Comprehensive Evaluation of the Implementation of the SAPROF in a Canadian Forensic Mental health Service; ($10,000).
8. Peter Boris Centre for Addictions Research (PBCAR); McMaster University - Amount Awarded: $15,000 Project: Examining Therapeutic Engagement and Outcomes of Acute Inpatient Psychiatric Admission.
9. Investigating the Impact of Integrated Neurocognitive Therapy (INT) on the Quality of Life and Recovery of Persons with Schizophrenia - $20 000 - CARSTAR Automotive Canada, Research Innovation Award.
10. Deconstructing the insight-social anxiety paradox in psychotic disorders via a novel psychotherapeutic intervention: addressing an unmet need - $ 24, 992.44 - Dr. Ian and Shirley Rowe Research Fund to Explore Innovative Ways of Managing Psychosis in the Community.
11. Project: A Feasibility Study: Self-Management Support in Case Management Services for Outpatients Living with Schizophrenia: SET for Health Project - $25 000- Dr. Ian and Shirley Rowe Foundation.
12. Cognitive Behavioural Therapy for Sexual Concerns During Menopause. 2020-2023 : Canadian Institute of Health Research (March 2020): $50,000.

Learning

Research continued...

13. The LGBT Purge Fund and PTSD Centre of Excellence, Royal Ottawa Hospital: *The neural correlates of Minority Stress: Towards a minority mosaic framework with implications for mental health risk and resiliency.* ($100,000).
14. Mobilizing Insights in Defence and Security (MINDS), Department of National Defence, Government of Canada: *Uncovering the Neural Correlates of Minority Stress in LGBTQ2S+ Military Members and Veterans in Canada.* ($50,000 CND).
15. Cannabis use in eating disorder patients leading up to legalization. Funded project through PBCAR ($10,000).
16. Towards a digital diagnostics suite for reducing hospital admissions in vulnerable patients with chronic kidney or respiratory disease. Award from Juravinski Research Institute for ($482,000). Collaboration between psychology, nephrology, respirology, physiotherapy, and nursing.
17. Healthcare salute: Thank-you for your service. An ongoing surveillance and knowledge mobilization plan to support the needs of Canadian Healthcare Professionals impacted by the COVID-19 pandemic. Public Health Agency of Canada. CA $2,779,129 (14 months).
18. Healthcare salute: Public safety salute: An ongoing surveillance and knowledge mobilization plan to support the needs of Canadian Public Safety Personnel impacted by the COVID-19 pandemic. Canadian Institutes of Health Research. CA $499,096 (2 years).
19. Phase 2: Multidimensional assessment of COVID-19-related moral injury: From wounded psyche to brain, mind and body. Innovation for Defence Excellence and Security (IDEas), Defence Canada. CA $1,000,000 (1 year).
20. The impact of sexual misconduct in male Canadian Armed Forces Members and Veterans. Mobilizing Insights in National Defence, Defence Canada. CA $50,000 (1 year).
21. Exploring the experiences of LGBTQ2AI+ defence members who have served in the Canadian Armed Forces. Mobilizing Insights in National Defence, Defence Canada. CA $50,000 (1 year).
22. A novel intervention strategy (SMART) for military members and Veterans who have experienced sexual misconduct during military service. Veterans Wellbeing Fund. CA $850,239 (4 years).
23. Pan-Canadian network to address and prevent sexual misconduct in the Canadian Armed Forces. Mobilizing Insights in National Defence, Defence Canada. CA $750,000 (3 years).
24. Understanding the intersection of COVID-19 related stress, moral injury, and minority stress, and its impact on mental health among healthcare workers and public safety personnel in Canada: Translation to program development and knowledge dissemination. CA $1,000,000. Homewood Health Incorporated private donation to Homewood Research Institute. (2 years).

Learning

Research continued...

Psychologists are participating and leading the following evaluation projects:

- Qualitative and quantitative evaluation of 2 CBT protocols for Generalized Anxiety Disorder.
- Reasons for discontinuing group CBT for anxiety disorders.
- Thinking styles in Generalized Anxiety Disorder.
- Examining the psychometric properties of an open-access diagnostic interview for researchers and clinicians: The Diagnostic Assessment Research Tool (DART) for DSM-5.
- Evaluating the Impact of a Rapid, Peer Support Mental Health Intervention for Healthcare Workers Impacted by COVID-19.
- Principal investigator for SJHH Pain Clinic Research database.
- Co-investigators in OREOS-Knees study (Opioid reduction, enhanced recovery and better pain management in knee replacement surgeries using a multicomponent intervention strategy) - multidisciplinary study that includes members from the departments of surgery, anesthesia, psychology, physiotherapy: Study: Opioid Reduction in Orthopedic Surgery (OREOS) Funder: McMaster Surgical Associates.
- PBCAR – CPC database project.
- Investigating Strategies for Reducing the Negative Impact of Post-Event Processing in Social Anxiety Disorder.
- Exposure Based Treatment of Obsessive-Compulsive Disorder - Clinician Survey
- WSIB Prospective Database in Redcap.
- Mood Disorders Program Database project.
- Impacting Aggression Using rTMS.
- Ontario Review Board Database: Understanding the Forensic Psychiatric System in Ontario
- use of transcranial direct stimulation for treatment of aggression in an inpatient population of persons living with dementia.
- Research and program evaluation that involved understanding and characterizing worry content and impact in pregnant and postpartum women with anxiety disorders during COVID-19.
- Childbirth Related Post-Traumatic Stress Disorder (CB-PTSD): Studying the Qualitative Experience of Childbirth Trauma with Thematic Analysis and Evaluating the Effectiveness of Cognitive Processing Therapy for CB-PTSD using an RCT Design.
- Sleep and Emotion Dysregulation in the Perinatal Period : Validating a Measure (DERS), Evaluating the Impact of a Brief Proactive Cognitive Behavioural Therapy for Sleep Difficulties in Perinatal Women with Anxiety and Mood Disorders on Emotion Dysregulation.
- Understanding the Role of Behaviours in Perinatal Generalized Anxiety Disorder : Validating a Measure (WBI), Qualitative Research with Thematic Behavioural Analysis and Mediation Analysis in Cognitive Behavioural Therapy for Perinatal GAD.

Learning

Research continued...

- Intolerance of Uncertainty as a Risk Factor for Perinatal Anxiety : Validating a Measure (IUS) and Using Cognitive Behavioural Therapy for Intolerance of Uncertainty as a Proactive Intervention in Pregnancy.
- Involved in development of proposal looking at treatment outcomes for anxiety in transition-aged youth (age specific groups versus groups undifferentiated by age).
- Involved in development of proposal looking at sex and gender considerations for dialectical behavior therapy.
- Program evaluation of in-person vs virtual group psychotherapy at the mood disorders Program.
- Collaboration (s) with McMaster Children's Hospital Eating Disorders - transition aged youth (3 projects).
- Program evaluation projects related to changes to programming in the Eating Disorders Service.
- Offord Centre collaborations: Measurement Based Care in School Mental Health Settings; Systematic Review – Measurement Based Care in Child and Youth Mental Health; Systematic Review – Child and Youth Measures for School Mental Health Services.
- improving patient engagement and communication. Pilot project roll out of: Hamilton Anatomy of Risk Management-Self-Assessment (for patients).
- Moral Injury Scale Development in Forensic Population.

Learning

Publications

Psychology staff were involved with 88 publications (academic journals / book chapters / books) in 2021 (staff names are in bold below):

1. Abasi, I., Shams, G., Pascual-Vera, B., **Milosevic, I.**, Bitarafan, M., Ghanadanzadeh, S., & Talebi Moghaddam, M. (2021). Positive emotion regulation strategies as mediators in depression and generalized anxiety disorder symptoms: A transdiagnostic framework investigation. Current Psychology. Advance online publication.
2. Agako, A., **Stead, V.**, Ballester, P., **McCabe, R., & Green, S**. (in press). Measures of emotion dysregulation: A review. Canadian Psychology.
3. Agako, A., **McCabe, R. E.,** Donegan, E., Streiner, D., Frey, B. N., & **Green, S. M.** (2021). The role of emotion dysregulation in cognitive behavioural group therapy for perinatal anxiety: Results from a randomized controlled trial and routine clinical care. Journal of Affective Disorders, 292, 1, 517-525, https://doi.org/10.1016/j.jad.2021.05.084

Learning

Publications continued…

4. Albashir, S., Durepos, P., Causada Calo, N., Mangat, R., **Nowakowski, M.,** Kaasalainen, S., Anglin, R., Moayyedi, P., & Armstrong, D. (in press). Psychological interventions for reducing anxiety in patients undergoing first-time colonoscopy: a pilot and feasibility study. European Journal of Gastroenterology & Hepatology.
5. Amani, B., Merza, D., Savoy, C., Streiner, D., **Bieling, P**., Ferro, M. A., & Van Lieshout, R. J. (2021). Peer-delivered cognitive-behavioral therapy for postpartum depression: a randomized controlled trial. The Journal of clinical psychiatry, (1), 37964.
6. **Ballantyne, E. C., King, J., & Green, S. M.** (2021). Preliminary support for a cognitive remediation intervention for women during the menopausal transition: A pilot study. Frontiers in Global Women's Health-Women's Mental Health. https://doi.org/10.3389/fgwh.2021.741539
7. **Ballantyne, E.C., King, J.P., Green, S.M.** (2021). Cognitive remediation for women during the menopausal transition: A pilot study. Maturitas, 152, P74-75.
8. **Bieling, P.J., McCabe, R.E.,** & Antony, M.M. (in press). Cognitive behavioral therapy in groups, 2nd edition. New York, NY: Guilford Publications.
9. **Boyd, J.E., & McCabe, R.E.** Trauma and stressor related disorders. In **P. J. Bieling, R. E. McCabe**, & M. M. Antony (Eds.), Cognitive Behavioural Therapy in Groups, 2nd Edition. New York, NY: Guilford Press. 2021.
10. **Boyd, J.E.**, Ouellette, M., Puccinelli, C., & **McCabe, R.E.** Case formulation, behavior analysis, and diagnostic interviews. In G. Andersson, & G. Asmundson (Eds.). Comprehensive Clinical Psychology, 2nd Edition, Elsevier. 2021.
11. **Boyd, J.E.,** Ouelette, M.J., Puccinelli, C., & **McCabe, R.E.** (2021). Case formulation, behavior analysis and diagnostic interviews. Reference Module in Neuroscience and Biobehavioral Psychology. Elsevier, https://doi.org/10.1016/B978-0-12-818697-8.00197-7
12. **Boyd, J.E.,** Cameron, D.H., Shnaider, P., **McCabe, R.E., & Rowa, K**. (2021). Sensitivity and specificity of the PTSD Checklist for DSM-5 (PCL-5) in a Canadian Psychiatric Outpatient Sample. Journal of Traumatic Stress, doi:http://dx.doi.org/10.1002/jts.22753
13. Bromwich, L., Slyepchenko, A., Simons, S., & **Davey, C. J.,** (submitted March 2021). Evaluating an Art Therapy Program in an Outpatient Psychiatric Hospital Setting for Individuals with Mood Disorders. Canadian Journal of Counselling and Psychotherapy.
14. Brown, A., Millman, H., Easterbrook*, B., Park′ R., Heber, A., Lanius, R.A., Nazarov′ A., Jetly, R., Stanley-Aikens, R., Hutchins, C., Sanderson, C., Darte, K., Hall, A., Brémault-Phillips, S., Byerlay, C., Meehan, M., Cameron, R., Doak, D., Oakley, T., & **McKinnon, M.C.** (2021). Working together to address sexual misconduct in the Canadian Armed Forces. *The Journal of Military, Veteran and Family Health.* doi: 10.3138/jmvfh-2021-0033. Epub 2021 Oct. 27.

Learning

Publications continued…

15. Chaimowitz, G., **Mamak, M., & Moulden, H.** (2021). Using Artificial Intelligence to improve prediction and prevention of violence. Research Outreach [Web based article]. https://researchoutreach.org/articles/using-artificial-intelligence-improve-prediction-prevention-violence/
16. Chaimowitz, G., **Moulden, H. M.,** Upfold, C., Mullally, K., & **Mamak, M.** (2021). The Ontario Forensic Mental Health System: A Population-Based Review. Canadian Journal of Psychiatry. doi/abs/10.1177/07067437211023103
17. Cudney, L. E., Frey, B.N., **McCabe, R.E**., **Green, S. M.**, (2021). Investigating the relationship between objective measures of sleep and self-report ratings of sleep quality in healthy adults: A literature review. *Journal of Clinical Sleep Medicine,* https://doi.org/10.5664/jcsm.9708
18. Cunningham, J. E. A., Qureshi, A. R., **Green, S. M.,** Frey, B. N., & Slyepchenko, A. (2021). Sleep, biological rhythms, and anxiety in the perinatal period: A systematic review 16.protocol. *British Medical Journal Open (BMJ Open)*, 11: e046767, https://doi:10.1136/bmjopen-2020-046767
19. D'Alessandro, D., *Ritchie, K., **McCabe, R.E**., Lanius, R.A., Heber, A., Smith, P., Malain, A., Schielke, H., O'Connor, C., Hosseiny, F., Rodrigues, S., & **McKinnon, M.C.** (2022). Healthcare workers and COVID-19-related moral injury: An interpersonally-focused approach informed by PTSD. *Frontiers in Psychiatry* 2022 Feb 14;12:784523. doi: 10.3389/fpsyt.2021.784523.
20. Elgie, M., Cameron, D., **Rowa, K**., Hall, G.B., **McCabe, R.E.**, MacKillop, J., Crosbie, J., Burton, C.L., & Soreni, N. (2021). Investigating executive functions in youth with OCD and hoarding symptoms. Bulletin of the Menninger Clinic, 85, 335-357. doi: 10.1521/bumc.2021.85.4.335.PMID: 34851680
21. Furtado, M., Frey, B. N., & **Green S. M.** (2021). Validation of the Intolerance of Uncertainty Scale for perinatal anxiety screening. BMC Pregnancy and Childbirth, 21, 829, https://doi.org/10.1186/s12884-021-04296-1
22. Gagné, J-P., Puccinelli, C., **Gavric, D., Milosevic, I., McCabe, R.E.**, Soreni, N., Alcolado, G., Wong, S.F., & **Rowa, K**. (2021). In vivo versus imaginal: Comparing therapists' willingness to engage in both forms of exposure therapy for repugnant obsessions. Current Psychology: A Journal for Diverse Perspectives on Diverse Psychological Issues, doi:http://dx.doi.org/10.1007/s12144-021-02161
23. Gatner, D. T., **Moulden, H. M., Mamak, M.,** & Chaimowitz, G. (2021). At risk of what? Understanding forensic psychiatric inpatient aggression through a violence risk scenario planning lens. International Journal of Forensic Mental Health. doi.org/10.1080/14999013.2021.1899343

Learning

Publications continued…

24. Géa, L., Upfold, C., Qureshi, A., **Moulden, H. M., Mamak, M.,** Bradford, J., & Chaimowitz, G. A. (In press). Public perceptions of vulnerable populations during the COVID-19 pandemic. Journal of Psychiatric Research.
25. Gobin, K.C., **Boyd, J.E., & Green, S.M.** (2021). Cognitive Processing Therapy for Childbirth-Related Post-Traumatic Stress Disorder (CB-PTSD): A Case Report. Cognitive and Behavioural Practice, Accepted Manuscript.
26. Goegan, S., Hasey, G, **King, J, Losier, B, Bieling, P**, **McKinnon, M, McNeely, H.E.** (2021) Naturalistic Study on the Effects of electroconvulsive therapy (ECT) on depressive symptoms. Canadian Journal of Psychiatry 2021 Dec 13;7067437211064020. doi: 10.1177/07067437211064020. Online ahead of print.
27. **Green, S. M.** & Furtado, M. (2021). Cognitive behavioural therapy for sexual concerns in the perimenopause (CBT-SC-Peri): A four session protocol. Frontiers in Global Women's Health-Women's Mental Health, https://doi.org/10.3389/fgwh.2021.744748
28. **Green SM,** Donegan E, **McCabe RE**, Streiner DL, Furtado M, Noble L, Agako A, Frey BN. (2021). Cognitive behaviour therapy for women with generalized anxiety disorder in the perinatal period: Impact on problematic behaviors. Behaviour Therapy, 52, 907-916., https://doi.org/10.1016/j.beth.2020.11.004.
29. **Green, S. M.,** Furtado, M., Inness, B. E., Donegan, E., **McCabe, R. E.,** & Frey, B. N. (2021). Evaluation of an Augmented Cognitive Behavioural Group Therapy for Perinatal Generalized Anxiety Disorder (GAD) During the COVID-19 Pandemic. Journal of Clinical Medicine, 11, 209, https://doi.org/10.3390/jcm11010209
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Building

Staff

- Several psychology staff (12) offer formal clinical supervision for those pursuing licensure with the College of Psychologists of Ontario (10).
- Psychology staff maintain their research certificates - “Ethical Conduct for Research Involving Humans Course on Research Ethics (TCPS 2: CORE).”
- Multiple staff maintain (or are pursuing) certification in cognitive-behavioural therapy with the Canadian Association of CBT (CACBT).
- Several psychology staff completed licensure with College of Psychologists of Ontario.
- Several psychology staff facilitate their local service academic rounds / journal clubs (e.g., Anxiety Treatment and Research Clinic, WSIB Specialty Clinics).
- Two psychology staff are Schwartz Centre Rounds facilitators and have facilitated 2 events
- Co-facilitated two community-wide virtual events – The Hope Healing and Recovery Exchange Events - for health and community care workers.
- A psychology staff is gaining clinical experience in “Crossing Paths” for concurrent anxiety, mood, and substance use disorders and prolonged exposure therapy for posttraumatic stress disorder.
- A psychology staff is expanding area of practice to Clinical Psychology for the purpose of providing psychotherapy to older adults, including Interpersonal Psychotherapy and Cognitive Behavioural Therapy.

Building Staff continued…

Internal Education

- ADHD in-service for Youth Wellness Center.
- ADHD lecture for CNS rounds.
- Menopause lecture for CNS rounds.
- Presented at MHAP rounds– Moving Group Therapy Online: An Update After 1 Year of COVID-19 Restrictions.
- Consultation to staff at Waterfall 1 about managing severe obsessive compulsive disorder symptoms.
- Capacity building to increase provision of Cognitive Behaviour Therapy for Psychosis.
- Rehabilitation and Treatment Approaches, Forensic Psychiatry Program Education Seminars, SJHH.
- Presented four presentations to the Borderline Personality Disorder Services on the following topics (as part of the initiative "DBT Didactics"): *Introduction to Dialectical Behaviour Therapy*, *Dialectics*, *Biosocial Model*, and *Stages of Treatment and Treatment Targets*.
- CPC Rounds on Somatic and Conversion Disorders.
- Delivered a Lunch and Learn Session on the "Administration, Scoring, and Interpretation of the Montreal Cognitive Assessment" for the Occupational Therapy Discipline at St. Joseph's Healthcare.
- Responsible for the orientation of the postdoctoral research fellows, including training on the CNS virtual assessment procedures.
- Mental Health and Addictions Rounds: Cognitive and Psychiatric Consequences of COVID-19
- Several psychology staff participated in the McMaster University Review Course in Psychiatry
- Schizophrenia Academic Seminar.
- In-service: Treating Substance Use under a Harm Reduction Model
- Co-presented at the Mental Health and Addictions Program Rounds: "*OSP: A New Program to Increase Access to CBT for Anxiety and Depression in Ontario*"
- Psychiatry Grand Rounds (September 2021).
- International Forensic Lecture Series (December 2021).
- Organized the Clinical Neuropsychology Service didactic series for the 2021-2022 academic year (primary audience is clinical neuropsychology staff and learners, including practicum students, residents, and post-doctoral fellows).
- Presented at the Clinical Neuropsychology Service didactic series on the topics of clinical interviewing and cognitive test interpretation.
- Provided capacity building workshop for internal staff at YWC to provide core CBT strategies (e.g., thought records, behavioural experiments, problem solving, behaviour activation); attended by nursing, social work, and occupational therapy over 8-weeks.

Building Staff continued…

Internal Education

- Providing training in Cognitive Processing Therapy to other staff at ATRC (through co-therapy and individual supervision).
- Educating my inter-program colleagues about best practices in neuropsychology and testing, and test interpretation regarding clinical meaningfulness.
- Presenting on the topic of malingering and effort in neuropsychological assessment to the CNS team and student learners.
- Educating Occupational Therapists and other external team members about neuropsychological assessments, testing, etc.
- Educating other staff members (e.g., members of the RCT program) about the WSIB program, placement opportunities and learner opportunities.
- Providing education on mindfulness to staff through the employee wellness program
- Risk Assessment Tools (eg HCR-20V3) use in court ordered assessment with R6 forensic Residents.
- Equity Diversity and Inclusion (EDI) residency working group in psychology – review EDI initiatives within the psychology residency program.

Professional Practice Development

- Psychology staff maintain memberships in various provincial, national and international associations such as the Ontario Psychological Association, Canadian Psychological Association, American Psychological Association, Association of Behavioral and Cognitive Therapies, Canadian Association of Cognitive and Behavioural Therapies, Academy for Eating Disorders, American Board of Professional Psychology (Clinical Neuropsychology), American Academy of Clinical Neuropsychology, Anxiety Disorders Association of America, Association for the Treatment of Sexual Abusers, International Association for Forensic Mental Health Service to name a few.

Leading

Psychology staff are leaders in a number of clinical, educational, and research initiatives.
Examples:

- A psychology staff was the recipient of the Award for Clinical Excellence (ACE) from the Canadian Psychology Association (CPA). This award recognizes a member of the Clinical Section who has made outstanding contributions to the practice and profession of clinical psychology in Canada. This award honours clinical psychologists who advance the understanding and amelioration of suffering and the promotion of psychological wellness.

Leading continued...

- A psychology staff was the recipient of the Excellence in Hospital and Healthcare Psychology Award, Canadian Psychological Association Section on Psychologists in Hospitals and Healthcare Centres.
- President, Canadian Association of Cognitive and Behavioural Therapies.
- Academic Head, Anxiety Division, DPBN.
- Academic Lead, Schizophrenia Division, Department of Psychiatry & Behavioural Neurosciences, McMaster.
- Director of Continuing Professional Development, Department of Psychiatry & Behavioural Neurosciences, McMaster.
- Director of Interprofessional Faculty Development, Department of Psychiatry & Behavioural Neurosciences, McMaster.
- Co-lead, Psychotherapy Program, Dept of Psychiatry and Behavioural Neurosciences.
- Section Co-Editor, Sexual Disorders, Current Psychiatry Reports.
- Associate Editor, International Journal of Risk & Recovery.
- International Forensic Psychiatry Lecture Series.
- Patient Advisory Council, Forensic Psychiatry Program, St. Joseph's Healthcare Hamilton.
- Director of Neuropsychology Postdoctoral Fellowship.
- Psychology Practicum Coordinator.
- Associate Chair, Research, Department of Psychiatry and Behavioural Neurosciences, McMaster University.
- Homewood Chair in Mental Health and Trauma, Department of Psychiatry and Behavioural Neurosciences, McMaster University.
- Module Coordinator, CBT for Depression training for Psychiatry Residents, McMaster University, Department of Psychiatry and Behavioural Neuroscience.
- IPT Module Coordinator, Psychotherapy Program, McMaster University, Hamilton, ON
- Associate Clinical Director, Clinical Psychology Residency Program.
- Interpersonal Psychotherapy Clinical Training Lead, Clinical Behavioural Sciences Program, McMaster University.
- Chair, Residency Training Committee.
- Co-Chair, Equity, Diversity, and Inclusion committee, Psychology Residency Program, SJHH
- Co-Chair, Conference Planning Committee, Canadian Association of Cognitive and Behavioural Therapies.
- Co-host, Research Day, Department of Psychiatry and Behavioural Neurosciences, McMaster University.
- Co-Director of Clinical Training, Research and Clinical Training (RCT) Stream, Department of Psychology, Behaviour and Neuroscience, McMaster University.

Leading continued...

- Director of the Master of Psychotherapy and Clinical Behavioural Sciences programs in the Department of Psychiatry and Behavioural Neurosciences at McMaster University.
- Co-Director – Mentoring Program DPBN.
- Chair, Research Committee, Forensic Psychiatry Program, St. Joseph's Healthcare Hamilton
- Chair, Council of Psychiatric Continuing Education (COPCE) Committee, Canadian Psychiatric Association.
- Co-Chair, Education Day 2021 Planning Committee, Department of Psychiatry & Behavioural Neurosciences, McMaster University.
- Clinical Section Newsletter Editor for the Clinical Section of the Canadian Psychological Association.
- Chair, Psychiatry Grand Rounds Committee.
- Co-Chair of PRISM (i.e., EDI committee for 2SLGBTQIA+ community), St. Joes/McMaster.
- Chair Anxiety Treatment and Research Centre Academic Rounds.
- Chair, Research Committee, Forensic Psychiatry Program, St. Joseph's Healthcare Hamilton.

External Activities

Community Presentations

- Psychology staff were involved in over 75 presentations in 2021 to a variety of audiences in conferences / meetings held across Canada, and internationally. Examples include McMaster Psychiatry Research Day, Canadian Psychological Association, Canadian Academy of Psychiatry and the Law, Canadian Association for Cognitive and Behavioural Therapies, Undergraduate Thesis Conference and Integrated Sciences Research Symposium, European Congress on Menopause and Andropause, Asian Cognitive Behavioural Therapy Association Conference, International Society for Traumatic Stress Studies, Federal Neuro-Psychiatric Hospital, Nigeria, Association for Psychological Science (APS), World Congress of Psychiatry Conference, International Association of Forensic Mental Health Services, Transforming Trauma Conference, Canadian Association of Occupational Therapists, Symposium on Violence and Aggression, Ontario Personal Support Workers Association. Cambridge, Canadian Psychiatric Association Annual Meeting, Risk and Recovery Conference, Society for Neuroscience Global Connectome, Innovations in the Science of Cannabis Conference, Collaborative Perspectives on Addiction Annual Conference, Canadian Society of Transplantation Forum, Centre for Addiction and Mental Health's Cannabis Knowledge Exchange Forum, Canadian Association for Geriatric Psychiatry, International OC Foundation annual Hoarding Conference, McMaster University Women in Science and Engineering (WISE) CREST Conference, Ontario Renal Network Symposium.

Leading continued...

Community Presentations

- In collaboration with the Hamilton Public Library, organized a free virtual talk series for Psychology Month in February. This was our 6th year organizing this event and first year that it was conducted virtually. Topics included: COVID-19 and Grief, Tackling and Managing Anxiety, Managing Insomnia, Helping a Loved One with Mental Illness, and Mindfulness.
- Four lunch and learn presentations on problematic hoarding for the Wellington-Guelph Hoarding Response Team (x2); Gatekeeper's Program, Catholic Family Services; Gateway Residential and Community Support Services.
- Monthly webinars on binge eating disorder through the Ontario Community Outreach Program for Eating Disorders.
- Two-day training on treatment of BED, collaborating with Dr. Arya Sharma from the Obesity Network.
- Presentation to publicly funded ED network on outcomes for TAY.

Committees

Psychology staff were members of multiple external committees pertaining to practice, education, and research. Examples:

- Ontario College of Teachers, Expert Advisory Review, Professional Boundaries.
- Patient Advisory Council, Forensic Psychiatry Program, SJHH.
- Member of FPP Security De-designation Working Group.
- Member of Forensic Recovery Initiative Committee.
- Chair of the Mental Health & Addictions Program (MHAP) Planning Committee at St. Joseph's
- Member of the ABI Planning Committee at Hamilton Health Sciences for the Annual ABI Conference in Hamilton, ON.
- Coordinating committee, International Forensic Psychiatry Lecture Series, St. Joseph's
- Healthcare Hamilton & McMaster University.
- Conference planning committee, Association for the Treatment of Sexual Abusers, Annual Conference .
- Meeting planning committee, Annual Forensic Psychiatry Institute, McMaster University, Hamilton, ON .
- Chair, Steering Committee, Health Quality Ontario Schizophrenia Standards Implementation Initiative, Schizophrenia and Community Integration Service, St. Joseph's Healthcare, Hamilton.

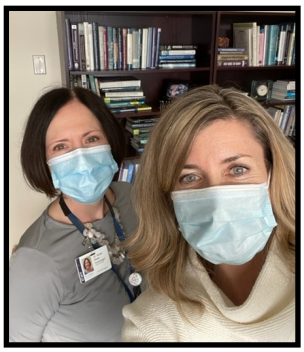
Leading continued...

Committees

- Chair, Canadian Psychological Association Traumatic Stress Section – involved in distribution of awards to members (e.g., excellence in psychology, early career award), organizing convention programming including section invited talks, and overseeing quarterly newsletter to members.
- Member of the Finance Committee, Wellness Committee, Tenure and Promotion Committee, and Education Leadership Committee, Dept of Psychiatry and Behavioural Neurosciences.
- Member, Hoarding Planning Committee, Virtual Conference, International Obsessive Compulsive Foundation.
- Member, Executive Committee, Research and Clinical Training Stream, Dept of Psychology, Neuroscience, and Behaviour, McMaster.
- Member, Communications and Advocacy Committee, Canadian Association of Cognitive and Behavioural Therapies.
- Member, DPBN Executive.
- Member, DPBN Research Advisory Group.
- Member, DPBN Tenure and Promotions Committee.
- Member, Scientific Advisory Board, Michael G DeGroote Institute for Pain Research and Care.
- Member, Centre for Clinical Neuroscience (CCN) Advisory Board.
- Program Committee, Canadian Psychological Association Annual Meeting Clinical Section.
- Member, Mental Health and Addiction Advisory Council, Government of Nunavut.
- Executive Committee Member, Research & Clinical Training Program, Department of Psychology, Neuroscience and Behaviour, McMaster University.
- SJHH Equity, Diversity, and Inclusion Council.
- American Board of Clinical Neuropsychology Canadian Credentialing Sub-Committee.
- American Academy of Clinical Neuropsychology Board Certification Promotion Committee.
- Member, Review Committee, CIHR-CPA Glenda MacQueen Career Development Award for Women in Psychiatry, Canadian Institutes of Health Research and Canadian Psychiatric Association.
- Member, Mental Health and Addictions Quality Standards Funding Working Group, Ontario Health.
- Member, Steering Committee, Psychiatry Annual Review Course, Department of Psychiatry & Behavioural Neurosciences, McMaster University.
- PRISM committee for Dept of psychiatry @ MAC.
- Member of FPP Security De-designation Working Group.
- Member of Forensic Recovery Initiative Committee.
- Member of Forensic EDI Committee.
- Therapeutic Program Coordinating Committee.

Leading continued...

Committees



- Schwartz Centre Rounds – Steering Committee.
- Executive (Member-at-Large) – Psychologists in Hospitals and Health Centres, Canadian Psychological Association.
- Indigenous Mental Health Committee.
- Board member at Hamilton Canadian Mental Health Association.
- Member of the McMaster Subspecialty Competence Committee.
- Member of the McMaster Geriatric Subspecialty Committee.
- Member of the Suicide Prevention Community Council of Hamilton.
- Member McMaster University, Masters in Psychotherapy, Curriculum Development Committee.
- Canadian Psychological Association Human Rights and Social Justice in Psychology Committee, Societal and Sexual Violence Workgroup.
- Anti-Black Racism Task Force, Department of Psychiatry and Behavioural Neurosciences, McMaster University.
- Indigenous Mental Health & Wellbeing Working Group, Department of Psychiatry and Behavioural Neurosciences, McMaster University, Hamilton, ON.
- Academic Study Committee, Masters of Psychotherapy Program, Faculty of Health Sciences, McMaster.
- Steering, Admissions, and Study Area Committee Member, Clinical Behavioural Sciences Program, McMaster University.
- Executive Committee, Research and Clinical Training Program, McMaster.
- Steering committee for the provincially funded adult eating disorders programs.
- Steering committee for the Ontario Community Outreach Program for Eating Disorders.
- Member of the CPO registration Committee
- member of the Education Leadership Executive Committee in the Department of Psychiatry and Behavioural Neurosciences.
- Member, Medical Assistance in Dying (MAiD) Advisory Council, Hamilton Health Sciences Centre.

Respiratory Services

Professional Practice Leader (Charlton):
Leslie Brooks RRT, MAppSc

Number of Members of Discipline:

SITE	FTE	PTE	Casual	POSITION
Charlton	24 10 5	 4 6	 18 2	Respiratory Therapist (RT) Anesthesia Assistants (AA) Pulmonary Technologists (PT) Respiratory Therapists (RT) Pulmonary Technologists (PT) Respiratory Therapists (RT) Anesthesia Assistants (AA)

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.
The Anesthesia Assistants within St Joseph's Healthcare Hamilton have completed additional training in an accredited Anesthesia Assistant program.

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).

Major Achievements

Caring Learning Building Leading

- To continue to provide optimal respiratory care in the midst of a respiratory pandemic.
- Assistance in the development and education of Protected Code Blue and emergent airway management strategies during a pandemic.
- Assistance with the implementation of new critical care monitors in clinical surge spaces.
- Participation in working groups regarding best practices for AGMPs in various areas of the hospital during a pandemic.
- Clinical Resource leader is a member of the multidisciplinary simulation team in the ED.

Social Work

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

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	34	12	Social Workers
King	4	0	Social Workers
West 5th	57	18	Social Workers
OFFSITE	15	10	Social Workers

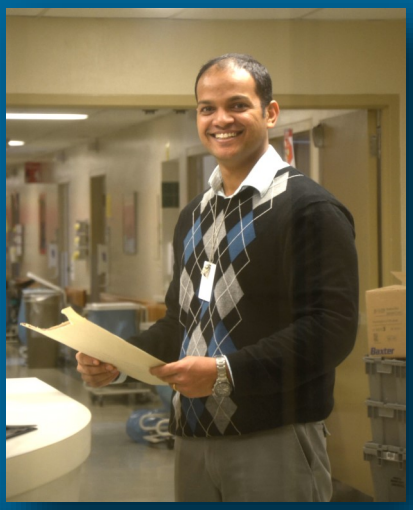
Scope of Practice

Registered Social Workers (RSWs) provide psychosocial assessment, counselling/ psychotherapy, case management, patient/ family education and 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. Registered Social Workers also provider leadership in high risk social situations, program development, advocacy, and developing and maintaining strong community linkages. Additionally, Registered Social Workers will participate in mentoring, community development, teaching, continuous quality improvement and research activities

Major Achievements

Caring Learning Building Leading

- During the first wave of the pandemic, Social Work provided significant support and practical assistance to family members who found themselves unable to visit their loved ones once they were admitted to hospital. Social Work facilitated visits between family members and patients and connected family members to the care team to support their ongoing inclusion in the care planning for their loved one.
- During the third wave, Social Work increased their service provision from 1 FT RSW 5day/week to 4 FT RSWs 12hrs/day 7 days/week in order to meet the increased demand in Critical Care.
- As a member of the Psychological Health and Safety in the Workplace, Social Work supported the oversight of developing and implementing an Employee Peer Support Program.
- RSWs supported the evacuation of two facilities in emergency situations, a Retirement Home (RH) closed due to a COVID outbreak and a Residential care facility (RCF) closed due to an emergency order by the City of Hamilton.
- Completion and launch of our SWPPC Orientation. The SWPPC completed and launched a 19 module online orientation and training series to support the successful onboarding of all Registered Social Workers to our organization. Topics include Suicide Risk and Assessment, Alternate Level of Care (ALC) and Mental Status Exam (MSE) amongst others. This training aims provide all RSWs with a common language and skill set and is available to all SJHH staff and learners through our shared learning platform, LMS.



2021-22

Speech-Language Pathology

Professional Practice Leader (Charlton, West 5th):
Bonnie Reaburn-Jones, Reg CASLPO

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	7.6		Speech-Language Pathologists
West 5th	.4		Speech-Language Pathologists
Offsite: Satellite Health Facility (SHF)	1		Speech-Language Pathologists

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.

Controlled Act Authorized to Speech Language Pathology for "Putting an instrument, hand or finger into an artificial opening in the body". Procedures Pertaining to Tracheoesophageal Voice Restoration Following Total Laryngectomy.

Major Achievements

Caring Learning Building Leading

- Offered in-person and virtual New Voice Club, a support group for patients who have had a laryngectomy and their family.
- Offered virtual, telephone and in-person appointments in the Outpatient Swallowing Clinic.
- Offered clinical placements for Speech– Language Pathology learners, McMaster University.
- Supervised Evidence-Based Practice Project with Speech Language Pathology students, McMaster University regarding the role of the Speech-Language Pathology with patients with dementia who demonstrate responsive behaviors in an acute care setting.
- Mentored Speech-Language Pathology PhD students, McMaster University.
- Participated in Speech-Language Pathology Multiple Mini interviews, McMaster University for new admissions to the program.
- Member of the Speech-Language Pathology Program Council and Admissions Working Group in the Speech Language Pathology Program, McMaster University.
- Community member of the Finance and Discipline Committees of the College of Audiologists and Speech-Language Pathologists of Ontario.

Major Achievements

Caring Learning Building Leading

- A fourth Speech Language Pathologist received Delegated Act for TEF/laryngectomee.
- Provided ongoing education regarding safe feeding and swallowing practices to new staff on the Senior's Mental Health Unit.
- Offered General Persuasive Approach coaching in hybrid virtual and in-person model.
- Connected with Speech Language Pathologists in the community and across Ontario in formal virtual meetings: Speech Pathology of Ontario Critical Care Collaborative (SPoCCC), a network of critical care Speech-Language Pathologists across the province, Greater Toronto Areas Speech Language Pathology Leaders Group and Hamilton Regional Speech Language Pathology and Audiology Council (HRSLAC).
- Participated as a member of the advisory panel and as a locally responsible investigator on a research study "The Pathophysiology of Swallowing Impairment in People recovering from COVID-19 infection."

Spiritual Care

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

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	7.1		Director-1.0; Admin-0.6; Educators 1.0; Chaplains-3.5; Residents 1.0
King	0		By referral only.
West 5th	3.5		Chaplains-3.5

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 effectiveness.

Major Achievements

Caring Learning Building Leading

- A member of the SJHH Spiritual Care Team received the Mission Legacy Award in appreciation for her dedicated service and her involvement in the 3 Wishes Program.

- Submitted proposal and received approval of the Executive Leadership Team to incorporate Schwartz Rounds at SJHH; provided funding for start-up costs and annual membership with the Schwartz Centre for Compassionate Healthcare, formed an Advisory Working Group and planned for launch of the first Schwartz Rounds, an interdisciplinary initiative for staff support in April 2021.

- Engaged all spiritual care staff across SJHS in ongoing professional development sessions and journal club in discussion of peer reviewed articles regarding spiritual care best practices and sharing continuing education topics with the group (topics such as The Work of the Indigenous Patient Navigator and Spiritual Support of Indigenous Patients, The Use of Poetry in Spiritual Care, Legacy Work at End of Life, Trauma-Informed Care and Non-Violent Communication workshop).

Major Achievements

Caring Learning Building Leading

- Initiated the first ever Pride Flag Raising Ceremony (June 2021), initiated St. Joseph's Healthcare Hamilton's first ever participation in Orange Shirt Day, where we facilitated an Orange Shirt Day button drive that raised > $5000 for the Orange Shirt Society (September 2021).

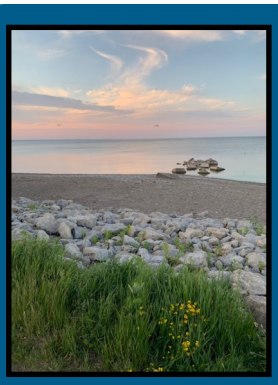
- Provided for the education and funding of the CoP as well as senior leadership across the St. Joseph's Health System regarding Virtual Tour and Discussion regarding the Mohawk Institute Residential School, as well as a virtual presentation on the Truth and Reconciliation Commission; approximately 75 in attendance for each session.

Therapeutic Recreation

Professional Practice Leader (Charlton, West 5th):
Susy Marrone, PPA, SRT —Charlton Campus and offsite programs.
Sandra Berzaitis Smith, R/TRO —W5th Campus and offsite programs.

Number of Members of Discipline: 61

SITE	FTE	PTE	POSITION
Charlton & West 5th Campus & Offsite Programs	37 03 Temp	7 14 Temp	59 Recreation Therapists 02 Senior Recreation Therapists



Scope of Practice

Therapeutic Recreation is a collaborative and purposeful process facilitated by trained professionals offering recreation and leisure assessment, planning, intervention and evaluation, relative to the identified needs of individuals. The profession utilizes functional/therapeutic intervention techniques, leisure education and counselling, as well as recreation participation experiences, embodied in a holistic approach to promote, restore, rehabilitate and maintain quality of life and wellbeing. Recreation Therapy supports individuals to acquire and/or maintain the skills, knowledge and behaviors that will allow them to improve their quality of life, reach their optimal level of functioning and maximize their independence in all areas of recreation and leisure. Therapeutic Recreation facilitates the development of an individual's strengths, while addressing their social, emotional, physical, spiritual and cognitive domains of health. The major functions of a Recreation Therapist are directly related to the adopted Therapeutic Recreation Ontario Standards of Practice and Code of Ethics.

Major Achievements

Caring

Clinical Practice

- Newly implemented virtual contacts with patients, families, educational institutions and community partners using a variety social media and technology interfaces specific to TR practice and service in order to adapt to COVID parameters.
- Outpatient services resumed within limits of government and organizational phasing in order to provide community visits and eventually resumed outpatient face to face small group and 1:1 interventions on site as restrictions to COVID were lifted.
- Multiple ambulatory service TRs developed and implemented new virtual programming such as Yoga, Self-Compassion, Behavioral Activation, Photovoice, Leisure Education, Journaling, Community Walking Programs and 1:1 virtual Recreation Therapy interventions.
- Inpatient TR program expansion included examples such as Music programs, Mindfulness, Creative Writing and others.
- Shared staffing resources in TR allowed for increased Central TR services at W5th for inpatients to be provided with added opportunities social and physical activity off unit.
- Shift of focus to seek out available community resources including outdoor public spaces and hospital grounds to facilitate TR specific small group and 1:1 interventions for patients.

Caring

Continued...

- Newly developed schedules for closed central TR access at W5th for the gymnasium, Wellness Room, Leisure Lounge and Fitness Centre provide service specific blocks for inpatient groups and limited outpatient interventions.
- TR Supported to creation of a Forensic Patient Program Handbook including programming.
- TR Reviewed and updated TR Program Proposals for the Forensic Psychiatry Program.
- Multiple TR staff advocated for the purchase and education of electronic devices for clients, to improve communication with their physicians, therapists and family members during COVID-19.
- Submitted applications to DSO Passport ONE for clients/residents that qualified for services, to maximize recreational support during COVID-19 and due to the closure of HSC SKILLS Centre programs in both the Niagara and Hamilton Region.
- Launch of new TR programming including DROM FIT, SCRIBL, and Paws for Wellness Programs for the Forensic Psychiatry Program.
- Launch of new DROM program for Inpatient Acute Mental Health Program.
- Design of Forensic TR programming for the new Acute Stabilization Unit.
- Implemented a specialized therapeutic team for higher risk / secluded patients on Forensics.
- Virtual drop-in recreation participation groups offered to Bridge to Recovery outpatients including creative expression, gratitude, yoga, positive writing.
- Newly implemented collaborative TR programs across 3 Inpatient Schizophrenia units.
- Ensuring discipline awareness of safety practices related to Prevention of Violence in the
- Workplace in addition to maintaining recertification in Nonviolent Crisis Intervention.
- TR Membership on several Quality Councils across sites.
- Maintenance of TR staff Registry to ensure minimum TR credentials with Therapeutic Recreation Ontario and/or Canadian Therapeutic Recreation Association are being met and maintained by SJHH TR staff in collaboration with HR.
- Multiple TR staff active as SAFEWARDS ambassadors.
- TR PPA member of Corporate Seniors Care Planning and Advisory Committee.
- TR staff in medicine programs maintains Gentle Persuasive Approach certification.
- TR staff have Gentle Persuasive Approach Coach Status. Multiple TR staff maintains ongoing community partnerships specific to TR programming to ensure safe, quality client interventions transferred to community settings.
- TR staff acts as liaison with the Good Shepherd for the Transitional Rehabilitation Housing Program as well as working alongside Good Shepherd Summit ACTT Program.
- Collaboration with Occupational Therapy and McMaster Students for Evidence Based Programming for Sensory Room in SCIS.
- SCIS inpatients participating in “Pay it Forward” virtuous leisure programming to create over 120 Cards for patients at the ALC and Shalom Village.

Caring

Continued...

- Interdisciplinary collaboration to create DBT informed program for Schizophrenia Inpatients.
- Recipients of Comfort and Kindness Grants supporting Complex Care, Acute Medicine, Alternate Level of Care, and Satellite Health Facility Programs.
- With Support of Comfort and Kindness Grant funds, the ALC Multi-Sensory Room was created.

Learning

Education:

Clinical Education

- 2 TR paid University of Waterloo Coop placements.
- 8 Mohawk College TR Practicum and Intensive learners.
- 2 TR students Brock University for CTRS unpaid internships.
- 2 high school coop students.

Formal Teaching

- College Professor Affiliations– 1 W5th TR staff teaching part time Recreation Therapy courses for Mohawk College's TR diploma program. Health Studies teaching RECT10002(Practicum Seminar 1) winter semester Therapeutic Recreation program and the Dual Credit department teaching (Intro Therapeutic Recreation.
- 1 TR serves as a Teaching assistant at Brock University Therapeutic Recreation Program.
- Multiple MHAP and GIM TR staff provided guest lecture experiences at Mohawk College in 2021.
- Graduate Teaching Assistant, McMaster University and Brock University for following courses: Mental Health & Incarceration, McMaster University, Department of Health Aging & Society; Critical Foundations in Public Health, Brock University, Masters of Public Health Program; I introduction to Mental Health, Aging, & Society, McMaster University, Department of Health Aging and Society; Mental Health & Society, McMaster University, Department of Health, Aging & Society.

Internal Education

- TR staff providing CPI/Non-Violent Intervention training to SJHH staff.
- TR staff providing GPA training internally to other staff.

Research

- Mood Disorders TR involved in an ongoing pilot and feasibility study – (2019, 2020, 2021) Feasibility of Behavioral Activation Group for improving depressive symptoms and improving quality of life.

Publications

- Kahl, N., Palmer A., & Hurlock, K. (2020). Pawsitive strides: Changing the Face of Animal-Assisted Interventions. *Therapeutic Recreation: Practice & Research Volume 14(1), 54-64.*
- D'Ella et al./Whattam, J. (2020) Feasibility of behavioral activation group therapy in reducing depressive symptoms and improving quality of life in patient with depressions: the BRAVE pilot trail. *Pilot and Feasibility Studies*(2020) 6:61 https://doi.org/10.1186/s40814-020-00596-z
- Campbell, M. , McCartney, K. (2020) McMaster Behavioral Science Department Poster Publication: Targeting Trauma: Identification and Intervention in an Acute Mental Health In-patient Settings
- **Perrotta, S.** Losier, B. (2021). Report on The Social Determinants of Health and Health Equity in a Forensic Psychiatry Program Sample. *International Journal of Risk and Recovery*, 4(2), 31-41.
- Ledwez, N., **Perrotta, S.**, Lemay, A., Ianiero, M., & Faught, B. (2021). The Mediating Role of Perceived Scholastic Competence in the Relationship between Motor Coordination and Academic Performance. *Global Journal of Intellectual & Developmental Disabilities*, 8, 1-9.

Building

Staff:

- MHAP TR staff completed a full day education session on Acceptance Commitment Therapy.
- MHAP TR completed Core Skills in DBT, 16 hours online, Annie McCall, MA, LMHC.
- MHAP TR obtained certificate in online DBT Skills course with Marsha Linehan.
- MHAP TR Completed 5 profession development workshops through Rec Therapy Today in April and May 2021.
- Multiple TR staff Mental Health and Addiction Program obtained Solution Focused Crisis.
- Intervention in 2021.
- Multiple TR Attended 32nd Annual McMaster Research Day Virtual Conference, "Anxiety Disorders: From Genes to Behavior to Society" May 2021.
- Multiple TR staff Attended Therapeutic Recreation Ontario Virtual Conference in June 2021.
- TR staff Attended Canadian Therapeutic Recreation Association Virtual Conference May 2021.

Building

Staff: Continued...

- Multiple TR staff attended TRO sponsored full day education sessions .
- TR obtained R/TRO registration status with Therapeutic Recreation Ontario.
- TR staff Applied for R/TRO designation; application to be reviewed in 2022.
- New TR Staff Obtained Certified Therapeutic Recreation Specialist credential from the U.S. National Council for Therapeutic Recreation Certification.
- Staff Obtained Certified Therapeutic Recreation Specialist renewal certification from the U.S. National Council for Therapeutic Recreation Certification.
- TR staff recertified in Community Safety Training.
- TR staff enrolled in Compassion Focused Therapy for Distressing Experiences in Psychosis.
- Living Works Start Certificate completion to become staff peer support.
- Multiple F/A, CPR Re-certifications completed.
- Seniors MHAP TR staff completed “iGeriCare” education and certificate.
- City of Hamilton Food Handlers re-certifications completed.
- Multiple TR staff certified in 1 and 2-day CPI Non-violent Crisis Prevention Intervention.
- TR staff completed CBT for Psychosis Level 1 training for Front Line Workers presented by Schizophrenia Society of Ontario.
- TR staff completed Introduction to Yoga Training Certification.
- TR staff Certified and re-certified in Gentle Persuasive Approach.
- Multiple TR staff participated in TRO Webinar series education in February 2021.
- TR continuing education in Recreation and Leisure studies at Brock University on a part-time basis, working towards CTRS certification/ BRLS.
- TR Completed certificate in Fundamentals of Supervision and Management I (University of Waterloo, February 2021).
- TR Continuing MA Applied Health Sciences in Therapeutic Recreation at Brock University.
- TR enrolled in the TR Post Graduate program at Georgian College.

Internal Education

- February 2021 Our TR Awareness Committee planned and implemented an Online Interactive Event, A promotional YouTube Video and TR staff involved initiatives to showcase TR services, highlight patient interventions and educate others on Recreation Therapy Services across SJHH.
- TR staff provided in service to Forensic Psychiatry staff on “Scribl”, an expressive arts program.
- Health & Safety teaching provided to staff, as the OPSEU rep for SJHH JOHSC.
- Multiple TR staff supported orientation and provided TR education for new hires across SJHH.
- MHAP TR staff instruct PEIST/CPI.
- TR Presented at CPC Rounds Sept 2021 on “Creative Expression and Mental Health.”

Building

Professional Practice Development

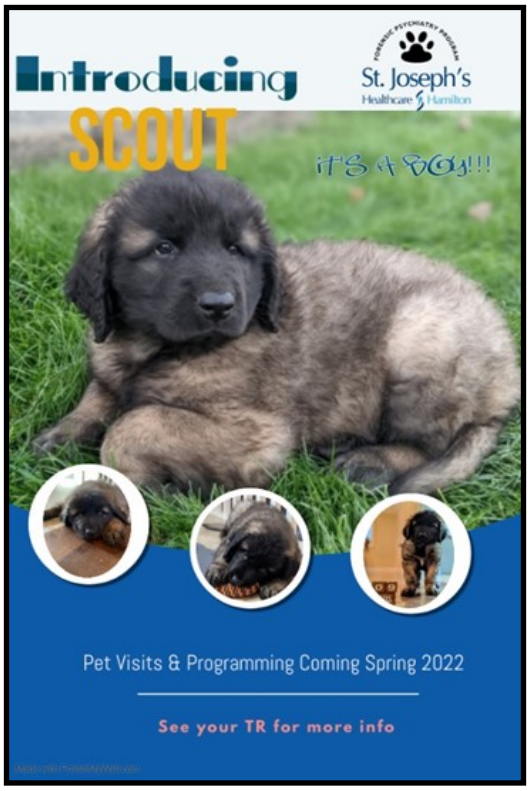
- Monthly Professional Practice Council and TR Professional Development meetings continue to be chaired by each TR PPL in accordance with PAC terms of reference, as a venue for important practice relative topics and education for all TR staff at SJHH.
- DROM FIT certification and education to other staff.
- Scribl workshops, through the PeaceLove Foundation, completed and working towards certification with education provided.
- Multiple active TRO and CTRS members providing ongoing input and advocacy for other TR staff across SJHH.

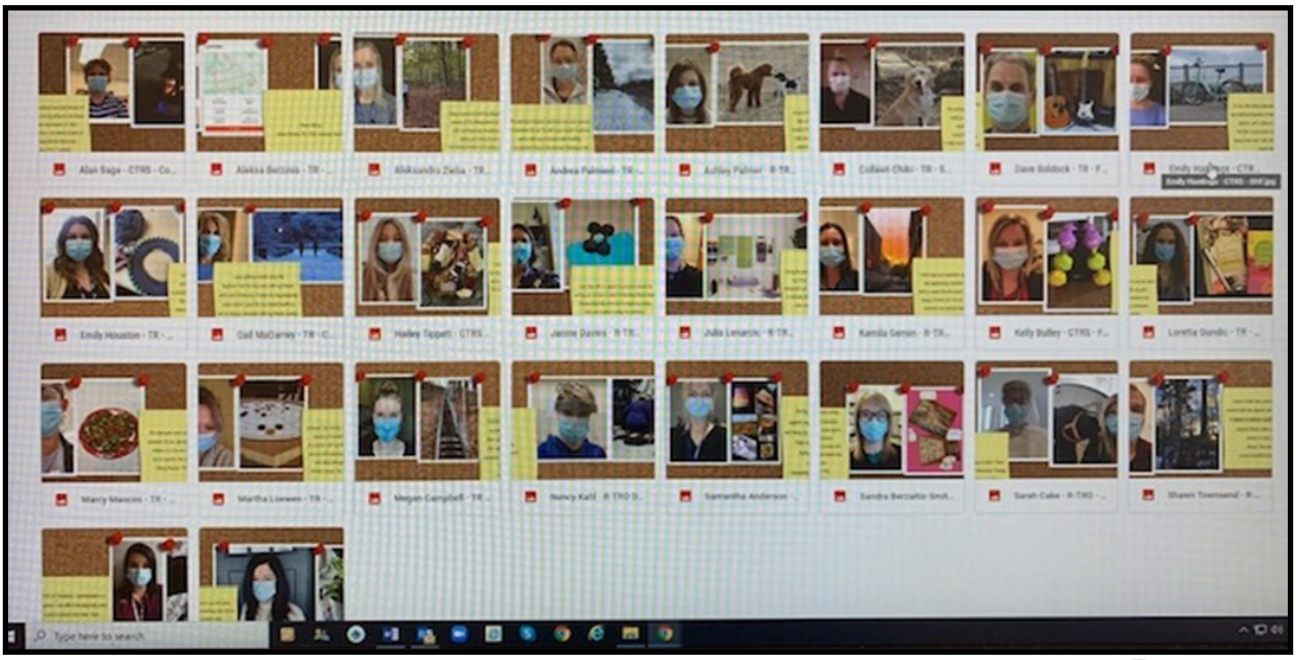
Leading

- Discipline, professional practice, planning and program meetings resumed utilizing virtual meetings.
- Development of working groups and communication methods to share resources, collaborate and generate innovative ideas to resume and develop new TR programming within existing Parameters.
- Connection and collaboration to TR professional organizations with the purpose of networking with professionals across the province specific to the discipline and services during the pandemic.
- Multiple Recreation Therapists act as members on Quality of Work Life Committees across sites.
- Professional Practice Lead, Therapeutic Recreation Charlton, member SJHH Hand Hygiene Committee, and multiple TR staff responsible for service specific audits and serve as ambassadors at Charlton and W5th.
- Professional Practice Lead, TR West 5th, member, SJHH Ethics Committee representing PAC
- Multiple members, participants in Occupational Health & Safety clinical inspections at W5th and Charlton.
- TR staff representatives for Joint Occupational Health & Safety Committee .
- Senior TR for W5th fostering ongoing community partnerships on behalf of all W5th TR services to maintain and increase community re-integration for clients, as COVID parameters are set and lifted. Examples include the Young Men's Christian Association (YMCA), Hamilton Tiger Cats Football Club, Hamilton Bulldogs Hockey Club, City of Hamilton and the Hamilton Conservation Authority and many others.
- TR staff Nominated for Therapeutic Recreation Ontario: Brian Bennison Practitioner Award 2021.
- TR staff received the 2021 the Therapeutic Recreation Ontario Innovation Award.

Leading Continued...

- TR staff attained approval for and began training of a Forensic Psychiatry Support Dog for the PAWS for Wellness Program.
- A Forensic Psychiatry Program manager became a member of TRO to help better learn and advocate for the TR profession and support their Standards of Practice.
- Forensic Psychiatry Started a Specialized Therapeutic Recreation Team to focus on supporting patients to access fresh air and removal from isolation.
- Forensic Psychiatry Launched TR for the Acute Stabilization unit, a collaboration with Hamilton Wentworth Detention Centre, supporting patients including TR service.





External Activities:

Presentations

- Three presentations on Research for Mohawk College TR program (winter semester).
- One presentation on Running group as for Mohawk College TR program.
- One presentation on community integration programs for patient with mood disorder for Mohawk College TR program (summer semester).
- One Leisure Education presentation Mohawk College TR (winter semester).
- TR Participated in Mohawk College's 2021 Career and Networking Education Day.
- TR staff Presented Animal Assisted Interventions within Forensic Psychiatry at the 2021. Annual Risk & Recovery Conference, held virtually.
- Community of Practice Mental Health Presentation at 2021 TRO Conference.
- Provided a TR presentation, to the Good Shepherd Program's Manager and staff prior to the transition of the HSC Program to the Good Shepherd Program.

Committees

- Member at Large, Executive Board of Directors, Therapeutic Recreation Ontario (TRO).
- Representation on Membership Services Committee, TRO.
- Chair and Lead of the TRO Mental Health/LTC education day to be launched 2022.
- Member, Core Competencies Committee, TRO.
- Co-leads and multiple members on Mental Health Community of Practice Group, TRO
- Member, Registration Designation Working group, TRO.
- Member, Mental Health Working Group, TRO.
- Chair & Committee representatives on Mohawk College's Professional Advisory Council.

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.

Vocational Services

Professional Practice Leader (West 5th):
Bruno Di Franco, M.Ed., CVRP(F), RRP

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
West 5th	9		Vocational Counsellor

Major Achievements

Caring Learning Building Leading

- Outpatient vocational counselling services at SOC and MTRC shifted to virtual; blended models with enhanced safety employed in other programs; continued linkages with community employment and education programs during lockdown.
- Initiated virtual groups with allied partners: Family Education Program and Virtual Leisure Education Group; gardening group to support persons with food insecurity.
- Forensic Program: advocacy for continued client access to employment and education during lockdown, staff accompaniment on job sites and in education institutions; obtaining onsite employment and education opportunities for inpatients.
- Supported education practices to help patients continue education remotely; ensuring space, network connection, and access to education platforms onsite; computer skills training and coaching to support participation.
- Engagement in team care approaches on units, supporting inpatient access to courtyards; education on Covid-19 and safety measures; supporting other programs through redeployment (i.e., vaccination clinic, centralized staffing).
- Vocational Counsellor worked with his team to modify, implement, and instruct CPI using a new hybrid format.
- Vocational Counsellors working on ACTT teams completed training and are now utilizing Dovetale for all aspects of client care.
- Vocational Practice Council meetings changed to a virtual format.