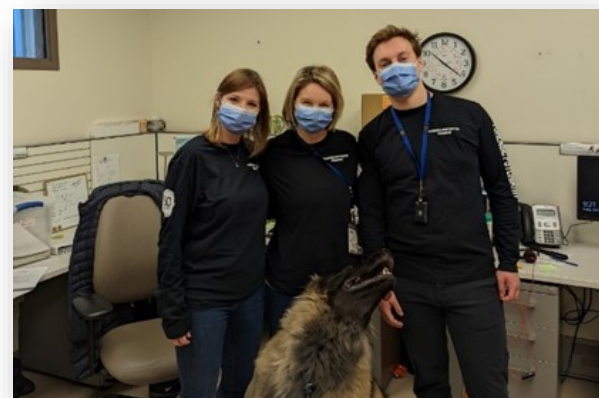


2022-23



# Professional Advisory Committee

## Annual Report of the Health Disciplines



Committed to Excellence.  
Dedicated to Discovery.

St. Joseph's  
Healthcare  Hamilton



# Professional Advisory Committee Report Overview

## Vision:

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

The Professional Advisory Committee (PAC) is an **interdisciplinary decision-making committee** with a **mandate to advance and support professional practice** at St. Joseph’s Healthcare Hamilton (SJHH). Professional practice is the application of knowledge, skill and judgment reflecting the scope of practice of a health care profession. Professional practice is based on principles of ethical behavior to promote excellence in patient care and includes clinical practice, education and research. The mission, vision, and values of SJHH guide the members of the PAC.

The **PAC is comprised of nineteen health professional disciplines**. The disciplines include regulated professionals recognized under the Regulated Health Professions Act or the Social Work and Social Service Work Act, and unregulated professional that have provincial or national standards of practice. Each discipline has a Professional Practice Lead.

In 2022-23, the PAC and Professional Practice Leads focused their work on the priorities of SJHH inclusive of the three corporate priorities of: **culture, safety, retention and healthcare worker wellness, staffing and recruitment, and managing capacity to support high quality care**. Specific examples of initiatives included: collaboration in developing and implementing integrated team based models of care, introduction of new health professionals in response to the availability of health human resources, maximizing scopes of practice in response to legislative changes, and celebrating health professionals commitment to their work within SJHH. In addition, the PAC continued to collaborate with internal and external stakeholders to support and /or lead initiatives within **clinical service** consistent with ministry and regulatory college directives, to stimulate and support **research** advancing care, and promote our **educational** mandate inclusive of developing new partnerships.

The report highlights the accomplishments of the PAC during the period of April 2022 and March 2023. 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	<b>Cheryl Williams</b>	Nursing	32212
Co-Chair	<b>Jane Loncke</b>	Speech-Language Pathology	33578
Co-Chair	<b>Erin Doherty</b>	Nursing	33698
Vice-Chair & PPL	<b>Monica Alderson</b>	Occupational Therapy	34127
Vice-Chair & PPL	<b>Helen VandeMark</b>	Clinical Nutrition	33155
PPL	<b>Kari Whitelaw</b>	Addiction Services	905-521-9591 Ext. 232
PPL	<b>Bonnie Reaburn-Jones</b>	Audiology	34089
PPL	<b>Jackie Evans</b>	Diagnostic Services	34076
PPL	<b>Denis Rabbat</b>	Dialysis Technology	33120
PPL	<b>Susanne Maia-Castellan</b>	Medical Laboratory Technology	34253
PPL	<b>Fiona Wilson</b>	Peer Support	36446
PPL	<b>Angela Wright</b>	Pharmacy	35843
PPL	<b>Magda McCaughan</b>	Physiotherapy	33207
PPL	<b>Mary Basalygo</b>	Polysomnography	33590
PPL	<b>Joe Pellizzari</b>	Psychology	34258
PPL	<b>Leslie Brooks</b>	Respiratory Services	34115
PPL	<b>Jimena Silliker</b>	Social Work	33051
PPL	<b>Bonnie Reaburn-Jones</b>	Speech-Language Pathology	34089
PPL	<b>Keith Metcalfe</b>	Spiritual Care	35510
PPLs	<b>Sandra Berzaitis-Smith &amp; Susy Marrone</b>	Therapeutic Recreation	35566, 33963
PPL	<b>Bruno DiFranco</b>	Vocational Services	36745

## PAC Subcommittee Leads

Education	Monica Alderson
Legislation	Julia Bayadinova / Natalie Childs
Polices & Procedures	Helen VandeMark / Bonnie Reaburn-Jones
Research	Joe Pellizzari

## Subcommittees Reforming in 2023

Skin and Wound	Brittany Patterson / Leanne Bradbury
Information Transfer	Cheryl Evans / Jimena Silliker
Falls Prevention	Barb L'Ami / Frances Garner

## 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.



**Connie Lukinuk, BScPhm, RPh**  
Professional Practice Lead  
Pharmacy



**Holly Raymond, OCSWSSW**  
Professional Practice Lead  
Addiction Services



**Julie Childerhose**  
Professional Practice Lead  
Diagnostic Services



**Kelly Holt, MScN RN CPMHN(C)**  
Professional Practice Lead  
Advanced Practice Nurses



**Lynn Eyre, CMIRTO**  
Professional Practice Lead  
Diagnostic Services





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## 2022 – 2023 REPORTS:

Addiction Services	18
Audiology	23
Clinical Nutrition	25
Diagnostic Services	28
Dialysis Technology	31
Medical Laboratory Technology	34
Nursing	38
Occupational Therapy	39
Peer Support	46
Pharmacy	49
Physiotherapy	57
Polysomnography	62
Psychology	63
Respiratory Services	85
Social Work	89
Speech-Language Pathology	97
Spiritual Care	99
Therapeutic Recreation	102
Vocational Services	110

## PAC Achievements: January 2022 to March 2023

Focus	Summary
<b>Strategic Plan</b>  	 <p>Committed to Excellence. Dedicated to Discovery. Strategic Plan   2025 Vision</p> <p>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.</p>
 <b>Caring</b>	<ul style="list-style-type: none"> <li>• Restarted Falls Prevention Committee with interprofessional co-chairs.</li> <li>• Restarted Skin Health Committee with interprofessional co-chairs.</li> <li>• Consulted with health professionals about the new Process for Responding to Requests for Medical Assistance in Dying (MAiD).</li> <li>• Collaborated with key programs to review Patient Weights Documentation in Dovetale to propose standardization of processes.</li> <li>• Practice review and implementation of Secure Chat.</li> <li>• Reviewed and updated Required Organizational Practice Documentation about Transfer of Accountability and Client Identification.</li> <li>• Continued collaboration on the development and implementation of integrated models of care.</li> </ul>
 <b>Learning</b>	<p><b>Education</b></p> <p><b>Clinical Education</b></p> <ul style="list-style-type: none"> <li>• Continued key leadership roles on the Education Operations and Executive Education Committees, and implemented necessary associated practices as follows:             <ul style="list-style-type: none"> <li>• Refinement of NIRV onboarding communication and processes and communication flow to the Professional Practice Leaders (PPL) to support maximizing placement opportunities across health professional disciplines.</li> <li>• Continued communication about changing and current requirements to learners and academic partners including vaccination requirements, outbreak processes, and mask fit options.</li> <li>• Communication and support for opening up and proceeding with revised job shadowing processes.</li> <li>• Involvement in the "Safety Project" led by Occupational Health and Safety Services in which unit specific safety needs for learners were identified.</li> </ul> </li> </ul> <p><b>Formal Education</b></p> <ul style="list-style-type: none"> <li>• Achieved 100 health professional academic appointments with affiliated learning organizations.</li> </ul> <p><b>Research</b></p> <ul style="list-style-type: none"> <li>• Continued facilitation of Research Awards promoting novice and experienced research endeavors.</li> </ul>

## PAC Achievements: January 2022 to March 2023

Focus	Summary
 <p><b>Leading</b></p>	<p><b>Leadership</b></p> <p><b>Health Human Resources Leadership</b></p> <ul style="list-style-type: none"> <li>• Reviewed and updated health professional competency tools for performance appraisal documents.</li> <li>• Co-led “Recruitment and Onboarding Work Stream” within Incident Management System (IMS) Staffing initiative.</li> <li>• Provided feedback and participating on various working groups for IMS Staffing.</li> <li>• Identified need for guidelines and procedures for non-SJHH healthcare workers providing services to SJHH patients.</li> </ul> <p><b>Clinical Leadership</b></p> <ul style="list-style-type: none"> <li>• Introduction of a New Discipline—endorsement of Medical Imaging Assistant.</li> <li>• Expanded Practice for Pharmacists—endorsement for Pharmacists to Prescribe Paxlovid in our Cold, Flu, COVID 19 Clinics.</li> <li>• Expanded Practice for Advacne Practice — support for Nurse Practitioners to order computerized tomography (CT) and magnetic resonance imaging (MRI) scans.</li> <li>• Continued leadership of the Enhanced Extern and Supervised Practice Experience Programs; &gt; 40 externs have transitioned to nursing and other health professional roles within SJHH.</li> </ul> <p><b>Professional Practice Leadership</b></p> <ul style="list-style-type: none"> <li>• Continued support and reinforcement of Privacy Education Roll out.</li> <li>• Consulted on the Professional Image Policy.</li> <li>• Completed environmental scan of regulatory college guidelines related to name badges.</li> </ul>
 <p><b>Building</b></p>	<ul style="list-style-type: none"> <li>• Hosted in-person <b>PAC Health Professionals Excellence in Practice Awards</b> honouring individuals and teams nominated for the awards.</li> <li>• Forwarded “welcome letters” to all new hires, sharing the role of the Professional Advisory Committee and contact information for the Professional Practice Leaders.</li> <li>• Congratulated 160 health professionals across 15 disciplines with work anniversaries of 25, 30, 35, 40 &amp; 45 years at SJHH; these individuals have committed over 5020 years in the areas of leadership, clinical service, education and/or research.</li> <li>• Reviewed prioritization of committee work to allow capacity for all Professional Practice Leaders.</li> </ul>



# Interprofessional Education

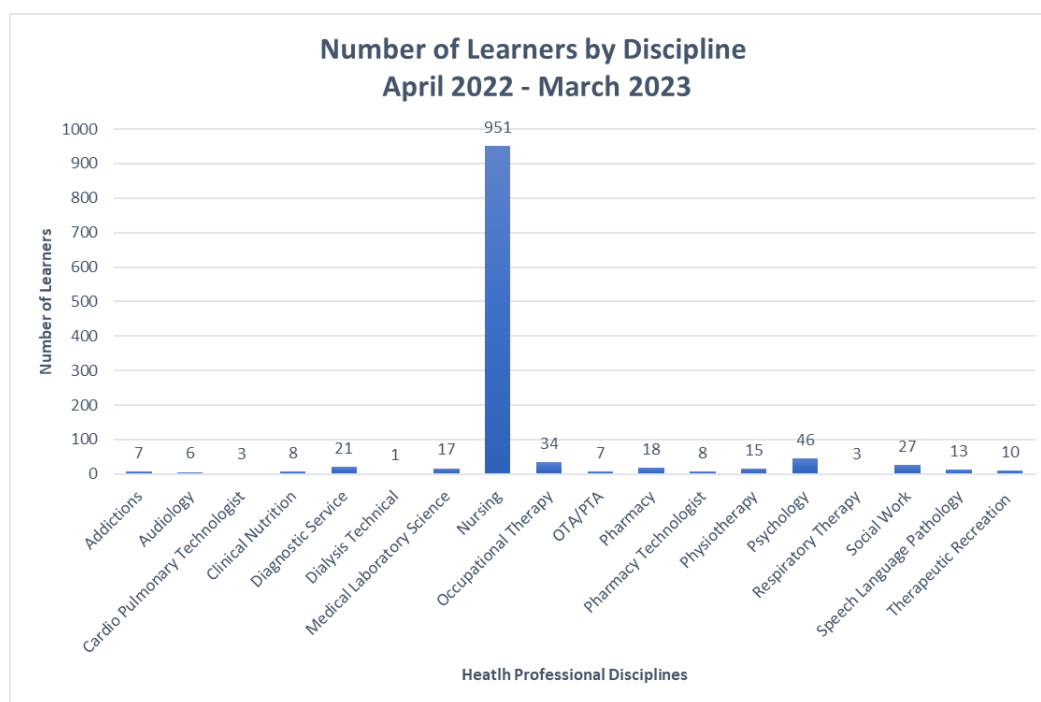
## Subcommittee/Coordinator Achievements

- Worked in collaboration with other Academic Placement Leaders to complete Affiliation Agreement renewals in 2022 with the pandemic language embedded in them. This marks the completion and update of affiliation agreements with all of all schools that needed to be updated:
  - Cambrian College
  - Centre for Clinical Ethics
  - Durham College
  - Fanshaw College
  - George Brown College
  - Martin Luther University College
  - Michener Institute
  - Niagara College
  - Northern Alberta Institute of Technology
  - Ryerson University – carrying on business as Toronto Metropolitan University
  - Seneca College – York
  - Toronto Art Therapy Institute (TATI)
  - University of Guelph
  - University of Toronto
  - University of Windsor
- Worked with the Education Operations Committee and Education Executive to create Affiliation Amendments:
  - To accommodate a capstone placement - Applied Health Science Program, University of Western Ontario
  - Currently working through an Amendment to Cambrian College to include: MLT
- After comprehensive review of the risks associated with a system wide affiliation agreement, determine a move away from system wide affiliation agreements for Spiritual Care. Future agreements will be developed with the organization with which the learner is placed.
- In collaboration with other Academic Placement Coordinators reviewed and updated the Job shadowing Policy
- Re-opened to limited job shadowing in February 2023 with new onboarding processes through NIRV
- Health Professionals continued integration into onboarding through St. Joes NIRV system as many did not start onboarding until January 2022 and troubleshooted and enhanced onboarding processes including adding requirements based on where placements are offered, streamlining Dovetale training to only offer class sign up options for the training session they should be attending to prevent incorrect sign ups.
- Worked with the NIRV Project Team to bring the project to Operational Processes
- Ongoing monitoring of HSPnet and Nirvsystem to facilitate learner readiness for placement in Nirvsystem via communication with learner, supervisor and PPL.
- Process established for PPLs or their designates in regards to submitting all the required learner information to coordinator in a timely manner.

# Interprofessional Education

## Subcommittee/Coordinator Achievements Continued...

- Addition of 2 COVID vaccines as mandatory requirements to incoming learners
- Addition of a PPE e-learning module to all incoming learners who will be in a clinical setting
- N95 mask fit requirement expanded to all learners who will be in a clinical setting, not just those who may perform AGMPs
- Research Learners transitioning to completing their onboarding through the Research Institute in NIRV
- Participating in Education Operations Committee and Education Executive Committee to assist in development of documents and process to support learners, in collaboration with committee.
- Ongoing support to learners and staff to guide in placement process by direct contact.
- Liaison with Risk Management in development of Affiliation agreement algorithm and discussion re: new Affiliation Agreement template. Worked in collaboration with other Academic Placement Leaders to start exploring a Generic Affiliation Agreement Template to add flexibility to faculties seeking placements. Ongoing liaison with Risk Management as new agreements are developed.



## Goals

- Ongoing refinement of use of HSPnet and Nirvsystem for onboarding.
- Establishing coverage models when Academic Placement Coordinators are away
- Ongoing education and support to PPL and Discipline contacts in use of HSPnet and Nirvsystem.
- Ongoing education to PPL staff to assist in individual support to learners.
- Develop an Affiliation Agreement as indicated/required for McMaster Divinity College
- Develop Letter of Understanding for payment schedule with Fanshaw
- Develop a system to identify and track virtual placements.

# Research/Policies and Procedures

## Interprofessional Research

Interprofessional Research Award Program Summary  
J. Pellizzari, PhD, CPsych

PAC Research Subcommittee:

The Professional Advisory Committee (PAC) Interprofessional 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 several submissions for the PAC Interprofessional Research Awards in 2022.

This year's winner:

• Dr. Jenna Boyd (Psychology) "Investigating a Brief Group Treatment for Posttraumatic Stress Disorder: A Pilot Study"

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

## Policies and Procedures

### ***Reviewed and updated 10 PAC policies:***

- 006 PAC Framework for Approval of Policies and Procedures
- 007 PAC Observational Job Shadowing (outside the scope of learner placements and volunteer services)
- 008 PAC Registration Policy for Regulated Health Professionals
- 015 PAC Accompanying or Transporting Patients for Group Outings, Assessment or Appointments
- 017 PAC Prevention of Falls and Fall Injuries Protocol for Adult Inpatients
- 018 PAC Mandatory Reporting Obligations Under the Regulated Health Professionals Act (RHPA) for Incompetence and Incapacity
- 020 PAC Non-Physician Suggested Order Policy
- 021 PAC Animal Visitation
- 022 PAC Prevention of Patient Falls in Ambulatory Services
- 023 PAC Administration of a Substance by Inhalation by a Physiotherapist Oxygen Titration

### ***Reviewed and contributed to a number of corporate, administrative, occupational health and safety, human resources and medical policies:***

- 072 MED Minimal Standards for Clinical Documentation
- 177-ADM Smudging Ceremony
- 013-O H& S-Safe Patient Handling, Lifts and Transfers
- 133 ADM Witnessing of Non-SJHH Generated Documents
- 030 HR Professional Image Standard (Formerly Dress Code)
- 136 MED Physician Contact and Escalation Policy
- 040 ADM Patient Relations
- 057 ADM Patient Identification Policy
- (No policy number) Observer Role
- 100 ADM Prevention of Violence in the Workplace

# Legislation

## Legislation:

The purpose of the Legislative Subcommittee of the Professional Advisory Council is to promote full scope of practice among the health care providers working at St. Joseph's Healthcare Hamilton (SJHH). This interdisciplinary committee keeps track of legislative updates and changes to best practice guidelines that could impact patient care provided at the organization.

During the past year, two groups of health care professionals were impacted by provincial legislative changes with newly expanded scope of practice:

As of July 1, 2022, nurse practitioners are authorized to order computerized tomography (CT) and magnetic resonance imaging (MRI) scans. This change has been fully implemented at the organization and has been endorsed by the Professional Advisory Council as well as the Medical Advisory Council.

As of January 1, 2023, pharmacists are authorized to prescribe medications for thirteen minor ailments, including allergic rhinitis, candidal stomatitis, conjunctivitis, dermatitis, dysmenorrhea, gastroesophageal reflux disease, hemorrhoids, herpes labialis, impetigo, insect bites and urticaria, tick bites and post-exposure prophylaxis, musculoskeletal strains and sprains, and urinary tract infections. While the retail pharmacists at SJHH have fully adopted this expanded scope of practice, this practice change has not yet been implemented for the inpatient pharmacy team and is currently under review. Further details are to follow.

I have recently taken over the position of the Legislative Subcommittee co-chair from Kelly Holt, RN-CNS. I am honored to represent the members of our St. Joe's family in this committee and look forward to the challenges and rewards this exciting opportunity will bring.

Respectfully Submitted,  
Julia Bayadinova, NP  
Co-chair Legislative Sub committee



Committed to Excellence.  
Dedicated to Discovery.



# Health Professionals Excellence in Practice Awards



St. Joseph's  
Healthcare  Hamilton



# Health Professionals Excellence in Practice Awards

The **Professional Advisory Committee Health Professionals Excellence in Practice Awards** were held on November 1, 2022. Thirty-four individuals across various health professional disciplines were nominated in individual and team categories. The following summarizes the winners.

## Individual Clinical Service Excellence in Practice Award Winner

*Kelsey Shaw*



**Kelsey Shaw.** Working in Seniors Mental Health, Kelsey is a strong and thoughtful leader who ambitiously supports all staff with the challenges they experience and consistently fights the stigmas of dementia and associated responsive behaviours.

## Team Clinical Service Excellence in Practice Awards Winners

*Interprofessional Team & Leaders—ALC Units, Charlton Campus*



**Interprofessional Team & Leaders ALC Units, Charlton Campus.** The ALC program was developed based on a long-term care staffing model but the needs of at least 50% of the patients admitted to the current ALC units has changed in acuity, complexity & diversity. This team has worked to adapt their environment, team composition, care procedures and maximizing services and expertise to provide exemplary care to this population.

# Health Professionals Excellence in Practice Awards

## Individual Teaching Excellence in Practice Award Winner

*Diana Hatzoglou*



**Diana Hatzoglou.** Diana focuses on learning and teaching by contributing to growth of students and colleagues, taking students for 3 of 4 placements this year, she creates partnership with learners in order to meet identified learning needs, creating an environment welcoming to learners, responding to feedback and incorporating evidence into practice.

## Team Teaching Excellence in Practice Award Winners

*Clinical Neuropsychology Service*



**Clinical Neuropsychology Service.** This team has purposefully embedded teaching, training and supervision of the next generation of clinical neuropsychologists within the service across SJHH, taking a learner-centred, developmental approach. Learners at all stages of training, engage in both clinical and research training and development through a variety of learning opportunities.

## Individual Research Excellence in Practice Award Winner

*David Oldenburger*



**David Oldenburger.** David, in addition to working full-time, is also a PhD candidate for Global Health at McMaster University. As part of their pursuit of their doctorate they are a co-investigator in a study to understand the background of long-term care in Ontario and issues that contributed to the crisis and explore the perspective of personnel deployed as front-line providers into long-term care in Ontario during the COVID-19 pandemic.

# Health Professionals Excellence in Practice Awards

## Individual Leadership in Practice Award Winner

*Tracy Tippin*



**Tracy Tippin.** As a committed leader and Social Work practitioner within SJHH, Tracy has taken on multiple leadership roles including supporting many new staff with weekly supervision, facilitating complex discharge plans, being the onsite operational lead for social work when her manager was covering the Satellite Health Facility, and taking on the new social work resource lead role for the SJHH Medical Assistance in Dying (MAiD) Resource Team.

## Team Leadership in Practice Award Winners

*Post-Acute Care Portfolio—Charge Nurses Group*



**Post-Acute Care Portfolio—Charge Nurses Group.** This team has collaborated within the portfolio to transition patients who are Alternate Level of Care to receive the “right level of care in the right bed”. In addition, they consistently “pull patients” from other programs within the Charlton and West 5<sup>th</sup> Campuses to one of the seven units at the Charlton Campus and Satellite Health Facility to maximize occupancy and thereby support access for other patients to acute care, and acute and tertiary mental health care.

## Individual Innovation in Professional Practice Award Winner

*Ashley Palmer*



**Ashley Palmer.** Ashley assisted in the development of the Specialized Therapeutic Recreation Team (STRT). The goal of the team is to decrease social isolation and allow access to recreation programming for complex patients requiring additional support to succeed in a risk-controlled environment.



# Health Professionals Excellence in Practice Awards

## Individual Leadership in Practice Award Winner

### *The COVID-19 Mental Health Support Group*



**The COVID-19 Mental Health Support Group:** This Team has been a leader in developing, promoting, and providing mental health support services for health and community care workers. They provided innovative approaches including: a stepped-care model for Individual support, a mobile support team (Coping and Resilience Support Team - CARS), group-based supports and a consultation team model for supporting one

## Team Leadership in Practice Award Winner

### *Kelly Galvin*



**Kelly Galvin:** Kelly works at the Six Nations dialysis site. She is instrumental in creating a collaborative team with the registered staff to work together to provide high quality care despite gaps in staffing in their remote location.

## Individual Innovation in Professional Practice Award Winner

### *Public Affairs & Audio Visual Teams*



**Public Affairs & Audio Visual Teams.** The Public Affairs and Audio-Visual Teams were selected by the Professional Practice Leaders for the Champion of Professional Practice Award. This award acknowledges an individual or team who supports the mandate of Professional Practice.

# Health Professionals Excellence in Practice Awards

## Stephanie Pust Lambert Memorial Award in Nursing Leadership Award Winner

The Stephanie Lambert Pust Memorial Award in Nursing Leadership was established in 2019 to celebrate Stephanie's legacy and honour exceptional nurse leaders at St. Joseph's Healthcare Hamilton. Stephanie spent her 30-year career at our Hospital, first as a staff nurse and later as a Nurse Manager. Stephanie was a dedicated and compassionate nurse who cared deeply about her patients. She received the Excellence in Nursing Award for Nursing Leadership in 2011 and the Sisters of St. Joseph Mission Legacy Award in 2014.



*Anne Bialachowski receiving the award from Cheryl Williams*

**Anne Bialachowski.** As Senior Manager for Infection Prevention and Control, Anne is a calm measured leader with layered expertise in Infection Control who has provided essential consultation, education and recommendations to everyone through the pandemic. She continuously monitored and modified the approach to screening needs, spacing requirements, PPE requirements to balancing staff safety with the needs of patients and families. She is a true collaborator engaging clinical teams, learners, Environmental Services, building services and occupational health in her initiatives.

## Robertson Memorial Award for Nursing Leadership & Innovative Practice Winner

Honouring the memory of Barbara Wilson and Sandra Watson, two St. Joseph's Nursing School Graduates and sisters, the Robertson Memorial Award for Nursing Leadership and Innovative Practice is awarded to recognize and reward a nurse team who demonstrates the brightest and best innovation to improve nursing practice. This innovation will positively affect patient care and include intent to disseminate the innovation with other health care providers.



*Kathleen Fusako Baba Willison receiving the award from Cheryl Williams*

**Kathleen Fusako Baba Willison.** Working with the Palliative Care Consultation team, Kathleen consistently fulfills the Clinical Nurse Specialist role within the five domains of advance practice nursing: clinical practice, education, consultation, leadership, and research. She provides leadership in education of staff and learners related to palliative care and has innovated working with the team to integrate the 3 Wishes Project within General Internal Medicine.



## Scope of Practice

Supporting and empowering people to achieve their well-being goals through collaboration. Addiction Workers act as a bridge and navigators to supports, knowledge, information and service. A wide range of services are provided for patients at all stages of change and include harm reduction, pharmacological treatments, and include services and education for family members.

Addiction Workers role includes increasing capacity of other healthcare professionals throughout the organization and the larger system to provide integrated care and decrease stigma towards persons who use substances.

# Addiction Services

**Professional Practice Leader (Charlton, West 5th and off-site locations):**  
**KARI WHITELAW**

**Number of Members of Discipline:**

SITE	NUMBER	FTE	PTE	POSITION
West 5th	3	3	0	Concurrent outpatient
	1	1	0	Cleghorn
OFFSITE	16	8	8	Men's Addictions Services Hamilton (MASH)
	2	1	1	Rapid Access Addiction Med Clinic (RAAM)
	2	2	0	Assertive Community Treatment (ACT)
	28	20	8	Womankind
ALL SITE COVERAGE	6	3	3	Concurrent Disorders Capacity Building Team
	1	1	0	COAST—Rapid Intervention and Support Team (RIST)

## Major Achievements

### CARING

#### Clinical Practice:

- Review and implement change or enhance to practice based on Ontario Perceptions of Care results.
- Provide inclusive, anti-oppressive, gender-sensitive, equitable and timely services internally and external in relationships with community partnerships.
- Addiction workers across all departments encompass skills of tact, engagement and sensitivity in all encounters with others.
- Harm reduction supplies increased availability across the organization.
- Supportive care practices were reviewed and aligned with the Withdrawal Management and Residential Treatment Standards of Ontario.
- Strong and vocal advocates that challenges stigma on micro and macro level in community environment.

## LEARNING

### Education:

#### Clinical Education

- Precepting and mentoring students from Mohawk, Centennial College, McMaster, University of Waterloo, and Humber.
- Crisis Intervention Team Training with Hamilton Police Services.
- Precepting and mentoring students from Mohawk, Centennial College, McMaster, University of Waterloo, and Humber.
- Crisis Intervention Team Training with Hamilton Police Services.



#### Formal Teaching

- Neurobiology of Disease Class, Department of Psychology, Neuroscience and Behaviour.
- McMaster University: Addictions (annual class project in partnership with Womankind and MASH).

#### Internal Education

- Concurrent Disorders Capacity Building Team monthly newsletters.
- MHAP Rounds: Methamphetamine, Understanding General Population and Clinical Trends and Patterns of Co-Occurring substance Use and Mental Health Among Youth.

### Research:

- **In Partnership with the Peter Boris Centre, Addiction workers are involved with**
  - “ROAR (Reducing Overdose and Relapse Study” – Womankind and Concurrent Capacity Building Team.
  - “Building the Foundation for a Standardized Approach to Progress and Outcome Monitoring across the Substance Use and Addiction Services” – Womankind and Homewood Research Institute.
  - “Treatment Outcome Research Study” – Womankind.
  - “PRAISE (Prospective Recovery Assessment to Improve Success Study” -Concurrent Disorders Capacity Building Team et al.
- Currently under review with Psychology of Addictive Behaviors is the YASUP Frame Quality of Life Paper; shortened called, "Measuring and understanding “quality of life” among emerging adults in a substance use program using mixed methods".

## LEARNING continued...

### Publications:

- Penta, S., DeAngelis, A., Raymond, H., Vucenic, B., Kay, V., Gladysz, H., McCarron, C., & Holshausen, K. (2023). Management of illicit substances in hospital: An evaluation of policy and procedure implementation. *Journal of Psychiatric and Mental Health Nursing*, 30, 132–139. <https://doi.org/10.1111/jpm.12848>
- **Initial Insights from a Quality Improvement Initiative to Develop an Evidence-informed Young Adult Substance Use Program** Halladay, J., Stead, V., McCarron, C., Kennedy, M., King, K., Venantius, M., Carter, A., Syan, S., Matthews, M., Khoshroo, S., Massey, M., Rahman, L., Burns, J., MacKillop, E., Raymond, H., MacKillop, J. <https://www.medrxiv.org/content/medrxiv/early/2022/10/25/2022.10.21.22281362.full.pdf>



## BUILDING

### Staff:

- 1 Trauma Certificate – Wilfred Laurier University
- 5 GAIN-Q3 MI ONT site Interviewer Certification
- 4 Mindfulness Based Stress Reduction Programme (MBSR) for Health and Social Care Professionals
- 8 SAN'Y AS: Indigenous Cultural Safety Training Certificate

### Internal Education:

- Naloxone Administration and Distribution training
- Best Practices of Harm Reduction Supplies and Distribution to Withdrawal Management Programs
- Continued Columbian Suicide Severity Rating Scale training with new hires and annual review
- Lunch and Learns by Capacity Building Team



### Professional Practice Development:

- Introduction to Human Trafficking CAMH – Course for Mental Health and Addiction Service Providers
- Addiction Care and Treatment Online Course – University of British Columbia
- Monthly Education Topics and Reflective Practice – internally at Womankind
- Brain Story Certification – Alberta Family Wellness Initiative
- Emerging Leaders Course

2022-23

## LEADING

- Developed, implemented and facilitated a residential support team at the YMCA consisting of an Addiction worker and Social worker from SJHH, and Mental Health Crisis Worker from Barrett Centre.
- Facilitated and supported patient in creating music for an educational video game on Cannabis and Psychosis and utilizing in-house recording studio at West 5th for individuals.
- Providing education and harm reduction supplies across organization and to the community-wide providers and participants.
- After hours withdrawal management support utilizing a benzodiazepine clinic.

## External Activities:

### Presentations

- Trauma Informed Care Introduction – Greater Hamilton Health Network and Residential Care Facilities
- Women's Health Days at YWCA
- Overdose Awareness Day at Urban Core
- Naloxone training and education provided to residential care facilities
- Restorative Practices in Shelters and Drop Ins
- Provided Supplementary Harm Reduction training for community shelters
- Examining the Effect of Co-Morbid Mental Health Symptoms on Craving in a Women's Residential Addiction Treatment Program – American Psychological Association Conference, Poster submission
- Delivering Virtual therapeutic Groups to Support Recovery – Canadian Society of Addiction Medicine



### Committees

- Human Trafficking Prevention Working Group
- Women's Housing Planning Collaborative Steering Committee (WHPC)
- WHPC Service Coordination Committee
- Emergency Shelter Coordination Table and Standards Working Group
- Professional Advisory Mohawk College – SSW Program
- Professional Advisory Mohawk College - Concurrent Disorder Program
- Hospital Shelter Working Group
- HIFIS Superuser Group
- Women's Advisory to the Hamilton Police Chief meeting
- Hamilton Police Service Violence Against Women's Emergency Service Communication Protocol
- Helping Ourselves through Peer Support and Employment (HOPE)
- Overdose Awareness Committee



## Major Initiatives for 2023:

### CARING

- Explore evidence-based groups to assist individuals.
- Addiction Workers added to the Rapid Intervention and Support Team to help marginalized individuals improve their quality of life and decrease their negative interaction with police and emergency visits.

### LEARNING

- Continue to explore fentanyl testing strips and practical use in community and partnering with key stakeholders Public Health and pharmacies.
- Developing and implementing Withdrawal Management Core Skills and Knowledge Training.

### BUILDING

- Implement harm reduction supplies/kits at discharge into the MASH program.

### LEADING

- Continue to explore fentanyl testing strips and practical use in community and partnering with key stakeholders Public Health and pharmacies.
- Look at introduction of fentanyl strips to harm reduction supplies policy.
- Provide comprehensive individualized supports and services that meet the needs of Good Shepherd Arkledun Supportive Housing program with new permanent funding.



2022-23





### 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.*

# Audiology

**Professional Practice Leader (Charlton):**  
**BONNIE REABURN-JONES, REG CASLPO**

### Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	2.0	1.4	Audiologists
	0.6		Communication Disorders Assistant

## Major Achievements

### CARING

#### Clinical Practice:

- Received the 2022 Hamilton Spectator Readers' Choice Gold Awards for Audiology Services and Hearing Services.
- Received the 2022 Hamilton Spectator Readers' Choice Gold Award for Audiologist-Janet Carter, Audiologist.
- Offered virtual appointments for hearing aid adjustments.

### LEARNING

#### Education:

##### Clinical Education

- Provided monthly one-day Audiology observational placements to McMaster Speech Language Pathology (SLP) learners.

##### Formal Teaching

- Hosted a virtual audiology field trip for McMaster SLP learners.

##### Internal Education

- Offered observational opportunities for Ear Nose and Throat (ENT) residents.

## BUILDING

### Staff:

- One Audiologist celebrated 25<sup>th</sup> year anniversary as a SJHH employee.

### Professional Practice Development:

- All Staff completed Crisis Prevention Institute (CPI) Verbal Intervention training.

## LEADING

### Committees:

- Member of Hamilton Region Speech Language Pathology and Audiology Council (HRSLAC)

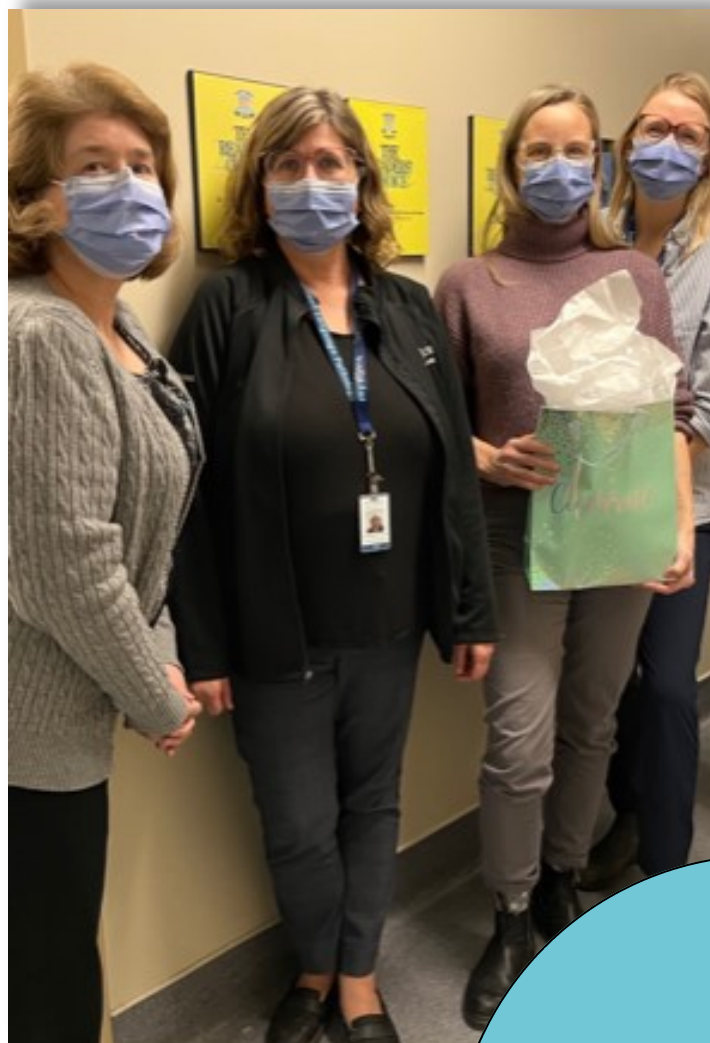
## Major Initiatives for 2023:

### CARING

- Evaluation of Patient Satisfaction Questionnaire to establish areas of improvement based upon patient feedback.
- Complete education in new hearing technology to provide most up to date options for our patients.
- Continue to offer virtual appointments for hearing aid adjustments.

### LEARNING

- Provide monthly one-day Audiology observational placements to McMaster SLP learners.
- Participate in Virtual Field Trip for McMaster SLP learners.



2022-23

## 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 VANDEMARK, 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 1 PTE Dietetic Assistant
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

- Implemented a Subjective Global Assessment (SGA) flowsheet in Dovetale to support improved and standardized documentation. SGA is the gold standard assessment tool for diagnosing malnutrition.
- Collaborated on the transition from NIS (dialysis EMR) to Dovetale.
- Implemented Interdialytic Parenteral Nutrition (IDPN) Order Set in Dovetale.
- Increased collaboration with Special Care nursery on infant formula preparation.



## CARING

### Clinical Practice:

- Implemented Bariatric Nutrition group education for patients at 2-4 years post op.
- Recipient of a \$5,000 Patient Comfort Fund Grant to support patients unable to afford meal replacements needed as part of the Medical Bariatric Program.
- Integrated best practices for safe preparation of infant formula and fortified human milk at home into recipes and educational materials to support discharge for family/caregivers.
- Reviewed and implemented evidence-based practice to update the Special Care Nursery Total Parental Nutrition (TPN) guidelines.

## LEARNING

### Education:

#### Clinical Education

- Monthly nutrition orientation and education to 1-2 medical learners in the Special Care Nursery.
- Renal nutrition education session to 5-7 Mohawk nursing students 4-6 times/year.
- Renal nutrition education sessions for 5-7 Medical residents 6 times/year.
- Renal nutrition education sessions to 4-6 Nephrology Fellows annually.
- Participated in annual 2-day Kidney Fair – attended by approximately 200 1<sup>st</sup> and 2<sup>nd</sup> year McMaster medical learners; presented on role of Registered Dietitian, renal diet and prevalence of malnutrition.

#### Internal Education

- Monthly education session provided to 5-10 new hemodialysis dialysis nurses on importance of nutrition, prevalence of malnutrition in the hemodialysis population, role of Registered Dietitian.
- Presented at pediatric teaching rounds on TPN in the NICU and Highlights for Enteral Feeding in the NICU.
- 1 Registered Dietitian is a member of Kidney/Urinary annual conference planning committee.

### Research

#### Respiratory Therapists are critical participants in;

- “Lung Open Ventilation Study” Meade et al in Critical Care setting.
- “Evaluation of Practice Guidelines for NIPPV in ARF” Sinuff et al.
- “Ventilator Associated Pneumonia Study” Cook et al.
- “Hamilton Audit of High Frequency Oscillation in the ICU” Meade et al.

#### Respiratory Therapists are Clinical Trial Coordinators in 14 current research studies.

- 1 Registered Dietitian has ongoing involvement in the BRAVE Study (Bariatric Surgery for the Reduction of cArdioVascular Events Feasibility Trial).

## BUILDING

### Staff:

- 2 Registered Dietitians renewed their Certified Diabetes Educator (CDE) designation.
- 1 Registered Dietitian achieved Tandem insulin pump Control IQ certification.
- Clinical Nutrition team building and recognition event in March to celebrate National Nutrition Month.

## **BUILDING** continued...

### **Professional Practice Development:**

- 1 Registered Dietitian attended 2022 Canada NICU Dietitian virtual conference.
- 4 Registered Dietitians attended Subjective Global Assessment (SGA) Training session.
- 1 Registered Dietitian attended 4 Seasons of Reconciliation Education course by the First Nations University of Canada.

## **LEADING**

- Dovetailed enhancement to create an active TPN patient list resulting in easier identification of TPN ordered on weekends/after hours.
- 1 Registered Dietitian is a member of the Schwartz Rounds working group and co-facilitated two of the Schwartz Rounds.

### **External Activities:**

#### **Presentations**

- Two Registered Dietitians developed and co-led an education session on nutrition basics and label reading for the GI Wellness/Retreat Day attended by physicians, nurses, medical learners.

#### **Committees**

- Clinical Nutrition Leaders Action Group.
- Education Committee for ECHO Ontario Bariatric Network project.
- Hub-team and facilitator for SJHH ECHO Ontario Bariatric Network.

## **Major Initiatives for 2023:**

### **CARING**

- Complete development of Gestational Diabetes educational materials.
- Develop tools for Dietitians and patients to support carb counting while in hospital.

### **LEARNING**

- Support Registered Dietitians with learning opportunities to facilitate renewal of their Certified Diabetes Educator certification.

### **LEADING**

- Continue to develop role of Dietitian in the GI Clinic.
- Continue to develop role of Dietetic Assistant in the Special Care Nursery.
- Finalize Medical Directive for ordering and adjusting TPN.







### 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.

# Diagnostic Services

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

**JACKIE EVANS**

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton/ King/W5	17	15	Registered Medical Radiation Technologist
Charlton	15	5	Registered CT & IR Technologist
Charlton	9	1	Registered Nuclear Medicine/PET Technologist
Charlton / W5	15	8	Registered Magnetic Resonance Imaging Technologist
Charlton / King/ W5	17	7	Registered Ultrasound Technologist
King / W5	5	3	Registered Mammography Technologist
Charlton / W5	8	8	Cardiac Ultrasound Technologist & Vascular Technologist

## Major Achievements

### CARING

#### Clinical Practice:

- Ultrasound guided transperineal prostate biopsies have begun in our Ultrasound department. This exam utilizes specialized equipment to better allow the Radiologist proper visualization of potential prostate lesions. The Radiologist is then able to complete multiple biopsies, in multiple planes to help provide a more accurate diagnosis for these patients. By completing the exams with a transperineal approach versus a transrectal approach, the patients tend to have less post-operative complications.
- Medical Imaging Assistants were added to the staff complement in Diagnostic Services this year in MRI and General Radiography. This vital role utilizes individuals with a background in Medical Laboratory Assistant to assist Medical Radiation Technologists to improve patient care and workflow challenges. We are hoping to expand this role to allow the individuals to work more to their full capacity by helping with IV insertions and specimen collections. We believe this role will expand further as we grow and we are hoping to be able to utilize these individuals in other modalities in the future.
- Magnetic Resonance Imaging (MRI) has started to scan patients with MR compatible pacemakers. This is a very involved process, requiring careful evaluation of the patient's medical history to ensure that they are able to be placed in the scanning environment safely.

## CARING Clinical Practice continued...

- The Computed Tomography (CT) department has begun performing cryo-ablation cases for the treatment of renal tumours. The Radiologist will utilize CT or ultrasound guidance to allow them to place needles into renal tumours. The needle placement is then verified by CT. Once verified, the tumour is then injected with compressed argon gas, at a temperature of -140 degrees Celsius. The tumour is frozen and thawed twice which causes tumour necrosis. This procedure allows patients with large tumours to undergo a procedure which can help to prevent a partial nephrectomy. It also allows for less sedation for the patients which makes it safer for the patients. Previously patients would require radiofrequency ablation, which required higher sedation levels.
- Being able to move away from radioactive seeds to a safer alternative has been a huge change in the mammography department. The department has been able to transition from the placement of radioactive seeds in breast cancer patients, to being able to utilize a cutting-edge Canadian development called a MOLLI marker. This magnetic marker is easy to use, easy to visualize, easy to mark and easy to retrieve. Patients are able to have these markers implanted into their breast tumours to allow the surgeon to precisely remove the lesion utilizing a magnetic locating wand. This can help provide patients a more targeted tumour removal which can result in cleaner margins and less tissue removed.
- Upgrading our equipment can provide patients greater access to care and utilization of cutting-edge technologies. The new MRI scanner is currently being installed to be used clinically in April 2023. The additional 3 magnets have all undergone software upgrades. Ultrasound has been able to start utilizing their new machines. As well as new equipment will be purchased and installed in CT, Interventional Radiology, Fluoroscopy and General Radiology. All of these new pieces of equipment will have the latest technology to allow our patients the best care possible.

## LEARNING

### Education:

#### Clinical Education

- General Radiography accepts 5 students both in their 2<sup>nd</sup> year and 4<sup>th</sup> year of schooling. These students are part of the joint Mohawk/McMaster program. These students will shadow technologists and complete rotations through all campuses and all shifts. Their placement also includes a 3-week clinical component in Computed Tomography (CT) as well as observational opportunities in Magnetic Resonance Imaging (MRI), mammography, bone mineral densitometry (BMD) and angiography.
- Ultrasound accepts 2 students from the Mohawk/McMaster program. These students can be in any year of their placement. They provide clinical rotations in general ultrasound in the main department at Charlton and they also have clinical rotations through Obstetrics and Gynecology in the Fontbonne building at Charlton.
- Magnetic Resonance Imaging (MRI) accepts one student per 4-month semester. These students come from a wide variety of educational institution such as Mohawk College, The Michener Institute, Cambrian College and the Northern Alberta Institute of Technology. These students will participate in all types of MRI examinations and have the possibility of shadowing for a short period of time with our research team at the IRC.

## LEARNING continued...

- Our Nuclear Medicine and Positron Emission Tomography (PET) teams will welcome one student per year from the Michener Institute that is in their 3<sup>rd</sup> year of schooling. The student will be involved in thyroid imaging and PET imaging.
- The team in Cardiology will help students through their 1<sup>st</sup> and 2<sup>nd</sup> placements in Diagnostic Cardiac Ultrasound and Cardiovascular Technology. There are 4 students in Diagnostic Cardiac Ultrasound and 2 students in Cardiovascular Technology.
- High school co-op students have been welcomed back. These students work primarily out of the General Radiography area but are able to shadow in the other modalities if they should choose to. The hope is to see some of these high school students pursue careers in healthcare.

## BUILDING

### Staff:

- We have had the opportunity to partner with Mohawk College and Ontario Health to allow for 2 of our current technologists to take part in an MRI Accelerated Training Program. With this program, the technologists will take an intensive, accelerated program which includes a 16-week clinical rotation. At the completion of the program, the technologists will be able to write the Canadian Association of Medical Radiation Technologists MRI national certification exam.

### Professional Practice Development:

- Medical Radiation and Imaging Technologist week in November saw a number of presentations to staff to enhance their knowledge. Staff were able to take part in education sessions to increase their knowledge of advancements in contrast media, Interventional Radiology and Nuclear Medicine.
- Staff are continuing to learn about advancements when they were able to participate in additional education sessions throughout the year. The most recent was regarding new contrast media injector technology. The staff members were able to immerse themselves in a virtual reality environment and be able to picture themselves utilizing the new technology.





### 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.

# Dialysis Technology

**Professional Practice Leader (Charlton, King, Offsite):**

**DENIS RABBAT**

**Number of Members of Discipline:**

SITE	FTE	PTE	POSITION
Charlton	19	20	Clinical Nephrology Technologist Non-Registered Nephrology Technician Data Traffic Controller (DTC) Senior Nephrology Technologist Quality Coordinator ADS-11 (Administrative Assistant)
King	14	9	Clinical Nephrology Technologist Non-Registered Nephrology Technician Senior Nephrology Technologist
Home Hemodialysis	2	1	Clinical Nephrology Technologist
OFFSITE:			
Ohsweken	1	1	Clinical Nephrology Technologist Non-Registered Nephrology Technician
Brantford	4	0	Clinical Nephrology Technologist Non-Registered Nephrology Technician

## Major Achievements

### CARING

#### Clinical Practice:

- The Practice Lead of Dialysis Technology also chairs the Renal Patient and Family Advisory Committee.
- The Clinical Technologist works in a collaborative model of care with our nursing colleagues, under delegation from nursing.
- One of our own, Kelly Galvin, was the recipient of the Interprofessional Clinical Practice Award for her outstanding contributions at our Six Nations Dialysis Satellite Unit.



**Matthew D'Angelo using the new Point of Care Ultrasound (POCUS) device.**



## LEARNING

### Education:

#### Clinical Education

- Participation in the Kidney Fair for first year medical students, explaining various functions of the dialysis machine and Dialysis Technology.
- St. John Henry Newman High School students interdisciplinary job shadowing at King Campus.

#### Formal Teaching

- 3<sup>rd</sup> year Biomedical Engineering Technology Students from Durham College in Whitby do 8-week placements at St-Joe's.
- Assist with lab classes at Durham College, explaining machine calibrations and procedures.

#### Internal Education

- Dialysis machine training sessions for Registered Nurses and Technologists hired into the dialysis program, during Hemodialysis Orientation Week.

#### Research

- Dialysis Technicians and Technologists were instrumental in operationalizing the DialMag study. This 5-year study looks at the effects of magnesium in dialysate with respect to cramping. Our program was randomized to two different concentrations at the four sites.

## BUILDING

### Professional Practice Development:

- Dialysis Technologists have taken the Crucial Conversations and Emerging Leaders courses.
- Indigenous Safety Training courses provide Dialysis Technologists with insight in Trauma-informed care. This is essential as we serve a large Indigenous population.

## LEADING

- With our program's transition from a Renal Electronic Medical Record, Nephrology Information System (NIS), to Dovetale, Technologists were instrumental in the reporting transition as well. Where previously all ministry reports were pulled from NIS, we had to build these same reports with Digital Solutions, to pull the same data from the Dovetale system.
- Similar to above, we also transitioned our NISTools application, which is used for patient scheduling, staff assignments, and acute hemodialysis treatment tracking to Dovetale. It is now Dovetale Tools.



**Richard Cowin teaching new staff during Hemodialysis Orientation Week**

## LEADING continued...

### External Activities:

#### Presentations

- We presented our Collaborative model of Care model at the Renal Administrative Leaders Network of Ontario (RALNO) conference as an alternative staffing solution for other programs struggling with Nurse recruitment, specifically.
- We presented our Collaborative Model of Care model at the Canadian Association of Nephrology Nurses and Technologists conference that occurred in Hamilton in October 2022.

#### Committees

- Member of the Durham College Program Advisory Committee in the Biomedical Engineering Technology program that provides essential industry-related feedback that informs decision-making and actions by the College and the Board of Governors.



### Major Initiatives for 2023:

#### CARING

- Commissioning of 20 new Point of Care Ultrasound (POCUS) devices that will bring our fleet up to one per staff assignment at all 4 Dialysis sites. The use of POCUS devices for cannulation of Fistula/Grafts has been shown to improve Vascular Access patency and is the gold standard in Hemodialysis.. This was made possible by the St-Joe's Foundation annual fundraising gala!
- Commissioning 49 new Dialysis machines for our Home Patient population.
- Expansion of services at our 6-Nations Satellite Dialysis unit, providing care closer to home for the biggest growth area in our program.

#### LEARNING

- Revamping the Technologist Training Program. This 3-month program includes Water Treatment, Renal anatomy/physiology, Infection Prevention and Control in the Hemodialysis setting, Dialyzer Technology, Machine Technology.

#### BUILDING

- Continue to foster a culture of safety within the team, with Equity, Diversity, Inclusion discussions at monthly practice councils.

#### LEADING

- Meeting with University Health Network who are inquiring about our transition to Dovetale (Epic) and specifically our Ministry report build.
- Replacing the King Campus Reverse Osmosis system through the RFP process.

2022-23

# Medical Laboratory Technology

**Professional Practice Leader (Charlton):**  
**SUSANNE MAIA, MLT, BTech**

**Number of Members of Discipline:**

This includes all sites\* of the Hamilton Regional Laboratory Medicine Program

- Medical Laboratory Technologists (MLT) – 384
- Medical Laboratory Assistants (MLA) - 181

## Major Achievements

### Caring

#### HRLMP—Program Wide

- Successful implementation of new Laboratory Information System— EPIC Beaker, Wellsky and Biotherapies.

#### 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.
- Breast HER2 Testing transitioned from 2 day manual test to 6 hr automated test.

#### Clinical Chemistry and Immunology

- Repatriated 1,25 Dihydroxyvitamin and Myositis Antibody Panel.
- Expanded Paraneoplastic Antibody Panel and added Encephalitis Antibody Panel.

#### Core Laboratory

- Program-wide validation and implementation of new coagulation analyzers.
- Advanced skill mix to broaden MLA scope of practice.
- Consolidation of: Phenobarbital to MUMC Core, DOACS to HGH.

#### Genetics

- New assays introduced: Entrogen Acute Leukemia Assay, Oncomine Precision Assay, Redesign of TCRG Fragment Analysis Assay.
- Expanded Multiple Myeloma FISH Panel (Included additional target (1p1q CKS1B/CDKN2C)).
- Transitioned Hereditary Cancer Testing from MiSeq to NextSeq instrumentation.

### 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.*

## **CARING** continued...

### **Histocompatibility**

- Successful ASHI accreditation

### **Microbiology and Virology**

- Successful Public Health Agency of Canada (PHAC) Inspection
- COVID-19 sequencing transferred to SJHH Virology site from MUMC Genetics — HRLMP is one of 5 labs participating in the Ontario COVID-19 Genomic Network
- Validated new susceptibility panel for multi-drug resistant organisms

### **Point of Care Testing**

- Pediatric POCT Expansion of Scope: Routine Urinalysis, Whole Blood (BHBA) monitoring, Critical Care Blood Gas with Chemistry
- Nitrazine embedded pH paper for Labour and Delivery Units

### **Special Coagulation**

- Successful implementation of new Werfen coagulation analyzers
- Improved reporting and interpretation of many investigations such as Lupus Anticoagulant test results

### **Transfusion Medicine**

- Hospital Emergency Blood Management Plan
- Increased automation for group confirmation
- Successful Health Canada Visit in Stem Cell
- Successful Canadian Blood Services Visit in Stem Cell

## **Learning**

### **Internal Teaching**

- Training program for Residents/Fellows
- Training program for Medical Laboratory Technologist students:
  - St. Clair College – General MLT
  - Michener Institute for Education at UHN — General MLT
  - Michener Institute for Education at UHN — Genetics MLT
  - Michener Institute for Education at UHN — Diagnostic Cytology MLT
  - Ontario Tech University — General MLT
- Training program for Medical Laboratory Assistant students from Mohawk College
- Training new MLT, MLA and PAs 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 area



## Learning continued...

### Research

- HRLMP participated in 105 research studies in collaboration with disciplines/departments and health professionals across SJHH, HHS and beyond.

### Publications

- HRLMP produced >220 publications and >50 abstracts and posters, where several were authored by Medical Laboratory Technologists.

## Building

### Internal Education

- Participated in nursing annual review sessions cross HHS sites.
- Development of Clinical Phlebotomy Education Program.

### Professional Practice Development

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



## Leading

- Successful Accreditation Canada Diagnostics Surveillance and ISO 15189 Accreditation Visit.

### 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
- Member, 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

## Major Initiatives for 2023:

### Caring

- Verification of new analyzers in Immunohistochemistry.
- Verification of new automated tissue embedders for Anatomical Pathology.
- Verification of new analyzers in CCI — Optilite serum protein analyzers and new UPLC analyzers .
- Verification of new analyzers in Biochemical Genetics — new GC-MS and new LC-MS/MS instruments.
- Verification of next generation flow cytometer instrumentation in Malignant Hematology.
- Verification of Next Generation Sequencers for HLA.

### Learning

- Increasing capacity for MLT and MLA learners within the HRLMP.
- Planning for successful Accreditation Canada Diagnostics and ISO 15189 accreditation visit .

### Building

- Participate in the virtual National Medical Laboratory Week Celebrations.
- Participate in the virtual Rapid Fire Showcase.

### Leading

- Further development and implementation of HRLMP strategic plan.
- Consolidation of Red Cell Disorders laboratory to Clinical Chemistry and Immunology laboratory at HGH.
- Planning for the consolidation of genetic services.
- Planning for the consolidation of pathology services.



# Nursing

**Professional Practice Leader (Charlton, King, West 5th):**  
**ERIN DOHERTY, RN BScN MEd DNP**

## Number of Members of Discipline:

SITE	FTE	PTE	POSITION	SITE	FTE	PTE	POSITION
Charlton	764.65	201.53	RN	King	18.31	9.64	RN
	186.84	101.50	RPN		6.28	8.96	RPN
	17.48	4.08	NP		-	-	NP
West 5th	167.23	31.96	RN	Offsite	30.29	3.28	RN
	127.53	43.58	RPN		12.93	1.36	RPN
	6.85	2.06	NP		0.71	1.69	NP

## 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

- In collaboration with our Pharmacy colleagues, nurses implemented Omnicell® Automated Medication Dispensing Cabinets across the Charlton site to improve patient safety and the patient experience, and ensure the right medication gets to the right patient.
- Participated in the Supervised Practice Experience Partnership, a joint initiative with the College of Nurses of Ontario and the Ministry of Health, to provide practice experience to enable Internationally Educated Nurses to meet the requirements for CNO registration. Two thirds of the nurses who successfully completed this program were hired into nursing roles within our organization, thus building the diversity and capacity of our internal nursing workforce.
- Through the introduction and development of the Enhanced Extern Coordinator role at West 5<sup>th</sup>, provided after-hours support to learners, externs, SPEP participants, and inpatient nurses across the site.
- Nurses continued to demonstrate significant leadership and expertise within COVID assessment centres, vaccination clinics, and congregate settings.
- Across all sites of our organization, nurses contributed to the professional development of nursing students and helped to build the future nursing workforce.
- Nurse Practitioners were supported to work to their newly expanded scope of practice to include ordering MRI and CT scans within revised legislation.
- Nurses contributed to and worked within team-based models of care, worked to their full scope of practice, and implemented medical directives to best meet patient care needs.
- Through extraordinary times amidst an ongoing pandemic and historic health human resource shortages, nurses continued to provide compassionate and expert nursing care and to make a positive difference in the lives of our patients and our community.



## 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.*

# Occupational Therapy

**Professional Practice Leader (Charlton, King, West 5th):**  
**MONICA ALDERSON BSCc(OT) OTReg.(Ont.)**

## Number of Members of Discipline:

SITE	POSITION
Charlton	Occupational Therapists 22.9 Occupational Therapist Assistants 5.2 Occupational Therapist (enhancement) 1.0 Occupational Therapist A. (enhancement) 0.6
King	Occupational Therapists 2.0
West 5th	Occupational Therapists 28.8 Occupational Therapist Assistants 2.6
OFFSITE	
Satellite Health Facility (SHF)	Occupational Therapists 1.6 Occupational Therapist Assistant 1.8
Youth Wellness	Occupational Therapist 0.6
Seniors Mental Health	Niagara Outreach Occupational Therapist 1.0 Halton Outreach Occupational Therapist 3.6
Assertive Community Treatment (ACT)	Hamilton Occupational Therapist 1.0 Brantford Occupational Therapist 1.0
Crisis Outreach and Supportive Team (COAST)	Occupational Therapist 2.0

## Major Achievements

### CARING

## Clinical Practice:

- Integration of new protocol for early active mobilization for flexor tendon repairs in hand therapy.
- Completed on line training for Delegation of the Controlled Act O2 Titration.
- Participation in the Integration of the Three Wishes Program on the Complex Care Program.
- An occupational therapist participates on the corporate Falls Committee.



## Caring Clinical Practice Continued...

- Occupational therapists participate in quality councils for GIM, Post Acute Quality and Operations Committee.
- Updated and supported the re-implementation of the CPT Information Session at West 5<sup>th</sup> & ERMHS.
- Development of an 8-week group for Adults with ADHD pilot in March 2023 at ERMHS.
- Anxiety Treatment and Research Center continue to see patients for occupational therapy and facilitate CBT groups (generalized anxiety, social anxiety, and perfectionism; Maintaining Your Progress Group; and the monthly Booster group).
- At started assisting the nurses with rooming (intakes) appointments. Currently completing approx. 8 per week.
- ADHD group at the Youth Wellness Centre with an updated group manual.
- Developing a cookbook with cultural recipes and recipes submitted by clients/patients
- trial a cooking/baking group on 9AMH.
- advocated for pull up briefs on ALC to encourage pt independence.
- For leadership I have been redeployed to M1 and R1 in a mentoring and building capacity. So I have been mentoring the new OT, evaluating OT and equipment needs, putting together proposals and am now working on an initiative with the nurse educators around developing a new approach to making care plans.
- New role this year in assisting with conducting fitness assessments for patients on our unit (fitness to stand trial), which required learning more about the legal system that Forensics operates within.
- Enhancements to OT Initial Assessment and OTA flow sheets for BADL treatments.
- Reviewed and confirmed assessment processes are efficient and effective.
- Part of pilot project for tracking mattress surfaces (CC and rehab).
- Collaborating with Ron Joyce to coordinate visits from the orthotist for inpatient needs.
- OTA role expanded to teach hip and knee class.
- At Community Psychiatry Clinic OT has been co-facilitating the Managing Emotions (DBT) 20-week Treatment Group since September 2022.
- At Community Psychiatry Clinic OT was involved in developing a 13-week DBT group as a pilot project to determine its effectiveness in symptoms reduction, when compared with 20-week group.
- Had run a Mindfulness/Yoga fusion group in November-December, 2022 and will run Nature based Mindfulness in spring/summer 2023.

## Learning

### Education:

#### Formal Teaching

- McMaster Institute for Applied Health Sciences: School of Occupational Therapy

#### Lecturer

- DBT and Trauma; second year OT students
- Professional Reasoning & Skills (PRS) Self-Management of Chronic Health Conditions, Term 4, December 2, 2022
- Professional Reasoning & Skills (PRS), Occupational Performance in Leisure, Term 2, Feb 16 2023

#### Tutor

- Problem-Based Tutorial, Term 2, Jan 4 – Feb 24, 2023
- Problem-Based Tutorial, Term 3, May 9 – July 8, 2023
- Problem-Based Tutorial, Term 4
- Problem-Based Tutorial, Term 5D

#### Facilitator

- Behavioural Activation, Group Facilitation, Recovery Model, Dementia and Responsive Behaviour

#### Mohawk College

- Lab Instructor for the OTA and PTA program at Mohawk College

#### Clinical Teaching

- OT Placements McMaster University Masters of Clinical Science,
  - Occupational Therapy: 34
  - Mohawk College OTA/PTA: 7
- Continued Evidence Based Practice Placement with OTs at St. Joseph's precepting students at St. Joseph's Villa to do a research Project looking at the impact of OT intervention on the residents in Long Term Care.



**Kelly Sward** has received the 2022 Occupational Therapy Preceptor of the Year Award from McMaster University's School of Rehabilitation Science. This award recognizes Kelly's commitment to excellence and outstanding contribution to the educational development of future occupational therapists. Kelly has high standards of professionalism and demonstrates a profound respect for the students, colleagues, faculty and clients she works with.

## Learning Clinical Teaching Continued...

- Information orientation to role of OT or OT assistant to nurses or nursing learners.
- Collaborate and provide coverage for Student PT in RRDP.
- Collaborating with Mohawk's City School to offer free courses at YWC.
- Social work student and psychotherapy student shadowed me during their placement.
- Psychotherapy and psychology learners in CBT group at Anxiety Treatment and Research Clinic.

## Research

- SNAP abstract CPA CONGRESS SUBMISSION (Incorporating a Shorter Duration Novel Alternate Program (SNAP) Stream into Traditional Pulmonary Rehabilitation to improve Patient Goals and Uptake to Pulmonary Rehab).
- Research findings looking at different surfaces to prevent pressure injuries related to positioning in ICU to manage COVID patients continuing project.
- An OT is the Research Co-ordinator for REVIVE: frailty, rehabilitation and outcomes of Survivors of COVID-19 – a single center explanatory, sequential mixed methods study to identify opportunities to optimize care and outcomes for patients with COVID-19 admitted to ICU.
- Mapping Clinical Encounters to the Canadian Occupational Therapy Inter-Relational Practice Process Framework assisted in application for COTF grant with McMaster University.
- 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 with VERTEX.
- Title: Development, Implementation and Evaluation of a Self-management Support Training Package for Interdisciplinary Regulated Health Professionals Working with Individuals/Families Living with Schizophrenia; Investigators: **Strong S**, Letts L, Martin M, McNeely H, Gillespie, A.

## Publications

- Collaborating with McMaster and my peer OT students to prepare the manuscript of our Evidence-Based Project for publication in an OT Journal. The topic of our research was exploring student OTs' experiences of completing virtual clinical placements during the pandemic.
- **Strong, S.**, Letts, L., Gillespie, A., Martin, ML., McNeely, H.E. (2022) Preparing an Integrated Self-Management Support Intervention for People Living with Schizophrenia: Creating Collaborative Spaces, *Journal of Evaluation of Clinical Practice*, <https://doi:10.1111/jep.13728>
- **Strong, S.**, Letts, L., Gillespie, A., Martin, ML., McNeely, H.E. (2022) Organisational Change to Integrate Self-Management into Specialised Mental Health Services: Creating Collaborative Spaces, *Journal of Evaluation of Clinical Practice*, <https://doi:10.1111/jep.13723>

## Learning Publications Continued...

- McNeely, H.E., Letts, L., Martin, M.-L., **Strong, S.** (2023). Participants' Evaluation and Outcomes following Integration of Self-Management Support into Outpatient Schizophrenia Case Management. Feature Paper, Special Issue "Advances in Mental Health Care: Self-Management, Prevention and Early Intervention". *International Journal of Environmental Research and Public Health [IJERPH]*, 20, 3035. <https://doi.org/10.3390/ijerph20043035>

## Building

### Professional Practice Development

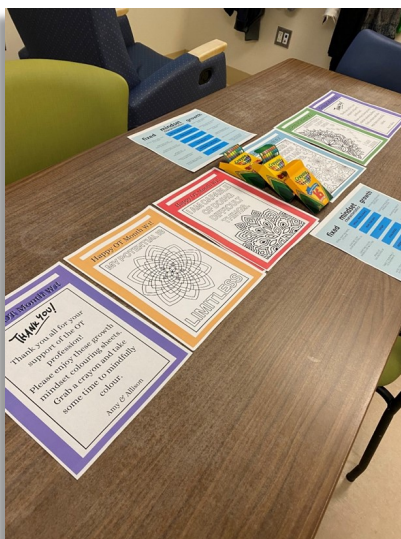
- Integration of New Standards of practice for Occupational Therapists in Canada into our Performance Review Forms.
- Orientation of new OTs in mental health related to group facilitation, community and employment resources and Provisional Practicing Supervision to 5 Occupational Therapists.

### Training & Development:

- Online Education for Chronic Disease Course completion; enrolling in IPF RESPTREC course in 2023
- Completed GAIN Training
- CBT Level 3 – 1
- CBT Level 2 – 1
- DBT 2
- GPA Coach – 1

### 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
- Information orientation to role of OT or OT assistant to nurses across Charlton



### Professional Promotion -- OT month activities:

At West 5<sup>th</sup> on WI OTs brought a game to staff including group content from Skills & Strategies where Growth Mindset is discussed paired with mindfulness for colouring.



## Leading

### Internal Activities:

- VERTEX COPD Educator Quality Initiative project leading project as emerging role.
- Forensic Psychiatry Program's "Integrated Quality and Operations Committee" – leadership role in providing review, guidance, and oversight for people, culture, workplace safety, operations, patient experience, and clinical practice in the program.
- Member of the Rewards and Recognition Working Group at SJHH.
- Worklife balance /social committee here at Schizophrenia Outpatient Clinic.



**MEMBERS OF CHARLTON CAMPUS OT DEPARTMENT**

### External Activities:

#### Presentations

- **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), 18th World Federation of Occupational Therapists (WFOT) Congress, Occupational R-Evolution, Paris, France, August 27, 2022
- Panelist at 2 Cine Psych events in the community
- Collaborating with Mohawk's City School to offer free courses at YWC to develop career interests
- "Finding your Why: Mental Health, Exercise and Why it Matters". "World Mental Health Day" Royal Hospital in Ottawa and Royal Bank of Canada.
- Piatek, S. Facial pressure injuries in mechanically ventilated prone patients: a narrative review ePoster presentation Critical Care Canada Forum November 23, 24 or 25, 2022

## Leading Continued...

### Committees

- Member of Anti Racism Anti-Bias Anti Oppression working group (ARABAO) with OT program at McMasterUniversity
- Vice-Chair of the Mohawk College Program Advisory Committee - Rehabilitation Sciences
- McMaster Clinical Advisory Committee
- 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
- Joint Learner Safety Committee (JLSC) with Hamilton Health Sciences, McMaster and St. Joseph's representation



West 5<sup>th</sup> Occupational Therapists



### 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	3	9	FTE West 5th provides services at ERMHS Peer Support Provider / Recovery Support Counsellor
		1	Peer Support Provider / youth Mentor
OFFSITE	5	2	Youth Mentors
	3	1	Community Support Workers: Peer Specialists

## Major Achievements

### CARING

#### Clinical Practice:

- Creation of "A Day in the Life of a Peer Support Provider" short film. Released on Global Peer Support Day.
- Waitlist group for individuals referred to any outpatient program and on a waitlist;
- 2SLGBTQ peer support groups (YWC/Cleghorn/PFCSS).
- Utilization of the Peer Support Integrity Survey to evaluate programs and services.



## LEARNING

### Education:

#### Clinical Education

- PPA supervised Child and Youth Care student at Youth Wellness Centre.

#### Formal Teaching

- PPL is Assistant Professor with the Dept of Psychiatry and Behavioural Neurosciences, McMaster University.
- PPL is Longitudinal Facilitator, Professional Competencies Program, DeGroote School of Medicine, Faculty of Health Sciences, McMaster University.
- PPA is Teaching Assistant at Redeemer University.
- PPA is Professional Advisor, Child and Youth Care Program, Mohawk College.

#### Internal Education

- PPA's involved in Medical Student bootcamp in partnership with Psychiatry Residents.
- PPL trains SJHH colleagues in Peer Support (Employee Peer Support Ally Program) in partnership with Human Resources and Organizational Development.

#### Research

- **Peer Support Providers are critical participants in;**
  - "Lived Experience Perspectives for EPI Services" Learning Collaborative Grant

#### Publications

- PPL Co-authored "Patients' and Family Members' Experiences of Recovery in Forensic Psychiatry Program". 2022. Ivana Furimsky, Michelle Chan, Fiona Wilson, Gary Chaimowitz, *International Journal of Risk and Recovery*, 5(2), 3-13.
- PPA creating Workshops and Workbooks for Transition Clients waiting for BPDS services.

## BUILDING

### Professional Practice Development:

- 7 PPAs participated in Peer Support Group Facilitation Training, RPLYT Training.
- PPA participated in CBT Essentials Training.
- PPA participated in 2SLGBTQ Foundations Course.
- 1 PPA completing Peer Support Canada, Peer Support Certification.
- PPA, Level 3 Accreditation with Association of Psychological Therapies: Motivational Interviewing
- PPA completed DBT Essentials.
- PPA completed Work Place Mental Health training.
- PPA completed Peer Support and the Forensic System training.



## Leading

- PPL Co-leading, Indigenous Care Prioritization Initiative.
- PPL Collaborating on MHAP Essential Care Partner Pilot.
- PPA involved in Discharge Planning working group.
- PPA involved in Values Working Group.
- PPA supports Youth Advisory Council (YWC).
- PPA supports Youth Advisory Council (Cleghorn).
- PPA involved in Everyone Threads Social Enterprise.
- PPA involved in Compassion Fatigue group.



## External Activities:

### Presentations

- PPA presentation – Child and Youth Care & the Intersection of Peer Support.
- PPA presentation – Mental health through a lived experience lens. Mohawk College Recreation Therapy students.
- PPA presentation – Peer Support: We all have stories to tell. MHAP Rounds.
- PPL presentation – Peer Support: Increasing Access to After Care, Meta:Phi Conference.

### Committees

- PPL, Advisory Committee member, Peer Support Canada.
- PPL, Advisory Committee for Professional Standards, Peer Works (previously Ontario Peer Development Initiative).
- PPL, Board Member, Rainbow's End Community Development Corporation.
- PPL, Board Member, Mental Health Right's Coalition.
- PPA, Member, Certification Review Committee, Peer Support Canada.
- PPA, Member, Human Services and Justice Committee (Brant).

## Major Initiatives for 2023:

### CARING

- Continue to work in collaboration with individuals who use services to drive innovative practices.

### LEARNING

- Professional Development priorities including: Wellness Recovery Action Plan (WRAP) facilitation training; Acceptance Commitment Therapy overview; DBT skills.
- Develop Peer Support Orientation package for all new SJHH Peer Support Providers.

### BUILDING

- Create capacity to run more peer specific support groups e.g., WRAP
- Build awareness around peer support for colleagues – address stigma.
- Build awareness around the intersections of peer support and equity, diversity and inclusion.

### LEADING

- Development of a Peer Support specific group evaluation tool.



### 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):**  
**ANGELA WRIGHT, BScPhm, PharmD, RPh, ACPR**

### Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	33 37 4		Pharmacists / Pharmacotherapy Specialists Pharmacy Technicians Supervisors
Charlton—Retail	1.5 3.5		Pharmacist Pharmacy Technicians
King	1 1		Pharmacist Pharmacy Technician
West 5th	8 9		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 Ontario's first COVID Care Clinic (previously the Monoclonal Antibody Clinic) for assessment and delivery of COVID therapies for patients with mild COVID (Remdesvir and Paxlovid) and the prevention of COVID (Evusheld) at Charlton Campus.
- Leading to 513 Paxlovid courses dispensed by Retail Pharmacy.
- Organized support for Evusheld clinic at King St Campus.
- Implemented process for pharmacist assessment and review and pharmacy technician dispensing of Paxlovid for inpatients with mild COVID.
  - Leading to 151 Paxlovid courses dispensed by Inpatient Pharmacy
- Organized ongoing vaccine and staffing supporting the Inpatient Mobile Vaccine clinic, COVID vaccinations for SJHH staff, and administration of COVID vaccines in Retail Pharmacy – over 1400 doses administered in 2022.
- Implementation of clinical guidelines for COVID therapies as recommended by the Ministry of Health.

## CARING continued...

### Scope of Practice:

- Expanded pharmacy services to support the Satellite Health Facility and ALC with the addition of a dedicated clinical pharmacist team member.
- Supported bed openings and patient care unit moves with clinical pharmacy and operational pharmacy services.
- Performed extensive review of clinical pharmacy services provided at Charlton Campus and implemented re-distribution of clinical pharmacist resources in alignment with corporate priorities for staffing and recruitment as well as managing capacity to support high quality care.
- Performed extensive review of clinical pharmacist role and adoption of evidence based clinical priorities for clinical pharmacists.
- Reviewed and updated the Adjustment and Monitoring of Warfarin Therapy medical directive to support the Pharmacist Led Anticoagulation Clinic, including training and certification of additional pharmacist for this program.
- Implemented of updated Standard Operating Procedure for Best Possible Medication History collection and documentation by Pharmacists and Pharmacy Technicians, including expanded clinical documentation for Pharmacy Technicians.
- Expanded scope of practice for pharmacists to prescribe Paxlovid (Dec 2022) and for Minor Ailments (Jan 2023) implemented in Retail Pharmacy.



### Awards

- **Health Professionals Excellence in Practice Awards 2022- Award Winners**  
*Team Clinical Service Excellence in Practice Award –*  
**Interprofessional Team & Leaders – ALC Units, Charlton Campus:**  
Clinical Nutrition, Nursing, Occupational Therapy, Pharmacy, Physiotherapy, Speech-Language Pathology, Social Work, Spiritual Care, Therapeutic Recreation
- **Mission Legacy Awards 2022**
  - **Cathy Pracsovics** – Pharmacy Technician
  - **Monoclonal Antibody Clinic Team** – Pharmacy Technicians, pharmacists, and managers  
supporting the implementation and ongoing success of the Monoclonal Antibody Clinic (COVID Care Clinic).

## LEARNING

### Education:

#### Clinical Education

- Three EPE-2 summer student placements, including experiential learnings, from University of Toronto – 3 pharmacist preceptors.
- 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, 4 first-time preceptors.
- Three pharmacy technician student placements from Mohawk College.
- Clinical rotations for four Hospital Pharmacy Residents - 18 pharmacist preceptors.
- Developed and implemented SJHH Pharmacy Structured Practical Training (SPT) program. Supported 3 SPT students in 2022, 3 Pharmacy Technician preceptors.
- Residency Program Accreditation survey completed (final report expected March 2023).

#### 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).
- Mohawk College Institute of Applied Health Sciences. Allied Health-Academic Delivery Department. Post Secondary Professor (Pharmacist Cassandra Hughes).
- 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 consultations.
- Critical care, nephrology and psychiatry interprofessional teaching to medical residents.
- Renal transplant patients and nursing staff – medication and discharge teaching.
- Hemodialysis nursing staff – medication 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 supporting the Pharmacy Residency program (2022) – four Pharmacy Residents.
- Weekly pharmacist education sessions presented by pharmacy learners and pharmacy team members.



## LEARNING continued...

### 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 Residency Program Systematic Review- *The Effect of Carnitine Supplementation on the Neonatal Weight*. Pharmacy Residents Lisa Ros-Choi and Kaitlyn Sellers in collaboration with HHS Pharmacy Residents.
- Co-investigator OPTIMAL Fitness study GERAS Centre for Aging Research McMaster University/St Peter's Hospital- Shyam Maharaj.
- 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.
  - In 2022 the pharmacy team supported a total of 25 research protocols including study implementation, randomization, dispensing and monitoring.
  - Pharmacy Residency research projects: 2.

### Publications

- Journal Article:
  - Multi-Study Research Operations in the Intensive Care Unit: An Inter-Professional Pandemic-Informed Approach. Cook DJ, Duan E, Clarke FC, Matic M, Culgin S, Kelly L, Nelson KS, **Wallace CV**, Soth MD, Lewis KA, Rudkowski JC, Perri D, Ligor TL, Jaeschke RZ, Chagla Z, Chaudhuri D, **Wright AE**, **Fu ZY**, Reeve BK, Lee HM, Overington JD, Rozenberg A, Bloomfield KA, Love K, Gain JL, Zytaruk NL, Cheung JH, Thabane L, Kho ME for the Department of Critical Care Research *Operations Committee*. Crit Care Explorations 2022.
- Guidelines:
  - PJP Prophylaxis Guidance Document- Ontario Renal Network Drug Access Task Group (Alison Shipley).
- Poster and Presentation:
  - Evaluating Discontinuation of Gastric Acid Suppressants During and After Discharge from ICU: A Retrospective Chart Review – Presented by: Emily VanderWindt, St. Joseph's Healthcare Hamilton (CSHP Ontario Branch Residency Research Night (July 2022), 2<sup>nd</sup> place award.
  - Development of Eosinophilia in COVID-19 Patients: A Retrospective Chart Review – Presented by: Madeline Pugi, St. Joseph's Healthcare Hamilton (CSHP Ontario Branch Residency Research Night – July 2022).
  - Poster and Presentation: ESCAPADE - Evaluating Discontinuation of Gastric Acid Suppressants During and After Discharge from ICU: A Retrospective Chart Review **E. Vanderwindt, A. Wright, C. Wallace**, D. Cook Critical Care Canada Forum (Nov 2022).

## BUILDING

### Staff:

- Emerging Leaders Program (2022-2023)
  - Walid Elakrat, Pharmacist
- Crucial Conversations Course (2022)
  - Angela Wright, Pharmacy Manager
  - Kaitlin Wilson, Pharmacy Technician
- Hospital Pharmacy Residency Program, ACPR
  - Pharmacists Madeline Pugi and Emily VanderWindt graduated with the ACPR Hospital Resident credentials in 2021-2022.
  - Lisa Ros-Choi and Kaitlyn Sellers enrolled in the twelve-month pharmacy residency program for 2022-2023.
- Certified Diabetes Educators
  - Stephanie Gilbreath, Pharmacy Manager
  - Marita McQuaid, Pharmacist
  - Kyle Yang, Pharmacist
- Re-Certification in Sterile Compounding including Hazardous and Non Hazardous Compounding (Pharmacy Technicians)

### 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.
- Pharmacy team medication related teaching provided to medical residents, nurses and patients at SJHH via a variety of mechanisms as outlined in Learning section above.

### Professional Practice Development:

- 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, Caitlin Ciprietti and staff pharmacists).
- In alignment with corporate priority of culture, safety and healthcare worker wellness:
  - Developed and implemented strategies aimed at improving team engagement and team building within the pharmacy department, including inter-professional shadowing and resuming weekly huddles.
  - Developed strategies aimed at reducing workplace burnout for pharmacy team members (to be implemented in early 2023).

## LEADING

- Completed implementation of OMNICELL replacement of Automated Dispensing Cabinets (ADC) at Charlton campus.
- Completed implementation of Controlled Substances Monitoring (CSM) system at Charlton campus to improve distribution, tracking, monitoring of narcotics and controlled substances to support safe medication dispensing and administration, as well as to support diversion prevention.
- Continued redevelopment of sterile compounding facilities including planning, construction meetings, re-location of current clean-room facilities, and assessment of future workflow (estimated completion in early 2023).
- Creation of the Retail and Ambulatory Services Pharmacy Manager role (expansion of the prior Retail Manager role) to provide additional support to growing ambulatory care programs and provide clear structure for pharmacy services support to these areas.
- Pandemic management of COVID-19 including clinical practice guideline best practices, surge staffing, monitoring drug shortages, organization of clinical services and medications to temporary support bed moves and temporary 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, improved documentation tools, supporting ambulatory clinic best practices for ordering, administration and documentation of IV medications, formulary additions and new therapies, back-order management.
- Successful OCP assessments at Charlton, King, and Retail Pharmacy.
- Pharmacy Strategic Plan – updated in early 2023.
- Innovative leadership and pharmacy support to Qikiqtani General Hospital in Nunavut and local area – clinical pharmacist and technician coverage on-site, on-site and remote leadership by the SJHH Director Carmine Nieuwstraten and Senior Manager Sumanth Kalidoss.

## External Activities:

### Presentations

- Review of Hyperphosphatemia in CKD – Presented by Richa Desai at the Canadian Association of Nephrology Nurses and Technologists Conference (Oct 2022).
- Immunosuppressive Medications in Glomerulonephritis – Presented by Alison Shipley at the Canadian Association of Nephrology Nurses and Technologists Conference (Oct 2022).

## LEADING continued...

### Committees:

- 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 2022-2023
- Pharmacy Examining Board of Canada (PEBC) OSCE—Chief Examiner
- PEBC OSCE Pharmacist Exam—Assessors
- Provincial Quality Standards for Schizophrenia
- Ontario Renal Network (ORN) GN Drug Access Task Group
- Mohawk College Pharmacy Technician Advisory Committee
- University of Waterloo School of Pharmacy Admission Panel 2022-23
- Canadian Society of Hospital Pharmacists (CSHP) Activities:
  - 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

### Major Initiatives for 2023:

#### CARING

- Create the Pharmacy Integrated Quality and Operations Council to support delivery of high-quality pharmacy services to ensure high quality patient care.
- Assess impact and role of expanded scope of practice for pharmacist activities (Paxlovid and Minor Ailment prescribing) for inpatient pharmacy teams (Charlton and West 5<sup>th</sup>).
- Prepare and participate in hospital accreditation.



## Major Initiatives for 2023 continued...

### LEARNING

- Enhanced preceptor training and development activities with goal of increasing preceptor pool for Pharmacist and Pharmacy Technician preceptors.

### BUILDING

- Resume the Pharmacy Practice Council to support continuous quality improvement in pharmacy practice.

### LEADING

- Completion of Omnicell implementation at King and West 5<sup>th</sup> sites.
- Implementation of SwissLog Boxpicker Inventory Management System and associated workflows.
- Completion of sterile compounding facilities re-development and implementation and optimization of workflows and standard operating procedures to support safe and effective sterile preparation of medications.



### 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)  *please note the Ergonomics positions are currently being adjusted.
West 5th	2.0		1.0 West 5th inpatient; 1.0 WSIB Clinic
Offsite: Satellite Health Facility (SHF)	1	1	One casual PT not included in count

## Major Achievements

### CARING

#### Clinical Practice:

- Wendy Galloway – member of Integrated Quality and Operations Committee
- Daana Ajami and Kristy Obrovac – on ICU Quality Council
- Elisa Mayens – on Quality Committee for GIM
- Anne Stotesbury – on Quality Committee for Post-Acute Care
- Frances Garner on the Hospital Falls Committee
- Mary Devcic is on the Kidney Urinary Quality Team
- Mary Devcic is part of the Dialysis Weights Project

### LEARNING

#### Education:

##### Clinical Education

- 15 PT Student Placements in 2022
- 7 PTA/OTA Student Placements in 2022 (joint partnership with the Occupational Therapy Department)

## LEARNING Continued...

### Formal Teaching

- Associate Professor – McMaster University
  - Dr. Michelle Kho
- Assistant Clinical Professor (Adjunct)
  - Christina Murphy
  - Lisa Forsyth
  - Diana Hatzoglou
  - Elisa Mayens
  - Magda McCaughan
  - Dianne Vandepas
  - Kristy Obrovac



### Internal Education

- Wendy Galloway and Tina Murphy - Esophagectomy Benefits of post-operative Chest physiotherapy – Teach and Tea (SDU/H&N/CHU).
- Diana Hatzoglou - Did present twice to our RRDP peer support group on 1) how to exercise beyond rehab 2) how to navigate health information on internet.

### Research

- Number of ICU Studies under Dr. Michelle Kho
- Alternate Stream Study for the Respiratory Rehabilitation Day Program – Lead: Diana Hatzoglou
- Thoracics Troponin study was completed in 2022 – Lead: Wendy Galloway

### Publications

- Thomas P, Baldwin C, Beach L, Bissett B, Boden I, Cruz SM, Gosselink R, Granger CL, Hodgson C, Holland AE, Jones AY, Kho ME, van der Lee L, Moses R, Ntoumenopoulos G, Parry SM, Patman S. Physiotherapy management for COVID-19 in the acute hospital setting and beyond: an update to clinical practice recommendations. *J Physiother.* 2022 Jan;68(1):8-25. doi: 10.1016/j.jphys.2021.12.012. Epub 2021 Dec 23. PMID: 34953756; PMCID: PMC8695547.
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- **Kho ME**, Rewa OG, Boyd JG, Choong K, Stewart GCH, Herridge MS. Outcomes of critically ill COVID-19 survivors and caregivers: a case study-centred narrative review. *Can J Anaesth.* 2022 May;69(5):630-643. doi: 10.1007/s12630-022-02194-4. Epub 2022 Jan 31. PMID: 35102495; PMCID: PMC8802985.
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## LEARNING Continued...

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- O'Grady HK, Farley C, Takaoka A, **Mayens E**, Bosch J, Turkstra L, **Kho ME**. Retention in RCTs of physical rehabilitation for adults with frailty: a systematic review and meta-analysis. *Trials*. 2022 Mar 28;23(1):235. doi: 10.1186/s13063-022-06172-5. PMID: 35346320; PMCID: PMC8961921.
- Reyes LF, Murthy S, Garcia-Gallo E, Irvine M, Merson L, Martin-Loeches I, Rello J, Taccone FS, Fowler RA, Docherty AB, Kartsonaki C, Aragao I, Barrett PW, Beane A, Burrell A, Cheng MP, Christian MD, Cidade JP, Citarella BW, Donnelly CA, Fernandes SM, French C, Haniffa R, Harrison EM, Ho AYW, Joseph M, Khan I, **Kho ME**, Kildal AB, Kutsogiannis D, Lamontagne F, Lee TC, Bassi GL, Lopez Revilla JW, Marquis C, Millar J, Neto R, Nichol A, Parke R, Pereira R, Poli S, Pova P, Ramanathan K, Rewa O, Riera J, Shrapnel S, Silva MJ, Udy A, Uyeki T, Webb SA, Wils EJ, Rojek A, Oliaro PL; ISARIC Clinical Characterisation Group. Clinical characteristics, risk factors and outcomes in patients with severe COVID-19 registered in the International Severe Acute Respiratory and Emerging Infection Consortium WHO clinical characterisation protocol: a prospective, multinational, multicentre, observational study. *ERJ Open Res*. 2022 Feb 14;8(1):00552-2021. doi: 10.1183/23120541.00552-2021. PMID: 35169585; PMCID: PMC8669808.
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- Ilicic AM, Oliveira A, Habash R, Kang Y, **Kho M**, Goldstein R, Brooks D. Non-pharmacological Management of Non-productive Chronic Cough in Adults: A Systematic Review. *Front Rehabil Sci*. 2022 May 26;3:905257. doi: 10.3389/fre.2022.905257. PMID: 36188925; PMCID: PMC9397766.
- O'Grady HK, Edbrooke L, Farley C, Berney S, Denehy L, Puthuchery Z, **Kho ME**; International METRIC Critical Care Data Group. The sit-to-stand test as a patient-centered functional outcome for critical care research: a pooled analysis of five international rehabilitation studies. *Crit Care*. 2022 Jun 13;26(1):175. doi: 10.1186/s13054-022-04048-3. PMID: 35698237; PMCID: PMC9195216.
- Newman ANL, **Kho ME**, Harris JE, Fox-Robichaud A, Solomon P. The experiences of cardiac surgery critical care clinicians with in-bed cycling in adult patients undergoing complex cardiac surgery. *Disabil Rehabil*. 2022 Sep;44(18):5038-5045. doi: 10.1080/09638288.2021.1922515. Epub 2021 May 23. PMID: 34027750.
- Reid JC, Molloy A, Strong G, **Kelly L**, O'Grady H, Cook D, Archambault PM, Ball I, Berney S, Burns KEA, D'Aragon F, Duan E, English SW, Lamontagne F, Pastva AM, Rochwerf B, Seely AJE, Serri K, Tsang JLY, Verceles AC, Reeve B, Fox-Robichaud A, Muscedere J, Herridge M, Thabane L, **Kho ME**; CYCLE Investigators. Research interrupted: applying the CONSERVE 2021 Statement to a randomized trial of rehabilitation during critical illness affected by the COVID-19 pandemic. *Trials*. 2022 Sep 2;23(1):735. doi: 10.1186/s13063-022-06640-y. PMID: 36056378; PMCID: PMC9438218.
- Baruch J, Rojek A, Kartsonaki C, et al. Symptom-based case definitions for COVID-19: Time and geographical variations for detection at hospital admission among 260,000 patients. *Influenza Other Respi Viruses*. 2022; 16( 6): 1040- 1050. doi:10.1111/irv.13039



## LEARNING Publications Continued...

- Bronner P Gonçalves, Matthew Hall, Waasila Jassat, Valeria Balan, Srinivas Murthy, Christiana Kartsonaki, Malcolm G Semple, Amanda Rojek, Joaquín Baruch, Luis Felipe Reyes, Abhishek Dasgupta, Jake Dunning, Barbara Wanjiru Citarella, Mark Pritchard, Alejandro Martín-Quiros, Uluhan Sili, J Kenneth Baillie, Diptesh Aryal, Yaseen Arabi, Aasiyah Rshan, Andrea Angheben, Janice Caoili, François Martin Carrier, Ewen M Harrison, Joan Gómez-Junyent, Claudia Figueiredo-Mello, James Joshua Douglas, Mohd Basri Mat Nor, Yock Ping Chow, Xin Ci Wong, Silvia Bertagnolio, Soe Soe Thwin, Anca Streinu-Cercel, Leonardo Salazar, Asgar Rishu, Rajavardhan Rangappa, David SY Ong, Madiha Hashmi, Gail Carson, Janet Diaz, Rob Fowler, Moritz UG Kraemer, Evert-Jan Wils, Peter Horby, Laura Merson, Piero L Olliaro, ISARIC Clinical Characterisation Group (2022) An international observational study to assess the impact of the Omicron variant emergence on the clinical epidemiology of COVID-19 in hospitalised patients eLife 11:e80556 <https://doi.org/10.7554/eLife.80556>
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- Cook DJ, Duan EH, Clarke FJ, Matic K, Culgin S, **Kelly L**, Nelson KS, Wallace CV, Soth MD, Lewis KA, Rudkowski JC, Perri D, Ligor TL, Jaeschke RZ, Chagla Z, Chaudhuri D, Wright AE, Fu ZY, Reeve BK, Lee HM, Overington JD, Rozenberg A, Bloomfield KA, Love K, Gain JL, Zytaruk NL, Cheung JH, Thabane L, **Kho ME**. Multistudy Research Operations in the ICU: An Interprofessional Pandemic-Informed Approach. Crit Care Explor. 2022 Dec 1;4(12):e0808. doi: 10.1097/CCE.0000000000000808. PMID: 36506834; PMCID: PMC9722625.
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## BUILDING

### Internal Education:

- Kristy Obrovac and Daana Ajami – Monthly Education on Physiotherapy practice in the ICU for new Residents starting in the ICU.

### Professional Practice Development:

- Tina Memarzadeh and Ashley Patel are participating in the Emerging Leaders Program
- Entire Physiotherapy Group is working on getting full CPI training.
- A number of staff have already taken Crucial Conversations but additional staff members are looking forward to taking the course as well in 2023 If it is available.
- Number of Physiotherapists formed part of team called “Bad Acetabulum” and raised almost \$5000 for Around the Bay.



## LEADING

- We are very involved in the VERTEX project run by Dr. Natya Raghavan. We have worked with the Aetonix team since the beginning through the Respiratory Rehabilitation Day Program and moved to VERTEX in January 2022. 2022 has been a year of learning and growth with technology. VERTEX was the program where CANHealth supported the funding to intergrate Epic and Aetonix technology. This was a successful trial on the technology end.

## External Activities:

### Presentations

- Magda McCaughan did a panel presentation on Physiotherapists in leadership roles for the McMaster University Physiotherapy program on December 7<sup>th</sup>, 2022.

### Committees

- Magda McCaughan joined the Board of Directors for the Ontario Physiotherapy Association in March 2022. This is a 2-year appointment.
- Monica Columbro – Vice-Chair of the Mohawk College Program Advisory Committee - Rehabilitation Sciences.
- Frances Garner - Falls Prevention Steering Committee at McMaster University (for a research study).
- Lisa Forsyth - Member of the Lung Health Foundation.
- Diana Hatzoglou is part of CNRC timed right certified respiratory educator forum.



## Major Initiatives for 2023:

### CARING

- Plan to increase team engagement this year and reflect on what matters most'. This will help us strive to enhance our quality of patient care.

### LEARNING

- Finishing CPI training for all Physiotherapists across organization
- Supporting staff to take Crucial Conversations if that opportunity is open this year. Our focus is to build communication tools in challenging situations. The past few years have highlighted the very important need to adequate crucial conversations skills and individual's understanding that 'if you don't say it, you will act it out'.

### BUILDING

- Collaborating with multiple professions to align our resources more efficiently.

### LEADING

- Continue to work with Aetonix through RRDP and Vertex (in collaboration with interdisciplinary team) and decide if this is the best platform to provide patient care.

## 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.

# Polysomnography

**Professional Practice Leader (Charlton):**

**MARY BASALYGO B.Sc., RPSGT**

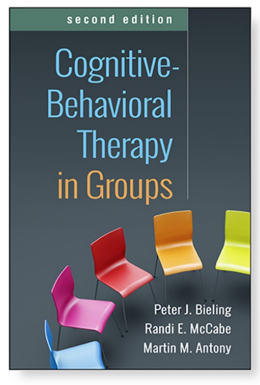
**Number of Members of Discipline:**

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

## 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.
- The resumption of patient testing following the COVID outbreak has inspired staff to adopt an even more determined effort to meet individual patient needs in a caring manner within the scope of current guidelines.
- The lab is building up to resume full capacity by upgrading the current data collection hardware and software and connection to the network and EMR. The purchase has been completed and consequently once installation has been completed in 2023 and with the needed additional staff, the lab will be able to improve patient care and decrease wait times for testing.
- The lab was involved in data collection for a study looking at the accuracy of a smart phone based device in the detection of sleep disordered breathing. The physician will be submitting the paper for publication.



### 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	35	5	Psychologist, Psychometrist
Post-docs	4		Psychology Post-Doctoral Fellow
Residents	6		Psychology Resident

## Major Achievements

### CARING

#### Clinical Practice:

- Ontario Structured Psychotherapy (OSP West): launched Phase 0 and Phase 1. OSP West focuses on making publicly-funded, evidence-based Cognitive-Behaviour Therapy available to adults across the region struggling with anxiety and depression. A psychologist is the Network Clinical Lead for OSP West and 5 psychologists are clinical consultants. The program is unique in that it involves a stepped-care approach to care and collaborates with various community partners across the region with the goal of providing high quality, evidence-based care close to home and ensuring access for priority populations.
- Ontario Structured Psychotherapy (OSP West): onboarded onto IAPTUS by Mayden for the EMR that will be used across the region. Mayden is the measurement-based care tool for UK's Increasing Access to Psychotherapy Program, on which OSP is based, and OSP West is the company's first venture into Canada. This EMR will allow a seamless transition of care across all partners involved in OSP West and provide a robust measurement-based care platform to monitor and adjust treatments.
- Awarded “Team Innovation in Professional Practice Excellence in Practice Award”, for the COVID-19 Mental Health Support Team, from the Professional Advisory Committee Awards - **interprofessional**
- Ongoing involvement of several psychology staff in the Mental Health and Psychosocial Support Service to provide peer support to health and community care workers— one of 5 support portals in the province - **interprofessional**
- Ongoing development of the Coping & Resilience Support Team (CARS) – aimed at providing in-situ mental health and psychosocial supports to health and community care workers – **interprofessional**

## Caring Clinical Practice Continued...

- Co-development and implementation of new measurement-based care standards within the Mood Disorders Program outpatient service - ***interprofessional***
- Co-development and implementation of new suicide risk assessment and monitoring procedures for group outpatient therapy within the Mood Disorders Program - ***interprofessional***
- Completed quality improvement project for “Menopause and the Brain Cognitive Remediation Group”.
- Development of a Coping with Chronic Pain group within the WSIB Mental Health Specialty Clinic along with Occupational Therapy – ***interprofessional***
- Proposed and initiated a monthly online peer support group for home hemodialysis patients at St. Joe's along with social work, and nursing – ***interprofessional***
- Assisted in restructuring the Kidney Urinary Program's "Modality Fair"- an education day for patients to learn about renal replacement therapy options - ***interprofessional***
- Collaborated with occupational therapy and psychiatry to support to several patients with complex presentations in the MHAP – ***interprofessional***
- Development, implementation, and evaluation of the Written Exposure Therapy group protocol for patients with PTSD (with social work) – ***interprofessional***
- Development and implementation of the Prioritizing Indigenous Mental Health stream which integrated patient feedback and community consultation - ***interprofessional***
- A psychologist was Co-Chair, Eating Disorders COVID-19 Recovery Advisory Table reporting to the Ontario Mental Health and Addictions COVID-19 Recovery Advisory Table, Ontario Health Mental Health and Addictions Centre of Excellence.
- A psychologist was appointed Provincial Clinical Lead, Depression and Anxiety Related Disorders, Mental Health Centre of Excellence, Ontario Health.
- Developed new group content for “slow responders” to psychological treatment in outpatient MHAP services.
- Integrated technology-based tracking for clients to monitor progress in outpatient MHAP services.
- Developed a CBT for Social Anxiety Disorder Group at the Youth Wellness Centre.
- Developed a new 12-week treatment group: Outpatient Recovery Oriented CBT for Psychosis.
- Participation in the Schizophrenia & Community Integration Service - combined Inpatient and Outpatient Quality and Patient Safety Council.
- Developed and facilitated two stand-alone 2-session workshops (Pacing for Pain; Pain and Sleep) based on patient feedback/need in the Chronic Pain Service.
- Implementing 3 HQO schizophrenia treatment standards in both inpatient and community settings; i) comprehensive assessment, ii) cognitive behaviour therapy for psychosis (CBTp), iii) cognitive remediation.
- Representing St. Joe's as a member of Ontario Health, Mental Health Clinical and Technical Working Group, informing selection and implementation of schizophrenia care quality standards.



## Caring Clinical Practice Continued...

- Offered a new program focused on supporting family members of adults with obsessive compulsive disorder (OCD Family Accommodation Reduction program).
- Completed a pilot project of extending treatment for individuals with OCD who only achieved partial response to CBT. Evaluation of feasibility and outcomes.
- Implementation of Self-Assessment of Risk Tool for forensic patients based on feedback and collaboration from patients.
- Implementation of the Structured Assessment of Protective Factors for Violence Risk to enhance risk assessment in forensics patients.
- Providing education on mindfulness to staff through the employee wellness program.
- Co-leading a Prolonged Exposure (PE) consultation group which meets periodically to promote capacity building amongst staff and learners in the administration of PE – a treatment for post-traumatic stress disorder (PTSD).
- Ongoing quality improvement initiative around Cognitive Processing Therapy (CPT) – at treatment stream for PTSD.
- Ongoing adaptation of the Maintaining Your Progress group to accommodate different transdiagnostic presentations (e.g. anxiety disorders, OCD, perfectionism).
- Implementation of a new treatment group focusing on social anxiety in first episode psychosis.
- Used patient feedback, obtained via satisfaction questionnaires, to make changes to a cognitive remediation group (Memory Boost).
- Establishing bi-weekly team meetings within the Neurology Services in the WSIB Specialty Clinic to facilitate team communication and treatment and discharge planning for injured workers.
- Doubled the number of visits in the Eating Disorder Service by implementing changes to services.
- Monitored an app developed last year (in coordination with a community-based program Body Brave for people struggling with eating disorders) - over 1000 downloads, helping patients to find the right level of care for their eating disorder.
- Evaluation of program outcomes over the pandemic - virtual treatment appears to be as good as or better than in person care in terms of remission from eating disorder symptoms.
- Ongoing development of the Young Adult Substance Use Program (YA-SUP) in the Concurrent Disorders Program (CDP). Treatment implementation - cognitive behaviour therapy (CBT), dialectical behaviour therapy (DBT) -informed , motivational interviewing (MI), and harm reduction group-based programming (based on measurement-based care). Capacity-building, staff development and enhancing opportunities for psychology learners.
- Developing content for group treatment for youth with co-occurring attention deficit hyperactivity disorder (ADHD) and substance use.



## LEARNING

- Developing content for group for interpersonal effectiveness for youth with concurrent disorders.
- Evaluated outcomes of trauma-specific and mixed-trauma cognitive processing therapy groups for PTSD.

## Education:

- Distinction – National Award – “Award for Excellence in Professional Training”, Canadian Council of Professional Psychology Programs
- Distinction - Staff Award – “Dedication to Education Award”, Department of Psychiatry and Behavioural Neurosciences, McMaster University
- Distinction – PAC “Health Professional’s Team-Teaching Excellence in Practice Award” awarded to Clinical Neuropsychology Service
- **Academic Appointments & Affiliations:**
- 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
- A psychology staff is the Psychotherapy Associate Lead, Psychiatry Residency Program, Department of Psychiatry & Behavioural Neurosciences
- A psychology staff is Member program (Training Director), Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN)

## Clinical Education

- Clinical Psychology Residency Program at St. Joe's - received close to 100 applications from across Canada in 2022 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 York University, Toronto Metropolitan University, Western University, University of Victoria, Queen's University, and the University of Ottawa. Several psychology staff are involved in the leadership of this program, clinical supervision, program evaluation training, resident mentorship, and resident seminar teaching including the Supervision of Supervision series.
- Psychology Practicum Program at St. Joe's - received 47 applications in 2022 from schools across Ontario. 29 learners were placed throughout the MHAP offering training in a wide range of clinical programs including the Anxiety Treatment and Research Clinic (7), Women’s Health Concerns Clinic (8), Neuropsychology (4), Community Psychiatry Clinic (5), Chronic Pain Clinic (2), WSIB (1), and Youth Wellness (2). Learners were from graduate programs in clinical psychology from Waterloo, McMaster, Toronto, York, Windsor, U Toronto.

## LEARNING Clinical Education Continued...

- McMaster Psychology Research & Clinical Training PhD Stream (RCT) - several psychologists have leadership 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 / seminar teaching. Twelve students are currently enrolled in this Stream.
- McMaster Masters of Science in Psychotherapy Program - several psychology staff continue to be involved in the leadership of this program, course teaching, and supervision of placements.
- McMaster Clinical Behavioural Sciences Program - several psychologists teach and supervise learners in this post-professional training program.
- McMaster Psychology Neuroscience and Behaviour – undergraduate thesis research supervision, independent lab study – over 20 students.
- McMaster Health Sciences – undergraduate research placements.
- McMaster Neuroscience Graduate Program – research supervision.
- McMaster Psychiatry and Behavioural Neurosciences - clinical supervision of psychiatry residents (over 15 residents) – Group Therapy Module, CBT Anxiety Module, CBT Depression Module; IPT Module; Forensic Psychiatry, DBT ; resident seminars; rounds presentations; course sessional teaching, academic half-days in sub-specialty programs (Forensics, Geriatric).
- McMaster Medicine Sub-Specialty Programs - academic half-days for Palliative Care Fellows, Critical Care Fellows.
- McMaster Social Work – BSW practicum supervision – 1 student.
- McMaster Social Work – leadership course field placement – 1 student.
- St. Joe's Psychology Post-Doctoral Fellows – clinical supervision, research supervision, seminar / rounds teaching (4+ fellows).

### 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. Canadian Institute of Health Research (CIHR) Planning and Dissemination Grant: Stakeholder Engagement to Increase Access of Mental Health and Substance Use Services Among Equity Deserving Groups (\$33,400).
2. Canadian Institute of Health Research (CIHR), Pandemic Preparedness and Health Emergencies: Early Career Investigator Grant Priority Announcement: Regulating post-traumatic stress disorder neural networks: A real-time fMRI neurofeedback mechanistic study in frontline healthcare workers. (\$350,000).
3. Canadian Institutes of Health Research. Stakeholder Engagement to Increase Access of Mental Health and Substance Use Services Among Equity Deserving Groups. (\$33,400)
4. Canadian Institutes of Health Research. Knowledge Syntheses to Identify Best Treatments for Cancer Related Neurocognitive Dysfunction in Cancer Survivors.

## LEARNING Research continued...

5. Canadian Institutes of Health Research Team grant: A randomized control trial of a novel approach to cognitive training in public safety personnel with post traumatic stress injuries. (\$990,000).
6. Mobilizing Insights in Defense and Security (MINDS), Department of National Defense, Government of Canada: Understanding Gender Identity Narratives Among Transgender and Gender Diverse Military Members and Veterans: A Pilot Study. (\$50,000 CND).
7. Involved as co-investigator in OREOS-Knees study (Opioid Reduction and Enhanced Recovery in Orthopedic Surgery (OREOS): A feasibility randomized controlled trial in total knee replacement patients); Funded by Canadian Anesthesiologists Society, Dr. James Beskstead Award (\$20,000); Funded by Institute for Pain Research and Care, Seed Grant (\$30,000).
8. Inclusive, Integrated & Enhanced Data & Digital Infrastructure Platforms for More Timely & Responsible Health Workforce Planning & Decision Making. (\$787,952)
9. Developing a Culturally Safe Evaluation and Research Plan for the Indigenous Chronic Pain and Substance Use Project Extension for Community Health Outcomes. (\$24,600)
10. Power Over Pain: Implementation of a digital portal that provides Canadians with rapid access to stepped care resources for the management of pain, mental health and substance use across the lifespan. Health Canada. (\$1,200,000)
11. Improving Access to Chronic Pain Care: A Pilot Window-of-Opportunity Study of the Power Over Pain Portal at the Ottawa Hospital. (\$99,753)
12. Mental Health Toolkit for Scleroderma - Curriculum Development Process. Scleroderma Canada. (\$16,790)
13. Investigating a brief group treatment for posttraumatic stress disorder: A pilot study. Health professional research award from the Professional Advisory Council (PAC), St. Joseph's Healthcare Hamilton. (\$9780)
14. Identifying military cultural competencies in civilian sexual assault support programs serving survivors of military sexual trauma. Department of National Defense. (\$50,000).
15. Restoring Hearts and Minds: A Symposium Event for People With Lived Experience of Military Sexual Trauma (MST). Department of National Defense. (\$50,000).
16. A randomized control trial of Equine-Assisted Learning among public safety personnel with post-traumatic stress disorder. Charitable Impact Foundation. (\$347,109).
17. Investigating a Brief Group Treatment for Posttraumatic Stress Disorder: A Pilot Study, Grant, Professional Advisory Committee Interprofessional Research Award Program, St. Joseph's Healthcare Hamilton: \$10,000.00.
18. Completed enrollment in the Health Outcomes in Acute Psychiatry (HOAP) study which was funded by the PBCAR living laboratories internal grant of \$15,000.

### ***Psychologists are involved in the following ongoing evaluation / research projects:***

- Project evaluating the effect of group composition on treatment outcome for PTSD
- Program evaluation of groups at Charlton Campus, acute inpatient units
- NEUROALC clinical research study, Peter Boris Centre, McMaster University

## LEARNING Research continued...

- Project comparing effectiveness of group CBT-IU for GAD and standard group CBT for GAD
- Project investigating tDCS for youth with OCD
- Facilitate semi-structured clinical research assessments, using the Diagnostic Assessment Research Tool (DART) and Structured Clinical Interview for DSM-5 (SCID-5) for the DART validation study
- DART - validating the substance use measures in a concurrent disorders population
- Multi-disciplinary Borderline Personality Disorder research project
- Evaluating the Implementation of an Animal Assisted Intervention in a Forensic Psychiatry Setting
- Mental health support for renal patients across Ontario
- Evaluating the feasibility and acceptability of digital technology use in individuals with schizophrenia: The Oura study
- ECT Mood and Cognition Database
- Memory Boost Program Evaluation, Clinical Neuropsychology Service
- Development of proposal looking at treatment outcomes for anxiety in transition-aged youth
- Development of cognitive processing therapy (CPT) for youth group manual, and initiating CPT for youth treatment program
- Development of proposal looking at a cognitive-behavioral approach for addressing the psychosocial impact of minority stress in transgender and gender diverse (TGD) individuals
- Development of proposal looking at sex and gender considerations for dialectical behavior therapy
- Disability following first episode psychosis. Study is supported by the Rowe Grant
- PBCAR database project examining differences between young adults and adults with concurrent disorders
- Evaluating the Emotion Regulation Skills Group for Concurrent Disorders (ERS-CD) with YASUP
- RCT for CBT for sexual concerns in menopause
- Improving the Efficiency of Psychological Screening at St. Joseph's Healthcare Hamilton's Eating Disorder Clinic
- A Randomized Controlled Trial of Structured Exposure Dialectical Behaviour Therapy (SE-DBT) in Borderline Personality Disorder: A Pilot Study
- Interoceptive training to target anxiety and stress in clinical samples
- Ongoing participation in "Towards a digital diagnostics suite for reducing hospital admissions in vulnerable patients with chronic kidney or respiratory disease"
- Mindfulness-Based Interventions for OCD: Efficacy, Mechanisms, and Biological Predictors of Outcome
- Collected data for program evaluation of cognitive remediation group for individuals with mild cognitive impairment
- Re-development and program evaluation of a cognitive remediation group for individuals with a mood disorder
- Ethical consideration for proxy decision making in dementia research



## LEARNING Research continued...

### *Psychologists are participating and leading the following evaluation projects:*

- Program evaluation processes for group CBT within MTRC
- Psychoeducational Psychotherapy group for Bipolar Disorder within MTRC
- Implementing consumer-grade smart bands into routine clinical monitoring on MTRC inpatient
- Pre-processing neuroimaging data for contribution to ENIGMA consortium investigating neurobiological risk for depression
- Evaluating a post-discharge transition group for patients with bipolar disorder
- Reliability Generalization study of the Geriatric Suicide Ideation Scale (GSIS)
- Collaborating on DECAF study to investigate relationship between cognitive dysfunction and depression symptoms
- Preventing Alzheimer's dementia with Cognitive remediation plus tDCS in MCI and Depression (PACT-MD) study
- Cannabis use in eating disorder patients
- Collaboration(s) looking at transition aged youth with eating disorders
- Self-Compassion study in eating disorders
- Experimental study deconstructing elements of psychoeducation in eating disorder treatment and impact on weight control beliefs
- Weight control beliefs in a male student population
- Bariatric surgery study in BED patients
- Reasons for dropping out of group CBT
- Evaluating the Impact of a Rapid, Peer Support Mental Health Intervention for Healthcare Workers Impacted by COVID-19
- Qualitative evaluation of patient experiences in two CBT for GAD group treatments

### Publications

#### *Psychology staff were involved with 84 publications (academic journals / book chapters / books) in 2022 (staff names are in bold, learners marked with \*):*

1. \*Agako, A., Burckell, L., **McCabe, R.E.**, Frey, B., Barrett, E., Silang, K. & **Green, S.** (2022). A pilot study examining the effectiveness of a short-term, DBT informed, skills group for emotion dysregulation during the perinatal period. Psychological Services.
2. Battaglia, A. M., Gicas, K. M., **Mamak, M.**, & Goldberg, J. O. (2022). Mistakes in interpersonal perceptions: Social cognition in aggressive forensic psychiatry patients. Criminal Behaviour & Mental Health, 1-14.
3. Battaglia AM, **Mamak M**, Goldberg JO. (2022). The impact of social media coverage on attitudes towards mental illness and violent offending. J Community Psychol. 2022 Jan 30.
4. **Bieling, P. J.**, Antony, M. M., & **McCabe, R. E.** (2022) Cognitive-Behavioral Therapy in Groups ( 2nd Edition). Guilford Press.
5. Bonardi, O., Wang, Y., Li, K., Jiang, X., Krishnan, A., He, C., Sun, Y., Wu, Y., Boruff, J.T., Markham, S., **Rice, D.B.**, et al., (2022). Effects of COVID-19 Mental Health Interventions Among Children, Adolescents, and Adults Not Quarantined or Undergoing Treatment Due to COVID-19 Infection: A Systematic Review of Randomised Controlled Trials. Journal of Canadian Psychiatry. 67(5):336-350.

## LEARNING Publications continued...

6. **Boyd, J.E.**, Ouelette, M.J., \*Puccinelli, C., & **McCabe, R.E.** (2022). Case formulation, behavior analysis and diagnostic interviews. Reference Module in Neuroscience and Biobehavioral Psychology. Elsevier.
7. \***Boyd, J.E.**, \*Sanger, B.D., \*Cameron, D.H., \*Protopopescu, A., **McCabe, R.E.**, O'Connor, C., Lanius, R.A., & **McKinnon, M.C.** (2022) A pilot study assessing the effects of Goal Management Training on cognitive functions among individuals with major depressive disorder and the effect of post-traumatic symptoms on response to intervention. *Brain Sciences*. 12(3), 377.
8. Brassard, S.L., **Laliberte, M.**, MacKillop, J. et al. Disgust sensitivity and behavioural inhibitory systems in binge eating disorder: associations with eating pathology. *Eat Weight Disord* 28, 15 (2023).
9. Cane, C., Carcone, D., **Gardhouse, K.**, Ruocco, A. (in press). An Exploratory Study of Functional Brain Activation Underlying Cognitive Control in Major Depressive Disorder and Borderline Personality Disorder. *PLoS ONE*.
10. Carcone, D., **Gardhouse, K.**, Goghari, V. M., Lee, A. C. H., & Ruocco, A. C. (in press). The transdiagnostic relationship of cumulative lifetime stress with memory, the hippocampus, and personality psychopathology. *Journal of Psychiatric Research*.
11. \*Carmona, N.E., Millett, G.E., **Green, S.M.**, & Carney, C.E. (2022) Cognitive-behavioral, behavioural and mindfulness-based therapies for insomnia in menopause, *Behavioral Sleep Medicine*.
12. Dabas, G., **Rowa, K.**, **Milosevic, I.**, Moscovitch, D.A., & **McCabe, R.E.** (2022). The impact of particular safety behaviours on perceived likeability and authenticity during interpersonal interactions in social anxiety disorder. *Behavioural and Cognitive Psychotherapy*.
13. Dahr, Y., Cardoso, T., **Syan, S.**, Caropreso, L., Minuzzi, L., Smith, M., Allega, O., El-Tayebani, M., Mendes-Ribeiro, J., Souza, L., Silva, R., Mondin, T., Moreira, F., Kapczinski, F., Jansen, K., & Frey, B. (2022). Investigating biological rhythms disruptions across the menstrual cycle in women with comorbid bipolar disorder and premenstrual dysphoric disorder. *Archives of Women's Mental Health*. 25.
14. \*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.
15. Dal Santo, T., Sun, Y., Wu, Y., He, C., Wang, Y., Jiang, X., Li, K., Bondari, O., Krishnan, A., Boruff, J.T., **Rice, D.B.**, et al., (2022). Systematic Review of Mental Health Symptom Change by Sex or Gender in Early-COVID-19 Compared to PrePandemic. *Scientific Reports*. 12(1):11417
16. Daoust, A. R., Stanton, K., **Vandermeer, M. R. J.**, Liu, P., Harkness, K. L., & Hayden, E. P. (2022). Development and Preliminary Validation of the Pandemic Avoidance and Concern Scales (PACS). *Journal of Psychopathology and Behavioral Assessment*, 44(4), 1029-1042.
17. Donegan, E., Frey BN, **McCabe, RE**, Streiner, DL, Fedorkow DM, Furtado M, **Green SM**. (2022). Impact of the CBT-Meno Protocol on Menopause-Specific Beliefs, Dysfunctional Attitudes, and Coping Behaviors. *Menopause*, 963-972.

## LEARNING Publications continued...

18. Donegan, E., Frey, B.N. **McCabe, R.E.**, Streiner, D.L., & **Green, S.** (2022). Intolerance of uncertainty and perfectionistic beliefs about parenting as cognitive mechanisms of symptom change during cognitive behavioural therapy for perinatal anxiety. *Behavior Therapy*.
19. Duval, A., Davis, C.G., Khoo, E.L., Romanow, H., Shergill, Y., **Rice, D.B.**, Smith, A., Poulin, P., & Collins, B. (2022). Mindfulness-Based Stress Reduction and Cognitive Function Among Breast Cancer Survivors: A Randomized Controlled Trial. *Cancer*. 128(13):2520-2528
20. \*Easterbrook B, Ricciardelli R, Sanger B, Mitchell MM, **McKinnon MC**, Carleton RN. (2022). Longitudinal Study of Canadian Correctional Workers' Well-being, Organizations, Roles and Knowledge (CCWORK): Baseline Demographics and Prevalence of Mental Health Disorders. *Frontiers in Psychiatry*, Aug 12;13.
21. \*Easterbrook, B., Brown, A., Millman, H., Van Blyderveen, S., Lanius, R., \***McKinnon, M.C.**, \*O'Connor, C. (2022). The mental health experience of treatment-seeking military members and public safety personnel: A qualitative investigation of trauma and non-trauma related concerns. *Health Promotion and Chronic Disease Prevention in Canada*, 01 Jun 2022, 4(6):25260.
22. \*Easterbrook, B., Plouffe, P.A., Houle, S.A., Liu, A., **McKinnon, M.C.**, Ashbaugh, A.R., Mota, N., Afifi, T.O., Enns, M.W., Richardson, J.D., & Nazarov, A. (2022). Risk factors for moral injury among Canadian Armed Forces Personnel. *Frontiers in Psychiatry*.
23. Frey, B., Allega, O., El-Tayebani, M., **Syan, S.**, Mendes-Ribeiro, J., Minuzzi, L. (2022). A DSM-5-based tool to monitor concurrent mood and premenstrual symptoms: the McMaster Premenstrual and Mood Symptom Scale (MAC-PMSS). *BMC Women's Health*. 22.
24. Géa, L. P., Upfold, C., Qureshi, A., **Moulden, H. M.**, **Mamak, M.**, Bradford, J. M. W., Chaimowitz, G. (2022). Public perceptions of psychiatric, justice-involved, and elderly populations during the COVID-19 pandemic. *Journal of Psychiatric Research*, 146, 67-76
25. \*Gobin, K., **Boyd, J.**, & **Green, S.** (2022). Cognitive Processing Therapy for Childbirth-Related Posttraumatic Stress Disorder: A Case Report. *Cognitive and Behavioral Practice*. 30.
26. Halladay, J., **Stead, V.E.**, Burns, J., MacKillop, J. (Accepted). Development of a Measurement Based Care Program for Young Adult Substance Use: Program Development and Initial Patient Profiles. *Journal of the Canadian Academy of Child and Adolescent Psychiatry*
27. \*Inness, B. E., **McCabe, R. E.**, & **Green, S. M.** (2022). Problematic behaviours associated with generalized anxiety disorder during pregnancy and the postpartum period: A thematic analysis. *Psychology and Psychotherapy: Theory, Research, and Practice*, 95, 921-938.
28. \*Khalesi, Z, Jetha, M, **McNeely, H.E**, Goldberg, J, Schmidt, LI. (2022). Shyness, Emotion Processing, and Objective Quality of Life among Adults with Schizophrenia: An ERP Study. *International Journal of Neuroscience*.
29. \*Levitt, E., Gohari, M., **Syan, S.**, Belisario, K., Gillard, J., DeJesus, J., Levitt, A., & MacKillop, J. (2022). Public health guideline compliance and perceived government effectiveness during the COVID-19 pandemic in Canada: Findings from a longitudinal cohort study. *The Lancet Regional Health - Americas*. 9. 100185.

**LEARNING** Publications continued...

30. Liu, P., **Vandermeer, M. R. J.**, Mohamed Ali, O., Daoust, A. R., Joanisse, M. F., Barch, D. M., & Hayden, E. P. (2022). Maternal depression, child temperament, and early-life stress predict never-depressed preadolescents' functional connectivity during a negative-mood induction. *Clinical*. Retrieved from <https://journals.sagepub.com/doi/pdf/>
31. Liu, P., **Vandermeer, M. R. J.**, Daoust, A., Green, H., & Ali, O. M. (2022). Maternal depression, childhood resting-state brain connectivity, and adolescent depression during the COVID-19 outbreak. Retrieved from <https://psyarxiv.com/v9kbj/download?format=pdf>
32. MacDougall, A., Puka, K., Price, E., Oyewole-Eletu, O., **Gardizi, E.**, Anderson, K., Norman, R., (2023) Effectiveness of a mindfulness-based intervention for young people with early psychosis: A multi-site randomized controlled trial (Submitted for Publication to Schizophrenia Research)
33. **MacKillop, E. & McCabe, R.E.** (2022). Structuring and delivering group CBT in acute inpatient settings. In **Bieling, P.J., McCabe, R.E., & Antony, M.M.** (Eds.). *Cognitive Behavioral Therapy in Groups*, 2nd Edition. New York, NY: Guilford Publications.
34. **MacKillop, E.**, Campbell, M., McCartney, K., & Rodrigo, A. (2022). Examining positive outcomes of therapeutic interventions in acute inpatient psychiatry with recreation therapy as linchpin to interprofessional collaboration. *Journal of Therapeutic Recreation Ontario*, 16, 48-60.
35. Merritt, O., **Rowa, K.**, & Purdon, C. (in press). Criticism and accommodation are associated with treatment concerns in close others to those with anxiety. *British Journal of Clinical Psychology*.
36. Merritt, O., **Rowa, K.**, & Purdon, C. (accepted). Context matters: Criticism and accommodation by close others associated with treatment attitudes in those with anxiety. *Behavioural and Cognitive Psychotherapy*.
37. Merritt, O., **Rowa, K.**, & Purdon, C. (2022). How do close others to those with anxiety feel about treatment? Development and validation of the Treatment Concerns Questionnaire-Close Others. *Cognitive Therapy and Research*.
38. Merza D, Layton H, Savoy C, Babiy Z, Campbell M, **Bieling PJ**, Brown JSL, Van Lieshout RJJ (2023). Online Peer-Delivered 1-Day Cognitive Behavioral Therapy-Based Workshops for Postpartum Depression: A Pilot Study. *Clin Psychiatry*. 2;84(1)
39. Milanovic, M., **McNeely, H.E.**, Qureshi, A., **McKinnon, M.** & Holshausen, K. (2022). Evidence-based treatments for depression: Effects on neurocognition and adaptations for neurocognitive impairments. In S. McClintock and J. Choi (Eds.), *Neuropsychological assessment and treatments for depression*. New York, NY: Guilford Press. Guilford Press. February 20, 2022
40. Millman, H., Andrews, K., \*Harricharan, S., \*Goegan, S., \*Sanger, B., Beech, I., O'Connor, C., Lanius, R., & **McKinnon, M.C.** (2022). Public safety personnel feedback from a remote trial of Goal Management Training for post-traumatic stress during Covid-19. *Journal of Community Safety and Well-Being*, 7(1), 27-31.
41. \*Mizzi, A.L., **McKinnon, M.C.**, & Becker, S. (2022). The impact of aerobic exercise on mood symptoms in trauma-exposed young adults: A pilot study. *Frontiers in Behavioural Neuroscience*. 16:829571.

## LEARNING Publications continued...

42. Nassar, E., Levis, B., Neyer, M.A., **Rice, D.B.**, Booij, L., Benedetti, A., & Thombs B.D. (2022). Transparency and completeness of reporting of depression screening tool accuracy studies: a meta-research review of adherence to the STARD statement. *International Journal of Methods in Psychiatric Research*. e1939. 1-10.
43. Nassar, E.L., Levis, B., Neyer, N.A., **Rice, D.B.**, Booij, L., Benedetti, A., & Thombs, B.D., (2022). Sample Size and Precision of Estimates in Studies of Depression Screening Tool Accuracy: A Meta-Research Review of Studies. *International Journal of Psychiatric Methods*. 31(2):e1910
44. Nassar, E.L., Levis, B., **Rice, D.B.**, Booij, L., Benedetti, A., & Thombs, B.D., (2022). Inclusion of Currently Diagnosed or Treated Individuals in Studies of Depression Screening Tool Accuracy: A Meta-Research Review of Studies Published in 2018-2021. *General Hospital Psychiatry*. 76, 25-30.
45. **Nowakowski, M.E., & Bieling, P.J.** (2022). An overview of group cognitive behavioral therapy: Science and practice. In G.J.G. Asmundson (Ed.), *Comprehensive clinical psychology* (2nd Edition), New York, NY: Elsevier.
46. Olagunju, A. T., Li, A., Oliveira-Picado, C., **Sheridan, P.**, & Chaimowitz, G. A. (2022). Semistructured manualized treatment program (SSMTP) for substance misuse. In P. A. Zapf (Ed.), *Innovative treatment approaches in correctional and forensic settings*. Submitted for publication
47. \*Ouellette, M.J., \*Mutschler, C., \*Roth, S.L., **McCabe, R.E.**, \*Tissera, T., \*Patel, H., **Boyd, J.E.**, Nicholson, A.A., **Hewitt, J.**, \*Lopez, J., Jeffs, L., Schneider, M.A., **McKinnon, M.C.**, & **Hatchard, T.** (2023). The Transcending Protocol: A cognitive-behavioural framework for minority stress among transgender and gender diverse (TGD) individuals. *Journal of LGBTQ Issues in Counseling*, 17, 5776.
48. \*Ouellette, M. J., **Rowa, K.**, Cameron, D. H., Elcock, A., Soreni, N., **Pawluk, E. J.**, & **McCabe, R. E.** (2022). Does cannabis use impact cognitive behavioural therapy outcomes for anxiety and related disorders? A preliminary examination. *Journal of Psychiatric Research*. 10.1016
49. \*Ouellette, M.J., **Rowa, K.**, Cameron, D.H., Elcock, A., Soreni, N., **Pawluk, E.J.**, & **McCabe, R.E.** (2022). Why Use Cannabis? Examining Motives for Cannabis Use in Individuals with Anxiety and Related Disorders. *Behaviour Change*.
50. Pallapothu, S. Madden, K., Adili, A. **Krsmanovic, A.**, **Nowakowski, M.**, Packham, T., Shoaib, S., Thabane, L., Tarride, J.-É., Tushinski, D., & Shanthanna, H. (2022). Opioid reduction and enhanced recovery in orthopaedic surgery (OREOS): A feasibility randomized controlled trial in knee replacement patients. *Canadian Journal of Pain*, 6(4), 1-2.
51. \*Patel, H., Siegel, M., **Hatchard, T.**, Veltman, A., **McKinnon, M.C.**, **Syan, S.K.**, **Merrifield, C.**, Archie, S., Wolf, J., & Nicholson, A.A. (2022). The influence of minority stress on the neurobiological correlates of executive functioning. *Quantitative Imaging in Medicine and Surgery*.
52. **Pellizzari, J; Haber, E; Rowa, K; Milosevic, I; McCabe, R** (2022). Psychologists on the frontline of healthcare worker supports at St. Joseph's Healthcare Hamilton. *Psynopsis: Canada's Psychology Magazine*, 44(2), 16-17.



## LEARNING Publications continued...

53. Pellizzari, J. R., Tulloch, T. G., & McCabe, R. E. (in press). Crises in integrated health settings and life-threatening illnesses. In F. M. Dattilio, D. I. Shapiro, & D. S. Greenaway (Eds.), *Cognitive-behavioral strategies in crisis intervention*: 4<sup>th</sup> Ed. Guilford.
54. \*Penta, S., \*Correia, S., Schneider, M., Holshausen, K., \*Mutschler, C., \*Haefer, S., \*Ferdossifard, A., Wilson, R., **Hewitt, J.**, \*Roth, S.L., Boylan, K., & **Hatchard, T.** (2022). Sex and gender in treatment response to dialectical behavior therapy: Current knowledge, gaps, and future directions. *The Cognitive Behavioural Therapist*, 15, E30.
55. Poulin, P., Bell, L., **Rice, D.B.**, Shergill, Y., Fitzgerald, S., Cantave, R., Gauthier, R., et al., (2022). A Formal Evaluation of The Ottawa Hospital Pain Clinic Orientation Session: A Quality Improvement Project. *Canadian Journal of Pain*. (in press).
56. \*Protopopescu, A., O'Connor, C., \*Cameron, D., \***Boyd, J.E.**, Lanius, R.A., & **McKinnon, M.C.** (2022). A pilot, randomized controlled trial of Goal Management Training in Canadian military members, Veterans, and public safety personnel experiencing post-traumatic stress symptoms. *Brain Sciences*, 12(3):377.
57. \*Puccinelli, C., Gagnv©, J.P., **Gavric, D.**, **Milosevic, I.**, **McCabe, R. E.**, Soreni, N., Alcolado, G., **Rowa, K.** (2022). Falling into the OCD trap: Are clinicians hesitant to encourage exposures for pedophilic obsessions. *Journal of Obsessive-Compulsive and Related Disorders*, 36: 100766.
58. Rabellino, D., Thome, J., Densmore, M., Théberge, J., **McKinnon, M.C.**, & Lanius, R. (2022). The vestibulocerebellum and the shattered self: A resting-state functional connectivity study in posttraumatic stress disorder and its dissociative subtype. *Cerebellum*. Sep 19.
59. **Rice, D.B.**, Pham, B., Presseau, J., Tricco, A.C., & Moher, D. (2022). Characteristics of 'Mega' Peer Reviewers. *Research Integrity and Peer Review*. 7, 1-7.
60. \*Scarfe, M.L., Muir, C., **Rowa, K.**, Balodis, I. & MacKillop J. (2022) Getting high or getting by? An examination of cannabis motives, cannabis misuse, and concurrent psychopathology in a sample of general community adults. *Substance Abuse: Research and Treatment*.
61. Schneider, L.H., MacLeod, S., & **McCabe, R.E.** (2022). Investigating the Psychometric Properties of the Severity Measure for Specific Phobia. *Journal of Psychopathology and Behavioral Assessment*.
62. Schneider, M.A., Malhotra, D., Spritzer, P.M., **Hatchard, T.**, Minuzzi, L., Frey, B.N., Haefner, S.A., Nicholson, A.A., **McKinnon, M.C.**, **Syan, S.K.**, Azevedo Cardoso, T., Schwartz, K., Anes, M., Santos Diaz, A., Rodrigues Lobato, M.I. (2022). Estradiol replacement as a potential enhancer of working memory and neuroplasticity in hypogonadal trans women. *Neuroendocrinology*. DOI:
63. Shaw, S.B., Levy, Y., Mizzi, A., Herman, G., **McKinnon, M.C.**, Heisz, J.J., & Becker, S. (2022). Combined aerobic exercise and neurofeedback lead to improved task-relevant intrinsic network synchrony. *Frontiers in Human Neuroscience*. Jun 14;16.
64. Shaw, S. B., Terpou, B. A., Densmore, M., Théberge, J., Frewen, P., **McKinnon, M. C.**, & Lanius, R. (2022). Large-Scale Functional Hyperconnectivity Patterns Characterizing Trauma-Related Dissociation: A rs-fMRI Study of PTSD and its Dissociative Subtype, *Biological Psychiatry*.
65. Shergill, Y., Poulin, P., **Rice, D.B.**, et al., & Smyth, C. (2022). An interdisciplinary Program for Familiar Faces with Chronic Pain Visiting the Emergency Department - Randomized Controlled Trial. *Journal of the American College of Emergency Physicians Open*. 3:e12628.

## LEARNING Publications continued...

66. Shergill, Y., **Rice, D.B.**, Khoo, E.L., Jarvis, V., Zhang, T., et al., (2022) Mindfulness Based Stress Reduction in Breast Cancer Survivors with Chronic Neuropathic Pain: A Randomized Controlled Trial. *Pain Research and Management*. 4020550. 1-14.
67. **Sheridan, P.**, Coelho, M., Grimes, K., Olagunju, A. T., & Chaimowitz, G. A. (2022). Adapting Cognitive Behavioural Therapy for psychosis (CBTp) in a forensic psychiatric context. In P. A. Zapf (Ed.), *Innovative treatment approaches in correctional and forensic settings*. Submitted for publication.
68. Snelgrove, N., Zaccagnini, M., McConnell, M., **McCabe, R.E.**, & Sherbino, J. (2022). The McMaster Advanced Communication Competencies Model for Psychiatry (MACC Model). *Academic Psychiatry*, 46, 210-217
69. **Stead, V. E.**, Schmidt, L.A., Crowley, M., Dyce, L., Hall, G.B., Van Lieshout, R.J., Boylan, K. (2022). Frontal EEG asymmetry moderates the relation between borderline personality disorder features and feelings of social rejection in adolescents. *Development and Psychopathology*.
70. **Stead**, Lumb, Brasch & MacKillop. "Substance Use Disorders" in *Science-Based Psychotherapy: Components of Evidence-Based Treatments* (Editors: S. Hupp & D. Tolin). Chapter accepted.
71. Strong, S., Letts, L., Gillespie, A., Martin, M., **McNeely, H.E.** (2022) Organizational Change to Integrate Self-Management into Specialized Mental Health Services: Creating Collaborative Spaces; *Journal of Evaluation in Clinical Practice*.
72. Strong, S., Letts, L., Gillespie, A., Martin, M., **McNeely, H.E.** (2022) Preparing an Integrated Self-Management Support Intervention for People Living with Schizophrenia: Creating Collaborative Spaces, *Journal of Evaluation in Clinical Practice*.
73. Syrowatka, A., Li, M., Gu, J., Yin, L., **Rice, D.B.**, Gurevich, Y. (2022). Use of Linked Data to Assess the Impact of Including Out-of-Hospital Deaths on Canadian National 30-Day In-Hospital Mortality Indicators: A Retrospective Cohort Study. *CMAJ Open*. 10(4):E882.
74. Tasleem, A., Wang, Y., Li, K., Jiang, X., Krishnan, A., He, C., Sun, Y., Wu, Y., Fan, S., Boruff, J.T., Markham, S., **Rice, D.B.**, et al., (2022). Effects of Mental Health Interventions among People Hospitalized with COVID-19 Infection: A Systematic Review of Randomized Controlled Trials. *General Hospital Psychiatry*. 76:40-68.
75. Terpou, B., Shaw, S.B., Theberge, J., Ferat, V., Michel, C.M., **McKinnon, M.C.**, Lanius, R., & Ros, T. (2022). Spectral decomposition of EEG microstates in post-traumatic stress disorder. *Neuroimage: Clinical*, 35, 103135.
76. Thome, J., Densmore, M., Terpou, B.A., **McKinnon, M.C.**, & Lanius, R.A. (2022) Contrasting associations between heart rate variability and brainstem-limbic connectivity in posttraumatic stress disorder and its dissociative subtype: A pilot study. *Frontiers in Behavioural Neuroscience*. 16:862192.
77. Tolsdorf, E.L., **Gojmerac, C.**, Crowson, J., Frey, B.N., Kapczinski, F., and Duarte, D. (2022) Conversion to major neurocognitive disorder after COVID-19 in a woman bipolar with disorder: A 6-year longitudinal case report. *Bipolar Disorders*, 2022 Feb 16.

## LEARNING Publications continued...

78. **Vandermeer, M. R. J.**, Liu, P., Mohamed Ali, O., Daoust, A. R., Joanisse, M. F., Barch, D. M., & Hayden, E. P. (2022). Children's neural reactivity to maternal praise and criticism: Associations with early depressive symptoms and maternal depression. *Development and Psychopathology*, 1-16.
79. Van Lieshout RJ, Layton H, Savoy CD, **Haber E**, Feller A, Biscaro A, **Bieling PJ**, Ferro MA. (2022). Public Health Nurse-delivered Group Cognitive Behavioural Therapy for Postpartum Depression: A Randomized Controlled Trial. *Can J Psychiatry*.67(6):432-440.
80. Wu, Y., Levis, B., Daray, F.M., [...] & the **DEPREssion Screening Data (DEPRESSD) HADS Group**. (2022). Comparison of the accuracy of the 7-item HADS Depression subscale and 14-item total HADS for screening for major depression: a systematic review and individual participant data meta-analysis. *Psychological Assessment*. 35:95-114.
81. Wurz, A., Duchek, D., Ellis, K., Bansal, M., Carrier, M.E., Tao, L., Dyas, L., Kwakkenbos, L., Levis, B., El-Baalbaki, G., **Rice, D.B.**, et al., & SPIN-CHAT Patient Advisory Team and Program Facilitators on behalf of the Scleroderma Patient-centered Intervention Network Investigators. (2022). A Qualitative Interview Study Exploring The Psychological Health Impacts Of The SPIN-CHAT Program Among People With Systemic Sclerosis At The Onset Of COVID-19: Perceptions Of Trial Participants And Research Team Members. *Disability and Rehabilitation*. 28, 1-13.
82. Wurz, A., Ellis, K., Duchek, D., Bansal, M., Carrier, M.E., Tao, L., Dyas, L., Kwakkenbos, L., Levis, B., El-Baalbaki, G., **Rice, D.B.**, et al., (2022). Exploring research team members' and trial participants' perceptions of acceptability and implementation within one videoconference-based supportive care program for individuals affected by systemic sclerosis during COVID-19: A qualitative interview study. *Translational Behavioral Medicine*.(in press).
83. \*Xue, Y., \*Lopes, J., \*Ritchie, K., \*D'Alessandro, A., Banfield, L., **McCabe, R.**, Heber, A., Lanius, R., & **McKinnon, M.** (2022). Potential circumstances associated with moral injury and moral distress in healthcare workers and public safety personnel across the globe during COVID-19: A scoping review. *Frontiers in Psychiatry, Psychopathology*.
84. Young, M.Y., Chan, K.J., Vandette, M.P., Cherner, R., **Hatchard, T.**, Shah, D., & Kogan, C.S. (2022). Evaluating the organizational cultural competence of a clinical psychology training clinic: Findings and implications for training sites. *Canadian Journal of Community Mental Health*, 41, 81-90.

## BUILDING

### Staff:

- Several psychology staff offer formal clinical supervision for those pursuing licensure with the College of Psychologists of Ontario (14).
- Several psychology staff completed licensure with College of Psychologists of Ontario.
- Psychology staff maintain their research certificates: "Ethical Conduct for Research Involving Humans Course on Research Ethics (TCPS 2: CORE)"; Canada Good Clinical Practice (GCP) course - Collaborative Institutional Training Initiative (CITI).

## **BUILDING Staff continued...**

- Multiple staff maintain (or are pursuing) certification in cognitive-behavioural therapy with the Canadian Association of CBT (CACBT).
- A psychology staff member received designation of Dialectical Behavioural Therapy-Linehan Board of Certification, Certified Clinician.

## **Internal Education:**

- Several psychology staff facilitate their local service academic rounds / journal clubs (e.g., Anxiety Treatment and Research Clinic, WSIB Specialty Clinics, Clinical Neuropsychology Service).
- Psychology staff are Schwartz Centre Rounds facilitators and have facilitated several events.
- Co-facilitated community-wide virtual events – The Hope Healing and Recovery Exchange Events - for health and community care workers.
- Provide on-going training and supervision of SOC interdisciplinary staff with competence in CBT to deliver CBT to increase resources to meet the Health Quality Ontario Schizophrenia Standard 11 which recommends that all suitable adult outpatients with schizophrenia are offered cognitive behavioural therapy for psychosis (CBT p).
- Introduce and represent role of health psychology in interdisciplinary renal care for groups of rotating nephrology residents as well as new hemodialysis nurses in training
- Support new staff and psychology practicum students in training in administering DART psycho-diagnostic assessments.
- Providing education to new CBT therapists at the Ontario Structured Therapy Program on the basics of CBT.
- Providing training in Cognitive Processing Therapy to other staff at ATRC and OSP.
- Providing seminars on Differential Diagnosis to Intake Staff and clinicians at OSP.
- Providing seminars on Exposure Therapy to Intake Staff and clinicians at OSP.
- Measurement-based care presentations to the Mood Disorders Program (inpatient and outpatient services).
- Orientation of new clinicians (RNs, SWs, TRs) to risk assessment and management in the Forensic Outpatient Program.
- Risk Assessment Training of the HARM.
- Presented a one-hour workshop titled "But the skills don't work: The role of on-going assessment in DBT Skills Training' through the Community Psychiatry Clinic Rounds.
- Facilitated a three-hour workshop 'Dialectical Behaviour Therapy Skills Training' at the Community Psychiatry Clinic.
- Co-facilitated a one-hour workshop for Seniors Mental Health Retreat on 'DBT Skills to use when emotions are intense'.
- Providing on-going weekly consultation to the General Psychiatry Team at the Community Psychiatry Clinic.
- Presented several talks on topics related to DBT and BPD during the Borderline Personality Disorder Services' weekly didactics series. Topics included: Self-compassion, Dialectics, Commitment building, Mindfulness, Radically open DBT.

## **BUILDING** Internal Education continued...

- Supported Employee Wellness in co-creating three handouts that are posted on the St. Joe's internal website regarding distress tolerance skills.
- Facilitated a three-day training for other staff at St. Joseph's Healthcare Hamilton on 'DBT Skills: A Foundational Workshop'.
- Facilitated a two-day training for other staff at St. Joseph's Healthcare Hamilton on 'Introduction to Individual DBT: Why, How, and We Got This!'
- Presented at Mood Disorders Academic Rounds rounds - Trauma, Depression, and PTSD: Comorbidity, Differential Diagnosis, and Treatment.
- Rounds presentation through Department of Psychiatry and Behavioural Neurosciences on Indigenous Mental Health (panel discussion).
- Supervision of allied staff (social worker and occupational therapy) in the administration of CBT.
- Organized one-year didactic seminar series (Clinical Neuropsychology Rounds), with invited presentation by external experts, internal clinical staff, and internal learners in neuropsychology.
- Presented on group CBT efficacy (e.g., outcomes) and response rates to allied health staff in Moods.
- Contributed to presentation on suicide risk assessment/risk management within Moods.
- 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.
- Weekly to bi-weekly sessions on CBTe for eating disorders for clinicians on team.
- PBCAR presentation: "Heart Rate Variability: Theory, Procedures, and Application in Substance Use Research."
- Concurrent Disorder Rounds: "'What do you mean I have BPD?' - The importance of helping clients understand their BPD diagnosis".
- Ongoing in-service training for YASUP team on group programming.
- Ongoing in-service training for clinicians within the Community Psychiatry Clinic on working with clients with substance use (and harm reduction strategies/considerations).
- 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.



## BUILDING continued...

### Professional Practice Development:

- Training event - CBT for Avoidant Restrictive Feeding and Eating Disorders, Dr. Jennifer Thomas, Ontario Community Outreach Program for Eating Disorders
- Completed online course: Diversity, Equity, and Inclusion in Pain Care. Integrative Pain Science Institute.
- Completed on-demand program: Yes, We Do That Too: The Many Roles for Pain Psychologists. American Psychological Association, Continuing Education in Psychology.
- Many psychology staff attended the 2022 CACBT Conference.

## LEADING

- Ongoing waitlist management strategies for Moods
- Chair of MHAP rounds committee, and host
- Working Towards Recovery Inpatient Schizophrenia Group clinical lead
- Coordination of The International Forensic Lecture Series
- Interpersonal Psychotherapy Clinical Training Lead, Clinical Behavioural Sciences Program, McMaster
- IPT Module Coordinator, Psychotherapy Program, McMaster University, Hamilton, ON
- Module Coordinator, CBT for Anxiety training for Psychiatry Residents, McMaster
- Academic Lead, Schizophrenia Division, Department of Psychiatry and Behavioural Neurosciences, McMaster
- Director of Inter-professional Faculty Development, Department of Psychiatry and Behavioural Neurosciences, McMaster
- Director of Continuing Education, Department of Psychiatry and Behavioural Neurosciences, McMaster
- Chair and site lead: interdisciplinary Steering Committee within SJHH Schizophrenia and Community Integration Services implementing
- HQO schizophrenia treatment standards in both inpatient and community settings
- Clinical Lead: Clinical Neuropsychology Service, St. Joseph's Healthcare
- Patient Advisory Council, Forensic Psychiatry Program, St. Joseph's Healthcare Hamilton
- Training Director of Clinical Psychology Residency Program. Led the process of submitting a self-study for re-accreditation
- Co-chair of the EDI committee in the Residency Program
- Chair of the Residency Training Committee
- President of CACBT and Co-Chair of the CACBT annual conference
- Co-Development of course on Fundamentals of Cognitive Behavioural Therapy for Anxiety and Mood Disorders
- Coordinate training in CBT for Anxiety for Psychiatry residents, Teach introductory seminars on CBT to Third year psychiatry
- Facilitating a weekly 45 minute 'Didactics' rounds for staff at Borderline Personality Disorder Services

2022-23

## LEADING continued...

- Prioritizing Indigenous Mental Health stream through the Mental Health and Addictions Program at St. Joseph's Healthcare Hamilton (integrates patient feedback and community consultation)
- Indigenous Wellness Program in partnership with HWDSB
- Smudge Policy Revisions
- Indigenous Wellness Space at YWC
- Developed/Developing software applications for rapid processing and compiling of patient outcome data for patient feedback in ATRC and MTRC
- Clinical Lead for the Young Adult Substance Use Program
- Panelist for McMaster Department of Psychology's "Grad School Info Night"

## External Activities:

### Presentations

- Psychology staff were involved in over 100 presentations in 2022 to a variety of audiences in conferences / meetings held across Canada, and internationally. Examples include McMaster Psychiatry Research Day, Canadian Psychological Association, Canadian Psychiatric Association, Canadian Academy of Psychiatry and the Law, Canadian Association for Cognitive and Behavioural Therapies, IEEE Global Humanitarian and Technology Conference, International Neuropsychological Society, Association for Behavioural and Cognitive Therapies, International Forensic Risk and Recovery Conference, Homewood Health organized meeting of National Workers Compensation Boards, Public Health Agency of Canada-funded Healthcare Salute Town Hall, Canadian Academy of Health Sciences Forum Supporting the

Mental and Physical Health of Public Safety Personnel, North American Menopause Society, National Defense-sponsored National Symposium: Restoring Hearts, SPARK Conference: HR Solutions in the Workplace Conference, Canadian Forensic Psychology Conference, Canadian Institute for Military and Veteran Health Research (CIMVHR), Canadian Organization of Rare Diseases Conference, Scleroderma Canada Conference, Organization for Human Brain Mapping Conference, Provincial Hoarding Network, Ontario Renal Network, Canadian Association of Nephrology Nurses and Technologists, McMaster Optimal Aging Portal, McMaster University Review Course in Psychiatry, McMaster Innovations in Palliative Care

- In collaboration with the Hamilton Public Library, organized a free virtual talk series for Psychology Month in February. This was our 8th year organizing this event and third year that it was conducted virtually. Topics included: Tackling and Managing Anxiety, Managing Insomnia, Helping a Loved One with Mental Illness, and Mindfulness

### Committees

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

#### *Examples:*

- Member, Hoarding Planning Committee, Virtual Conference, International Obsessive Compulsive Foundation
- Co-chair, Promoting Recognition and Inclusion of Sexual, Gender, and Intersectional Minorities (PRISM), McMaster and St. Joseph's Healthcare Hamilton

## LEADING

### Committees continued...

- Postgraduate Medical Education EDI Committee, McMaster University
- Canadian Psychological Association Human Rights and Social Justice in Psychology Committee, Societal and Sexual Violence Workgroup
- Executive Committee, Psychologists in Hospitals and Health Centres (section of the Canadian Psychological Association)
- Anti-Black Racism Task Force, Department of Psychiatry and Behavioural Neurosciences, McMaster University, Hamilton, ON
- 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 University, Hamilton, ON
- Steering, Admissions, and Study Area Committee Member, Clinical Behavioural Sciences Program, McMaster University, Hamilton, ON
- Executive Committee, Research and Clinical Training Program, McMaster University
- Review Committee, CIHR-CPA Glenda MacQueen Career Development Award for Women in Psychiatry, Canadian Institutes of Health Research and Canadian Psychiatric Association
- Chair, Council of Psychiatric Continuing Education (COPCE) Committee, Canadian Psychiatric Association
- Continuing Professional Development Committee, Canadian Psychiatric Association
- Member, Mental Health and Addictions Quality Standards Clinical and Technical Working Group, Ontario Health
- Member, Steering Committee, Psychiatry Annual Review Course, Department of Psychiatry & Behavioural Neurosciences, McMaster University
- Ontario College of Teachers, Expert Advisory Review, Professional Boundaries
- Psychologist member, Forensic Psychiatry Residency Program, McMaster University
- Acute Dialysis Starts Task Group
- St. Joe's/MUMC Transitional Age Clinic – Renal Care
- Member McMaster University, Masters in Psychotherapy, Curriculum Development Committee,
- Ombudsperson, Graduate Program in Neuroscience, Faculty of Health Sciences, McMaster University
- Member, Selection Committee, Director of the Neuroscience Graduate Program
- Member, Tenure and Promotion Committee, Department of Psychiatry and Behavioural Neurosciences, McMaster University
- Member, Standing Committee on Research and Scientific Affairs (National), Canadian Psychiatric Association
- Chair, Research Reference Group, Centre of Excellence on PTSD
- Co-Chair, Canadian Military Sexual Trauma Community of Practice
- Chair, Canadian Psychological Association Traumatic Stress Section
- McMaster Department of Psychiatry and Behavioural Neurosciences Wellness Committee

## LEADING

### Committees continued...

- Chair of the Indigenous Mental Health committee
- Board member, Suicide Prevention Council of Hamilton
- Clinical Advisor to the Eating Disorder Ontario - Prevention
- OH MHA CA: Chair for Eating Disorders Expert Panel: Guidance for Clinically Appropriate Use of Virtual Care
- OH MHA Centre of Excellence: Member of the eating disorders provincial advisory table
- Member of advisory group for Implementation of Early Intervention for eating disorders across the province
- Steering committee for the provincially funded adult eating disorders programs
- Steering committee for the Ontario Community Outreach Program for Eating Disorders
- Canadian Psychological Association (CPA) - education sub-committee of the Addiction Psychology Section
- Co-Chair, Conference Planning Committee, Canadian Association of Cognitive and Behavioural Therapies
- Member, Communications and Advocacy Committee, Canadian Association of Cognitive and Behavioural Therapies
- Served as the Clinical Section Newsletter Editor for the Clinical Section of the Canadian Psychological Association
- Member, Curriculum Committee, MSc Psychotherapy Program, McMaster University
- Member, Academic Committee, MSc Psychotherapy Program, McMaster University
- American Academy of Clinical Neuropsychology (AACN) Co-chair of the Board Certification Promotion Committee



- American Board of Professional Psychology (ABPP)/American Board of Clinical Neuropsychology (ABCN) - work sample reviewer
- American Board of Professional Psychology (ABPP)/American Board of Clinical Neuropsychology (ABCN) - Canadian Credentialing Committee
- 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
- Acted as a member of the Program Advisory Committee, Graduate Program in Neuroscience, Faculty of Health Sciences, McMaster University

2022-23

## Major Initiatives for 2023:

### CARING

- Developing two new outpatient groups (Stigma and Social Skills) to be delivered to outpatients with Schizophrenia
- Ongoing troubleshooting of how to most effectively provide hybrid virtual and in person services as a clinic to best incorporate client centered care
- Peer support group to be created for peritoneal dialysis patients in 2023
- Create and evaluate a psychotherapy group targeted for individuals in stage two of their DBT treatment
- Developing CBT for insomnia group through MTRC



### LEARNING

- Completing Compassionate Bereavement Care , Certification and Training Program
- Launch of Group WET for PTSD study
- internal seminars on malingering and symptom validity for co-workers and learners
- leadership transition for the Psychology Practicum Program
- hosting re-accreditation visits from the Canadian Psychological Association for our Psychology Residency Program

### BUILDING

- Development and implementation of a 12-week Mindfulness-Based Interventions for OCD at the ATRC as part of the CIHR grant

### LEADING

- Focus on expanding schizophrenia quality standards work in the Schizophrenia Outpatient Clinic
- The Mood Disorders Program and Anxiety Treatment Research Clinic at St. Joseph's Healthcare Hamilton represent one of 8 pilot sites within Ontario that will be rolling out (1) measurement-base care standards within the electronic medical record, and (2) patient-friendly and optimized after visit summaries and discharge summaries after inpatient and outpatient treatment.
- Invited to be Co-Chair of a Provincial committee creating guidelines for virtual care for Depression, Anxiety, and Related Disorders
- Develop the Community Psychiatry Clinic's program evaluation and research program
- Engage in external education activities to build capacity for DBT in the community
- Join additional internal committees to support the department of psychology at St. Joe's (e.g., MHAP rounds)
- Streamlining prioritizing Indigenous Mental Health pathway
- Strengthening relationship building with Indigenous community organizations
- Involved in launch of interdisciplinary Brain Medicine clinic involving neurology, psychiatry, and neuropsychology, which will include creation of a research database
- Leading the development of a centralized psychometric test library
- Leadership transition for Psychology Month activities





### 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).

# Respiratory Services

Professional Practice Leader (Charlton):

**LESLIE BROOKS, RRT, MAppSc**

Number of Members of Discipline:

SITE	FTE	PTE	Casual	POSITION
Charlton	23	4	17	Respiratory Therapist (RT)
	10		2	Anesthesia Assistants (AA)
	5	5		Pulmonary Technologists (PT)

## Major Achievements

### CARING

- Awarded money from the Patient Comfort Fund to purchase a variety of masks for nocturnal ventilation in an effort to enhance patient comfort and compliance with nocturnal non-invasive therapies.

### LEARNING

#### Education:

##### Clinical Education

- 3 Respiratory Therapy students from Conestoga College were assisted in completing the clinical component of their clinical year.
- Provided a clinical shadow opportunity for a physician assistant student.

##### Formal Teaching

- One staff member is a professor at Conestoga College within the Respiratory Therapy Program.
- One staff member is a professor at Fanshawe College within the Anesthesia Assistant Program.
- Yearly education on non-invasive ventilation for Respiriology residents.
- Introduction to Ventilation and Tracheostomy teaching for intensive care unit residents.
- Ongoing education with respect to respiratory management of the neonate during resuscitation for pediatric residents.

## LEARNING continued...

### Internal Education

- Participation in clinical orientation for new hires.
- Participation in critical care training and orientation for nurses in critical care areas.
- Instructor with the Canadian Pediatric Society who assists in facilitating the Neonatal Resuscitation Program training for the interprofessional team within Women's and Infant's Health.
- Instructor with the Heart and Stroke Foundation of Canada who assists with updating staff in regards to the Basic Cardiac Life Support Program.
- Participation in education days for Post Anesthetic Care Unit nurses and Emergency Department Nurses.
- Participation in yearly airway review sessions for Endoscopy nurses.
- Ongoing education on chronic ventilation and tracheostomy management for staff in the Complex Continuing Care Unit.
- Ongoing training of families with regards to tracheostomy care, chronic ventilation management, and home oxygen.

### Research

#### Respiratory Therapists are critical participants in;

- "Lung Open Ventilation Study" Meade et al in Critical Care setting.
- "Evaluation of Practice Guidelines for NIPPV in ARF" Sinuff et al.
- "Ventilator Associated Pneumonia Study" Cook et al.
- "Hamilton Audit of High Frequency Oscillation in the ICU" Meade et al.

#### Respiratory Therapists are Clinical Trial Coordinators in 14 current research studies.

*Include formal and informal research i.e. evidence based practice projects & clinical program evaluation.*

- Respiratory Therapists have contributed to research with respect to the following:
  - "Index Study" providing sedation to patients receiving non-invasive mechanical ventilation Lewis et al in Critical Care setting
  - "Ultrasound training pilot for Canadian Respiratory Therapists" Lewis et al in Critical Care setting
  - "Facial Pressure Injuries During Proning" Piatek et al in Critical Care setting
  - "Mental Health of Respiratory Therapists During COVID" D'Alessandro et al in Tertiary Care Setting

### Publications

- Andrea M. D'Alessandro-Lowe, Kimberly Ritchie, Andrea Brown, Yuanxin Xue, Mina Pichtikova, Max Altman, Isaac Beech, Heather Millman, Yarden Levy, Senay Asma, Kelly Hassall, Fatima Foster, Sara Rodrigues, Fardous Hosseiny, Charlene O'Connor, Alexandra Heber, Ann Malain, Hugo Schielke, Ruth A. Lanius, Randi E. McCabe & Margaret C. McKinnon (2023) Characterizing the mental health and functioning of Canadian respiratory therapists during the COVID-19 pandemic, European Journal of Psychotraumatology, 14:1, DOI: [10.1080/20008066.2023.2171751](https://doi.org/10.1080/20008066.2023.2171751)

## LEARNING continued...

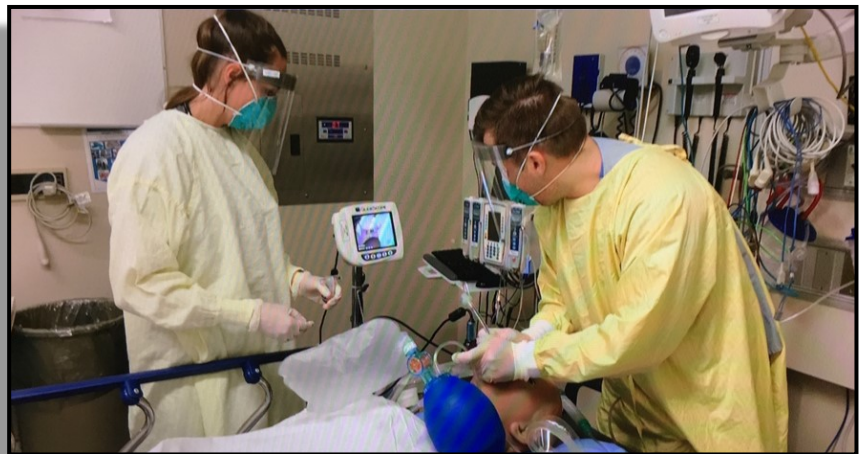
### Publications

- Lewis K, Culgin S, Jaeschke R, Perri D, Marchildon C, Hassall K, Almubarak Y, Szczeklik W, Piraino T, Thabane L, Alqahtani KM. Cuff leak test and airway obstruction in mechanically ventilated intensive care unit patients: a pilot randomized controlled clinical trial. *Annals of the American Thoracic Society*. 2022 Feb;19(2):238-44.
- Leibel SL, Castro M, McBride T, Hassall K, Sarmiento K, Ye XY, Shah V. Comparison of Continuous positive airway pressure versus High flow nasal cannula for Oral feeding Preterm infants (CHOMP): randomized pilot study. *The Journal of Maternal-Fetal & Neonatal Medicine*. 2022 Mar 4;35(5):951-7.
- Kappel C, Chaudhuri D, Hassall K, Theune S, Sharif S, Alhazzani W, Lewis K. Point-of-care ultrasound training for respiratory therapists: a scoping review. *Canadian Journal of Respiratory Therapy: CJRT= Revue Canadienne de la Therapie Respiratoire: RCTR*. 2022;58:28.
- Alhazzani W, Parhar KK, Weatherald J, Al Duhailib Z, Alshahrani M, Al-Fares A, Buabbas S, Cherian SV, Munshi L, Fan E, Al-Hameed F. Effect of awake prone positioning on endotracheal intubation in patients with COVID-19 and acute respiratory failure: a randomized clinical trial. *Jama*. 2022 Jun 7;327(21):2104-13.

## BUILDING

### Staff:

- One Registered Respiratory Therapist took the Anesthesia Assistant (AA) program at Michener Institute of Health Sciences. The RRT was successful and has the AA designation & working in the Operating Room at St Joseph's Healthcare Hamilton.



### Internal Education:

- Neonatal Resuscitation Program Provider Training
- Basic Cardiac Life Support Training
- Delegation of Oxygen Therapy Titration to Occupational Therapists

### Professional Practice Development:

- Successful graduate of the Emerging Leaders Program
- Successful graduate of the Anesthesia Assistant Program
- Staff member successfully completed the Queen's University Infection Prevention and Control Program
- Three staff members successfully challenged the Canadian Board for Respiratory Care exam

## LEADING

### External Activities:

#### Presentations

- Attendance at the Canadian Critical Care Forum 2022

#### Committees

- Canadian Critical Care Society of Ontario
- Hamilton Health Sciences Respiratory Practice Council
- Hamilton Health Sciences Annual Respiratory Therapy Educational Retreat Planning Committee
- Canadian Society of Respiratory Therapists Clinical Simulation Network
- PAC Conestoga College

### Major Initiatives for 2023:

#### CARING

- Identify and continue to use the CARS program when required for staff.

#### LEARNING

- Training in the application of energy in the form of ultrasound for arterial line insertion and bedside pulmonary diagnostics.
- Conestoga and Fanshawe Clinical Respiratory Therapy students.
- Ongoing completion of Neonatal Resuscitation Program training, Basic Cardiac Life Support Training and Advanced Cardiac Life Support Training.
- One staff member is beginning the Anesthesia Assistant Program starting in September 2023.

#### BUILDING

- Representation at the Canadian Society of Respiratory Therapists Annual Trade Show and Educational Conference in May 2023.
- Representation at the Hamilton Health Sciences Educational Respiratory Therapy Retreat in October 2023.

#### LEADING

- Hosting an Ultrasound workshop for Respiratory Therapists in collaboration with Dr Lewis at the Canadian Society of Respiratory Therapy Annual Trade Show and Educational Conference.

## 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 provide 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

# Social Work

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

**JIMENA SILIKER, MSW., RSW**

**Number of Members of Discipline:**

SITE	FTE	PTE	POSITION
Charlton	33	14	Social Workers
King	4	0	Social Workers
West 5th	62	16	Social Workers
OFFSITE	17	11	Social Workers

## Major Achievements

### CARING

#### Clinical Practice:

- New Dialectical Behaviour Therapy- 8-week program. DBT Skills group offered in person at Residence on Catherine - Residential Care Facility (these patients do not have access to internet or a private space to attend groups offered through the hospital.) Evaluation survey completed demonstrated positive feedback, participants found it: educational, useful to their everyday life and gave them something to do and the vast majority said they would continue to attend the groups if they continue to be offered. (offered through Hospital to Home Program).
- Organized quality insurance meetings with DBT group co-facilitators to redesign/update weekly DBT Skills group (offered through the Capacity Building team).
- Ongoing RSW involvement in the Covid-19 Mental Health and Psychosocial Support Service, providing peer support for healthcare workers- Interprofessional.
- RSW in Anxiety Clinic completed training in new psychotherapy for PTSD, Written Exposure Therapy and have started treating some patients with this psychotherapy.
- RSW in Anxiety Clinic implemented and co-facilitate a monthly peer supervision group for therapists new to Prolonged Exposure Therapy for PTSD - Interprofessional.
- 3 Successful applications to Care and Comfort Grant to focus on instrumental needs such as transportation, cell phones to access services, food access, etc..



## LEARNING

### Education:

#### Clinical Education

- The Hospital to Home team shared a Master of Social Work student in the spring/summer 2022. This student accompanied me on visits to patient's homes, visits to residential care facilities, she completed documentation, communicated with community partners, and assisted in facilitation of weekly DBT skills groups. Additionally, she attended a workshop "trauma Informed Care, an introduction" with our team.
- Actively involved in assisting in the training and supervision of a 4<sup>th</sup> year McMaster BSW student, along with two social work colleagues.
- Clinical supervision of 1 psychiatry resident in CBT rotation.
- Clinical supervision of 1 family medicine resident in CBT elective rotation.
- Clinical supervision of 1 Master of Psychotherapy student in 1<sup>st</sup> practicum placement.
- Clinical supervision of 1 Level II CBT student in the Clinical Behaviour Sciences Program.

#### Formal Teaching

Number of RSW's	Title and University
7	Assistant Clinical Professor (Adjunct), McMaster University
5	Assistant Professor (Adjunct), McMaster University
1	Sessional Instructor, McMaster University
1	Adjunct Lecturer, McMaster University
2	Associate Field Education Professor, Wilfred Laurier University
1	Sessional Instructor, Mohawk College

#### Internal Education

- RSW led annual refreshers on the use of the Columbia and Suicide Risk Assessment for TOPSS, SOC, and HN ACTT.
- RSW completed Train the Trainer through OntarioShores in 2021 that has allowed RSW and two psychologists to start expanding the CBTp program within Schizophrenia Services. To date with the help of Ontario Shores and other training programs we have been able to train and supervise two staff (one SW and one OT) from SOC, two staff (one OT and one RN) from TOPSS and one inpatient nursing specialist. All clinicians are now in the process of offering either individual or group CBTp to clients registered within SCIS (TOPSS, SOC and the ACTT teams). I co-chair the CBTp and FIT working group through SCIS that is continuing to expand our capacity to offer these psychological treatments as part of the Ontario Health Quality standards.
- RSW in Anxiety Clinic provides training to other staff in evidence-based psychotherapies for PTSD (Cognitive Processing Therapy, Prolonged Exposure and Written Exposure Therapy) through co-therapy.
- Dept of SW: Discharge Specialist completed Workshop on SW Clinical Assessment.

## LEARNING Internal Education continued...

- RSW in role of ALC Coordinator : provided ALC orientation and training: to all 11 new registered inpatient social workers as well as refresh sessions on ad hoc basis (Charlton, Satellite & West 5th Campuses). This includes review of Home First Philosophy and Dovetale training re ALC orders and ALC Data Flowsheet..
- ALC Orientation and Discussion with Coding Team (Health Records); providing ongoing review of charts as requested by coders re ALC days.
- ALC Escalation to LTC Process with W5th: Collaboration with ALC Lead Helen Harris with group presentations to W5th social workers re: Home First Philosophy, LTC escalation process and ALC tracking.
- RSW in Nephrology provided ongoing teaching for new clinical clerks in IPE teaching sessions (Interprofessional education) with other allied health team members (1-2 x per month).
- RSW on Nephrology provided orientation to new residents and nursing staff (multi-disciplinary teaching session regarding appropriate referrals, clarifying role, goals).

### Research

- RSW involved in completing psychosocial assessments for the BRAVE study (patients are randomized for surgical vs medical weight management at the Bariatric Clinic who have cardiovascular disease).
- RSW Co-investigator in a PAC awarded proposed study in ATRC "Investigating Group Written Exposure Therapy for Posttraumatic Stress Disorder: A Pilot Study" -Interprofessional.
- Perinatal Opioid Exposures, Trajectories, Insights and Concentration: "The POETIC Cohort Study". Research proposal has been submitted. If accepted, SJHH will be included as a site.

### Publications

- Penta, S., DeAngelis, A., Raymond, H., Vucenic, B., Kay, V., Gladysz, H., McCarron, C., & Holshausen, K. (2023). Management of illicit substances in hospital: An evaluation of policy and procedure implementation. *Journal of Psychiatric and Mental Health Nursing*, 30, 132-139.  
<https://doi.org/10.1111/jpm.12848>
- (Under Review) Initial Insights from a Quality Improvement Initiative to Develop an Evidence-informed Young Adult Substance Use Program Halladay, J., Stead, V., McCarron, C., Kennedy, M., King, K., Venantius, M., Carter, A., Syan, S., Matthews, M., Khoshroo, S., Massey, M., Rahman, L., Burns, J., MacKillop, E., Raymond, H., MacKillop, J. <https://www.medrxiv.org/content/medrxiv/early/2022/10/25/2022.10.21.22281362.full.pdf>
- Kelly LE, Shan F, MacVicar S, Czaplinksi E, Mouldsdale W, Simpson S, et al. A core outcome set for neonatal opioid withdrawal syndrome. *Pediatrics* [Internet]. 2020;146(1):e20200018. Available from: <http://dx.doi.org/10.1542/peds.2020-001>

## BUILDING

### Internal Education

- RSWs across system and services provide localized information to learners outside of Social Work, regarding role and responsibility.
- Connected to Addictions Medicine Specialists to complete daily huddles with staff using an informal teaching atmosphere around harm reduction, anti-stigma care, and ways to talk with patients who have substance use disorders who are admitted to hospital during pregnancy (Mother and Infant Program).
- Providing advocacy and harm reduction models to staff caring for patients on the unit.
- Social Work Housing Webinar Series.
- On boarding of all new RSWs with mandatory orientation modules in order to have a standard knowledge base no matter where the RSW is working in the organization - 19 modules in total, 10 mandatory (31 participants last fiscal year).

### Professional Practice Development

- Vulnerability Index - Service Prioritization Decision Assistance Tool (VI-SPADT) Training offered through the city of Hamilton – Attended in order to better understand housing priority status (N. Linan)
- Trauma informed Care, an introduction workshop (N. Linan)
- Indwell enhanced Support programs – Webinar (N. Linan)
- Good shepherd Community Homes for Opportunity- Webinar (N. Linan)
- Department of Psychiatry and Behavioral Neurosciences (DPBN) Virtual Grand Rounds - May 11 2022 - Dr. Jon Davine (N. Linan)
- Mental Health Street Outreach – Webinar (N. Linan)
- I am currently enrolled in the Leadership and Management certificate through Wilfried Laurier Continuing Education Social Work Department. (C. Babbey)
- Attended Webinars:
  - Ethics Webinar Rounds
    - Consent, Capacity and SDM Ethical Fundamentals- March
    - A Case Analysis: Tube Feeding at End of Life, Recurrent Aspiration, and Consent to Stop-June
  - Excellence in Care for Seniors June:
    - Senior Friendly Care at SJHH- Our Journey Continues
    - Behavioural Escalation: Intervening Before Things Get Physical
    - Elder Abuse during the COVID-19 Pandemic
  - Paying it Forward Social Work Placements in Today's Climate (McMaster School of SW)- March
- Good Shepherd's Homes Presentation (Housing Series) – April
- Completion of Motivational interviewing Nov 2022. (A. MacKenzie)
- Attended 2022 CACBT Annual Conference. (J. Robinson)

## LEADING

- We identified the need for mental health support at residential care facilities and decided to pilot the DBT Skills group, in person, at the facility. (N. Linan/J. Manning).
- The Collaborative ALC Project between SJHH and the McMaster University W Booth School of Engineering Practice and Technology Engineering Design (human-centeredness) has concluded the session with the 3rd group of students (Jan-Aug, 2022). The main projects are:

- ALC Discharge Planning Interactive Tool for Patients and Family Members- Continued project with new engineering students.
- Predictive Modelling Tool Project—New project that includes new partnering with Digital Solutions.

Final presentations and evaluations were provided on August 23, 2022 for this 3rd cohort of 5 students. These on- going projects will continue with goals to further each prototype along with the next cohort of students in 2023. The next cohort of students will begin in January 2023.

- Implementation of Alternate Level of Care discharge destination of “ALC-Unknown”. Effective Jan 1, 2023 SJHH will implement the utilization of ALC-Unknown in alignment with the Provincial ALC definition. Use of this designation requires mandatory consultation with SJHH’s ALC Coordinator at least for the initial 3 months post launch to ensure consistency in application. Education/training sessions were held in December with RSW’s working on inpatient units. Support from the SJHH Directors was received. The utilization of this designation will provide us with necessary ongoing data for our own organization (care

planning, advocacy for resources, possible clustering of patient populations), and HNHBB to assist with health and community system planning. Currently if such data is required, we complete data collection as “snapshots in time”.



- Member of the Interprofessional team awarded the PAC 2022 Health Professionals Excellence in Practice Award for *Innovation and Professional Practice-Team Award* for the Covid19 Mental Health Support Team.

## LEADING continued...

- Together with our nurse educator, RSW in Women's and Infants' Program are working with the Director of Volunteer services around the return of volunteers to the Women's and Infants' Program after a break during the pandemic. Although the program have historically had "cuddlers" in the Special Care Nursery, the aim is to expand the volunteer role to improve patient and family experience while in hospital. For instance, volunteers will be able to offer mothers with periods of respite (mother's who need a much-needed rest or who wish to take a quick break off the unit) by watching/cuddling their baby in the nursing station. Volunteers will start to provide prenatal tours of the birthing and post-partum units to increase the patient's level of comfort coming in to hospital. RSW will be participating in orientation sessions with all new volunteers for our program.
- RSW in Women's and Infant program nominated for the 2022 St. Joseph's Mental Health Spirit of Hope Award. Please see attached.



## Committees

- Coordinated Care Management Action Table for Haldimand Norfolk.
- Planning committee for the CMHA Mental Illness Awareness Week campaign that included attending a community information fair in Dunnville and Port Dover in May 2022.
- Ontario Health Access to Care: Active member of the ALC Coordinators' Group
- Project ECHO. Participating in ECHO OBN (Ontario Bariatric Network) which meets bi-weekly. As a HUB member of an interdisciplinary team representing St. Joseph's Healthcare Hamilton and a Bariatric Centre of Excellence, we provide educational support and consultation to community health care professionals, including primary care physicians regarding bariatric related care.
- Residential Care Facilities Steering Committee, Co-Chair; Supported Jurvanski Research team to successfully apply for funding for research to focus on developing integrated primary care in RCFs to promote equitable access to care for marginalized and vulnerable residents.
- Hospitals Shelters Working Group (Co-Chair) Team from this committee working on a quality improvement program focusing on improving communication between agencies to support improved care as patients transition between organizations.



## LEADING

### Committees continued...

- School of Social Work Field Placement Committee, McMaster University
- Developmental Services of Ontario Collaborative liaison
- ALC review with Home and Community Support Services
- Bi-monthly review with Able Living (Thrive Group) of Decanted Bed program
- Transition Care Bed Program Community of Practice Collaborative (HNHB)
- Better Birthing Committee
- Early Pregnancy Assessment Clinic Council
- Canadian Association of the Nephrology Social Workers
- Kidney Foundation of Canada
- Regional Child Welfare Committee
- Co-Chair- Residential Care Facilities Steering Committee, Greater Hamilton Health Network
- Co-Chair- Hospital Shelters Working Group
- Initiating educational informal sessions for staff around substance use disorders
- Advocate for review of Management of Illicit Substances Corporate policy
- Assisting staff around ethical dilemmas around allowing patients to access their substances while admitted to the unit

#### Mindfulness

*The practice of being fully aware & present in this one moment*



#### Emotional Regulation

*How to change emotions that you want to change*



#### Distress Tolerance

*How to tolerate pain in difficult situations, not change it*



#### Interpersonal Effectiveness

*How to ask for what you want & say no while maintaining self-respect & relationships with others*



## Major Initiatives for 2023:

### CARING

- Implementation of pilot study for Group Written Exposure Therapy in ATRC.
- Behavioural Health Review/Consultation with Geriatric psychiatrist for patient waiting for HN1 in acute care and post-acute at Charlton
- Weekly Long Stay Review in GIM
- Monthly Long Stay Review in AMH
- Weekly clinical rounds attendance at the Alternate Care Facility for patient at St. Joseph's Villa
- Members: Integrated Quality and Operations Committee (GIM and Post Acute)
- Return of Volunteers to Program ([Women's and Infants' Program](#))
- Eat, Sleep, Console initiative (Women's and Infants' Program)

### LEARNING

- Applied for Master of Social Work through University of Waterloo for Fall 2023.
- Clinical Supervision of 2-3 Psychiatry residency rotation block in CBT.
- Continued Mandatory Onboarding learning e modules for newly hired RSWs throughout the organization
- On boarding of all new RSWs with mandatory orientation modules to continue - 19 modules in total, 10 mandatory

### BUILDING

- Cognitive Behavioral Therapy course starting March 2023
- Attendance at 2023 CACBT conference.
- Dept of Social Work: reviewing and enhancing onboarding process and mentorship for new hires

### LEADING

- Monthly review of ALC West 5th patients in collaboration with HCCSS
- Daily ALC patient review (Charlton and West 5<sup>th</sup>)
- Weekly DBT session in 9 and 10 AMH
- Implementation of Let's Go Home Community Connector Program in the ED department in Collaboration with Able Living (Thrive Group)
- Co- leading: Excellence in Quality Improvement program to improve communication between hospitals and shelter during transitions



## 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.

# Speech-Language Pathology

**Professional Practice Leader (Charlton, West 5th):**  
**BONNIE REABURN-JONES, REG CASLPO**

## Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	8.6		Speech-Language Pathologists
West 5th	.4		Speech-Language Pathologists
Offsite: Satellite Health Facility (SHF)	1		Speech-Language Pathologists

## Major Achievements

### CARING

#### Clinical Practice:

- Received the 2022 Hamilton Spectator Readers' Choice Diamond Award for Speech Therapy Services.
- 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.

### LEARNING

#### Education:

##### Clinical Education

- Offered four clinical placements for McMaster SLP learners.
- Provided one learner placement for a Western University student in the Applied Health Sciences Master's program.
- Two SLPs participated in the Multi Mini Interview (MMI) process for new admissions to McMaster University SLP program.

##### Formal Teaching

- One SLP is an Assistant Clinical Professor (Adjunct), School of Rehabilitation Science.
- Provided lecture to McMaster SLP students regarding Voice Restoration Post-Laryngectomy.

## LEARNING Education continued...

### Internal Education

- Offered in-service education to Nephrology nursing staff regarding oral care for patients with dysphagia.
- Provided informal education to Respiratory Therapists regarding Laryngectomy, Heat Moisture Exchange (HME) and Larytubes.
- In collaboration with Clinical Nutrition, provided education regarding dysphagia management to the healthcare team at the Satellite Health Facility.

## BUILDING

### Professional Practice Development:

- All Staff completed Crisis Prevention Institute (CPI) Verbal Intervention training.
- One SLP participated in “The Art of Learning” leadership seminar.



## LEADING

### Committees:

- Volunteer Committee Member for the Speech Language Pathology Program Council and Admissions Working Group in the School of Rehabilitation Sciences for McMaster University.
- Member of Hamilton Region Speech and Language and Audiology Council (HRSLAC).
- Member of Southern Ontario SLP Leaders Group.
- Member of SLP of Ontario Oncology Network (SPOON).

## Major Initiatives for 2023:

### CARING

- Evaluation of Patient Satisfaction Questionnaire for the Outpatient Swallowing Clinic to establish areas of improvement based upon patient feedback.
- Investigate use of Fiberoptic Endoscopic Evaluation of Swallowing (FEES), as another swallowing assessment tool.
- Improve access to pre-operative counselling for head and neck patients.
- Improve timely access to outpatient swallowing clinic.



## LEARNING

- Continue to offer clinical placements to SLP learners at McMaster University.

2022-23

## 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.*

# 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 3.0; Chaplains-3; Residents 1.0
King	0		By referral only.
West 5th	3.5		Chaplains-3.5 ; Residents 1.0

## Major Achievements

### CARING

#### Clinical Practice:

- Introduction of a policy related to Smudging inside and outside of the buildings. Members of the Spiritual Care team and leadership, worked in collaboration with patients, staff, and members of the Indigenous community to create a foundational Smudging Policy and related procedures to ensure the respectful and safe provision of Smudging Ceremonies within and outside of the buildings of SJHH.

### LEARNING

#### Education:

- The Spiritual Care Department continues to offer units of Clinical Psycho-spiritual Education (CPE) formerly known as Clinical Pastoral Education through a year-long residency as well as individual units.

#### Clinical Education

- 4 Spiritual Care Residents.
- 3 Additional Learners.
- Preparation underway toward offering of an additional Summer Unit of Clinical Psycho-Spiritual Education (CPE) to run con-currently to the Spiritual Care residency.



## LEARNING Continued...

### Formal Teaching

- Recruitment of 2 new Spiritual Care Educators.
- Process underway to form new Academic Affiliation Agreement with McMaster Divinity College.
- The Spiritual Care Department also has SJHS System-Wide Academic Affiliation Agreements with Martin Luther University College, Know & Emanuel Colleges (University of Toronto) and the Diocese of Hamilton.
- Spiritual Care staff provided a 'Deacon Candidate' with mentorship and supervision as part of the candidate's training in providing 'pastoral visits' to patients while in hospital. The candidate visits many patients at the West 5<sup>th</sup> Campus.

### Research

- Extending the 3 Wishes Project to GIM.

### Publications

- A Spiritual Care Staff contributed to a recently published journal article:  
"BMC - Enhancing end of life care on general internal medical wards: the 3 Wishes Project"

## BUILDING

### Professional Practice Development:

Spiritual Care staff have logged 253.5 hours of continuing education on and off site.

Highlights:

- In March, the Spiritual Care Department, along with the St. Joseph's Health System Spiritual Care Community of Practice took in a day-long workshop on 'Ambiguous Loss.'
- The department took in together the on-site Unconscious Bias Training offered through the Organizational Development team in September.
- Many Spiritual Care Practitioners took the online course entitled "Indigenous Canada" offered from the University of Alberta.
- Spiritual Care staff member graduated with a Master of Arts Degree in Spiritual Care and Psychotherapy from Martin Luther University College (Completed Oct. 2022).
- The Spiritual Care Department took part in the region's CASC AMG and took in the keynote address from veteran Spiritual Care Practitioner, research, and professor.
- Member of the Spiritual Care team took part of the Mission Leadership Program offered by the Catholic Health Sponsors of Ontario.
- Hosted a St. Joseph's Health System Spiritual Care Community of Practice 'Retreat' in Fisherville, Ontario in October 2022 – theme was experiential and spiritual rejuvenation.

## LEADING

- In collaboration with the Senior Leaders, the EDI Council, Public Affairs, and the 2SLGBTQ+ Affinity Group, Spiritual Care members supported planning and facilitation of the PRIDE Flag Raising Ceremonies across sites and virtually.
- Worked with Indigenous Leaders to organize a 'Drumming Circle' as part of the observance of National Indigenous People's Day in June.
- Collaborated with Public Affairs, AV, members of the ELT, and Indigenous Leadership (Traditional Healer and Indigenous Patient Navigator) to develop an educational video about smudging to be embedded within the new Smudging Policy.
- Collaborated with EDI and retail services to facilitate a procurement and sale of Orange 'Every Child Matters' Shirts as part of the larger observance of the National Day for Truth and Reconciliation. We were able to sell every shirt and directed all proceeds (\$5,000) to the Woodland Cultural Centre and the Orange Shirt Society.
- Continue to finance Schwartz Rounds and Stress First Aid and collaborate with an inter-professional team of facilitators.

## Committees:

- Canadian Association for Spiritual Care – Professional Practice Commission regional rep.

## Major Initiatives for 2023:

### LEARNING

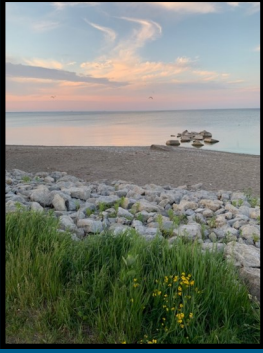
- Looking at having all spiritual care staff and current learners training in 'Crucial Conversations.'



*Orange Shirt Day 2022*

### BUILDING

- Ordered 10,000 silicone bracelets to be gifted to all staff across the St. Joseph's Health System with 'St. Joseph's Health System - Living the Legacy' debossed on the external side and the Health System's values written on the inside, promoting awareness of our System identity.
- Looking logistically at extending Schwartz Rounds across the St. Joseph's Health System.



### 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.

# 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:

SITE	FTE	POSITION
Charlton & West 5th Campus & Offsite Programs	61 Recreation Therapists 02 Senior Recreation Therapists	43 Permanent FTE 07 Permanent P/T 11 Temporary FTE 02 Temporary P/T

## Major Achievements

### CARING

#### Clinical Practice:

- Virtual visits with community partners, patients and families specific to TR practice and service continued in order to adapt to COVID parameters.
- Creation of a forensic service wide program calendar to provide additional programming opportunities for all patients within the Forensic Psychiatry Program (FPP).
- Collaborated with clients and implemented a year-round community, outcome-based walking program in the Centralized Rehab Resource Clinic.
- Launch of new TR programs including armchair travel, DROM FIT, SCRIBL, and Paws for Wellness.
- Member of Forensic Frontline Diversity and Inclusion Committee safe spaces.
- Multiple TR staff active as SAFEWARDS ambassadors.
- TR PPA member of Corporate Seniors Care Planning and Advisory Committee.
- New Specialized Therapeutic Recreation Team (STRT) in MHAP to assist individuals who are higher risk or isolated to increase opportunities to engage in therapeutic programs.
- Hosted 2 Petting Zoos for the FPP and MHAP program.
- Development and implementation of 2 Cognitive Behavioral Therapy psychotherapeutic groups in collaboration with Psychologist and Neuropsychologist. 1) CBT for anxiety 2) CBT Mindful Movement.
- Development of a psychoeducational evidence-based program, guided by the book; How of Happiness by Sonja Lubrymrsky.

## LEARNING

### Education:

#### Clinical Education

- 1 TR paid University of Waterloo Coop placement.
- 6 Mohawk College TR Practicum and Intensive learners.
- 1 TR Brock University student for CTRS unpaid internships.

#### Formal Teaching

- RECL 1337 Foundations of Therapeutic Recreation Fall 2022, Niagara College -Guest Lecture
- Laughter Yoga Facilitation to Mohawk College – Guest Lecture
- Recreation Therapy for Individuals with severe and persistent Mental illness at Brock University -Guest Lecture
- Therapeutic Recreation and Chronic Disease Management at Mohawk college – Guest Lecture
- Practicum Seminar Lead Mohawk College 2<sup>nd</sup> Year Recreation Therapy Students Winter Semester
- “Scribl”, an expressive arts program presentation(s) on the development, implementation and future development of the “Scribl” program, Mohawk College – Guest Lecture

#### Internal Education

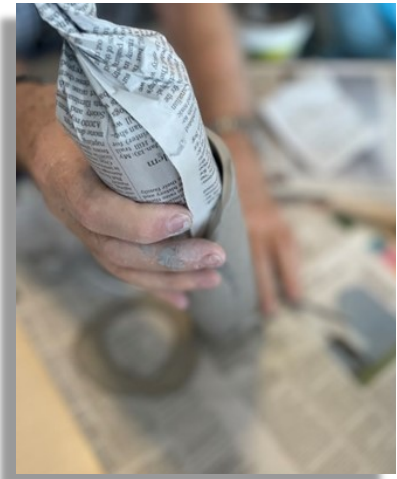
- TR staff providing CPI/Non-Violent Intervention training
- TR staff providing Gentle Persuasion Approach training

#### Research

- **Group programming evaluation; Quality Improvement** (MacKillop, Campbell, McCartney, & Rodrigo, 2022)
  - Respondents reported a high level of overall interest in the therapeutic programming offered during their course of admission and rated overall programming was helpful to their mental health.
  - Themes of comfort and humanity emerged in the comment section of the surveys. The comments revealed that, overall, recreation therapy-facilitated programming was regarded positively on the unit and integral to their care.
- **Health Outcomes in Acute Psychiatry (HOAP) study**
  - SJHH PAC award grant (MacKillop & Campbell, co-Pis)
  - PBCAR Living Laboratories grant (MacKillop & Campbell, co Pis)
  - main focus is to determine whether certain types of patients are more inclined to attend certain types of groups, specifically CBT; whether CBT attendance impacted mental health outcomes such as length of stay, or readmission; in order to provide pilot data for the CBT as inpatient intervention.

## Research

- An analysis of young adults with disabilities lived experiences during the COVID-19 pandemic, including challenges faced, coping strategies used, and changes in their recreation and leisure pursuits.
- A program evaluation on the development and implementation of virtual social skills programs for individuals with disabilities.
- The role of Therapeutic Recreation practitioners and interventions in weight management, within FPP in Ontario, Canada.
- The “day in a life” of recreation therapist working in a FPP.



## Publications

- **Examining Positive Outcomes of Therapeutic Interventions in Acute Inpatient Psychiatry with Recreation Therapy as Linchpin to Interprofessional Collaboration**
  - Emily MacKillop, Megan D. Campbell, Karen McCartney, & Achala H. Rodrigo
  - 2022 Therapeutic Recreation: Practice and Research Journal of Therapeutic Recreation Ontario, Vol. 16

## BUILDING

### Staff:

- Multiple TR staff attended Therapeutic Recreation Ontario Virtual Conference in June 2022 and Canadian Therapeutic Recreation Association Virtual Conference May 2022.
- TR Staff maintaining R/TRO designation or applying for R/TRO designation: application to be reviewed in 2023.
- Staff obtained Certified Therapeutic Recreation Specialist- both new and renewal certification from the U.S. National Council for Therapeutic Recreation Certification.
- Multiple TR staff maintaining Gentle Persuasive Approach certification and Gentle Persuasive Approach Coach Status.
- Review of SJHH recreation therapy assessment forms to ensure best practice.
- TR staff completed Abnormal Psychology course through Fleming College.





## BUILDING

### Staff Continued...

- TR Staff completed online Addiction Care & Treatment Course with University of British Columbia.
- Multiple TR staff maintaining CPR and Standard First Aid certification.
- TR staff initiating research for the Scribl Program and Paws for Wellness Program within the Forensic Psychiatry Program.
- In July 2022, [The Allen and Millie Gould Foundation](#) donated \$15,000 to CRRC for the purposes of supporting clients in accessing and/or participating in activities that they may not have otherwise been able to due to financial barriers. The Fund is meant to be used to support TR goals related to social activities, school, work, and/or health and physical fitness as examples of the 5 TR service domains. An application system and review committee, including a patient representative, have been established in order to allocate these generous funds.
- The Allen and Millie Gould Foundation additionally granted \$5,000 for TR specific equipment, which the service has completed an extensive patient interest and needs assessment on in order to purchase.



### Internal Education:

- February 2022 TR Awareness Month Committee planned Online Educational Events; Facilitated a patient interactive Art Project; highlighted patient interventions and provided education on Recreation Therapy Services across SJHH.
- Multiple TR staff supported orientation and provided TR education for new hires across SJHH.
- MHAP TR staff instruct Non-Violent Crisis Intervention training.
- Presented to Forensic Psychiatry Program staff and leadership on Scribl (Expressive Arts) program.
- Health & Safety teaching, as the OPSEU rep for JHSC.
- Presented at Risk & Recovery regarding the TR profession within Forensic Psychiatry and innovative programs offered.
- Development of a therapeutic recreation brochure, specific to the Forensic Psychiatry Program, for patients and staff.
- Therapeutic Recreation lunch and learn: Therapeutic Recreation Models of Service.
- Therapeutic Recreation lunch and learn: Therapeutic Recreation Assessment Tools.
- Presented at MHAP Rounds: Lets Collaborate! Highlighting a novel collaboration between Recreation Therapy and Psychology in Acute Mental Health, Charlton Campus.

## BUILDING Continued...

### 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.
- Spoke at recreation therapy intensive students' orientation about the Mohawk College program and profession of Therapeutic Recreation
- TR staff across SJHH have participated and achieved the following:
  - Music and mindfulness training
  - canFit Pro Certification
  - Scribl Creator (Expressive Arts program certification)
  - Chair One Certification
  - Research Ethics Certifications (GCP and TCPS 2: Core 2022)
  - Professional Networking Workshop participant
  - DROM Certified
  - Scribl workshops, through the PeaceLove Foundation
  - CPR
  - Safe Management
  - Nonviolent Crisis Intervention
  - Gentle Persuasive Approach
  - High Acuity Transfer Team (HATT) Training
  - Staff Peer Support training
  - Train and support as a lead handler and foster for the St Joe's Forensic Facility Dog
  - Tiered Exercise Program Certification
  - Urban Pole Walking Certification
  - Food Handler Certificate; Ontario Food Safety Course.
  - Certificate from Palo Alto University in Compassion Focused Therapy for Distressing Experiences
  - Dialectical Behavioral Therapy
  - Community Safety Training



## LEADING

- 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.
- Professional Practice Lead, Therapeutic Recreation Charlton, member SJHH Hand Hygiene Committee representing PAC.
- Professional Practice Lead, TR West 5th, member, SJHH Ethics Committee representing PAC.
- 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 YMCA, Hamilton Tiger Cats Football Club, Hamilton Bulldogs Hockey Club, City of Hamilton and the Hamilton Conservation Authority and many others.
- TR staff Awarded Therapeutic Recreation Ontario: Student Mentorship Award 2022.
- Forensic Psychiatry Started a Specialized Therapeutic Recreation Team to focus on supporting patients to access fresh air and removal from isolation; assisting in increasing wellness and quality of life.
- Development of Comfort Cart in Forensic Psychiatry.
- Contributed to proposal for development of Comfort Cart for Emergency Department and Surgical Unit to reduce risk of delirium.
- Resumed supportive pet visitation program in collaboration with Volunteer Resources and St. John Ambulance at Charlton and West 5<sup>th</sup> Campus.
- Facilitation of animal assisted interventions in the FPP including Petting Zoo's and Paws for Wellness Program.
- Member of Acute Psychiatry Inpatient Quality and Operations Committee.
- Established partnerships/accessing services for clients by TR Staff with Brant E-ride, Community Paramedics, GRCHC (transportation with their van).
- TR staff contributed to the Schizophrenia Newsletter (The Rectator), with focus on leisure education.
- Paired with the Mohawk College Recreation Therapy Evaluation Course and its students to provide a program for them to evaluate.
- Assisted with the Mohawk College Therapeutic Recreation mock interview initiative.
- Roll out of Schizophrenia Multi-Sensory Room including training for Recreation Therapists of the Schizophrenia units to take place throughout the year.
- Awarded the PAC Individual Innovation in Professional Practice Award.
- Awarded the Therapeutic Recreation Ontario Organization Award (Forensic Psychiatry).
- A Forensic Psychiatry Program manager remains a member of TRO to help better learn and advocate for the TR profession and support their Standards of Practice.
- Launched TR for the Acute Stabilization unit, a collaboration with Hamilton Wentworth Detention Centre, supporting patients.

## LEADING Continued...

- Psychological Health & Safety  
-Staff Peer Support Sub Committee
- Joint Health and Safety Representative
- OPSEU Union Steward
- Quality of Work life
- Member of the Therapeutic Programming Consultation Committee for the FPP
- PEIST Steering Committee



## External Activities:

### Presentations

- 2022 TRO Conference  
Panel Presentation – a panel Discussion with TRO's Diversity & Inclusion Committee
- TRO TR Talk: Becoming (Un)comfortable in conversations about Diversity & Inclusion
- TRO TR Talk: Jan 2023 Words Aloud: Town Hall Storytelling for Equity, Diversity & Inclusion
- TRO Webinar: Safe to Brave: The Importance of Language in Trauma Informed Spaces
- Presented Therapeutic Recreation within a Forensic Psychiatry Program at the Annual Risk & Recovery Conference
- TRO conference presenter on Specialized Therapeutic Recreation Team and Acute Stabilization Unit

### Committees

- Co-Chair for TRO diversity & Inclusion Committee
- Member of Professional Advisory Committee of Lambton College Recreation Therapy Diploma Program
- Chair & Committee representatives on Mohawk College's Professional Advisory Council.

## Major Initiatives for 2023:

### CARING

- Host additional Petting Zoos through the Paws for Wellness Program.
- Consider further how collaborations with SJHH supporting services, such as Volunteers may be expanded and utilized.
- Continued development and use of client interest surveys, and outcome measurement tools across TR programs.
- Continue to offer relevant and intuitive programming that is patient focused.
- Support patients with increasing accessibility to recreation and leisure activities unit.

## Major Initiatives for 2023:

### LEARNING

- Ongoing liaison with SJHH learner coordinators, TR staff and our academic affiliations to best meet needs of TR students across sites including updates to NIRV onboarding.
- Continue to work towards completion of certifications to support enhanced program offerings (example: yoga certification, DROM certification)
- Attendance at TRO conference in 2023 to learn about new evidence-based program and opportunities.
- Enhance knowledge on how to complete a full professional research project with goal to publish.
- Build on public speaking skills through various conference and other presentation opportunities.
- Stay up to date on certification and training (High Acuity Transport Team; CPI; GPA etc)

### BUILDING

- Continue allocation of The Allen and Millie Gould Foundation funds to meet patient needs, the mandate of CRRC TR and the intentions of our generous donors, demonstrating positive outcomes.
- Expansion of Scribl , an expressive arts program, from 6 workshops to 8 workshops.
- Build to the body of literature on therapeutic recreation, evidence-based programming opportunities, and forensic psychiatry.
- Expand community partners and network to support various TR related initiatives.
- Connect with community partners to increase integration by patients into the greater Hamilton area.
- Expand TR learner opportunities within SJHH.
- Continue to collaborate with other TR staff and Health Professionals to support overall patient care.
- Multi-Sensory Room training in order to appropriately facilitate multi-sensory activities for our patient population in our newly created multi-sensory room

### LEADING

- Presentations at the TRO Conference in 2023:
  - TReking towards an equitable, diverse, and inclusive future
  - How to Develop and Implement a Virtual Social Skills Program for Adults with Intellectual Disabilities
  - Inclusion and Engagement: TR interventions to support patients who are isolated or “high risk”
- First hospital-owned pet therapy program to begin pet visits and support across Forensic Program with *Paws for Wellness* with research in 2023.
- Continue to meet with community partners and at community events to share information on the resident dog / Paws for Wellness Program.
- Plans to work towards publications for Paws for Wellness and Scribl.





### 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 DIFRANCO, M.Ed., CVRP(F), RRP**

**Number of Members of Discipline:**

SITE	FTE	PTE	POSITION
West 5th	8		Vocational Counsellor

## Major Achievements

### CARING

#### Clinical Practice:

- Collaborated with Therapeutic Recreation to offer gardening group for outpatients with primary mood disorders; continued work with City of Hamilton and SJHH leadership to build and initiate a community garden program at T. Melville Bailey Park.
- Partnered with occupational therapy to offer cooking skills group for outpatients with primary Mood Disorders.
- Offered ongoing volunteer-based groups in the community with local agencies geared to client interests and needs.
- Co-facilitated interprofessional group programming on Waterfall 1, Mood Disorders.
- Collaborated with occupational therapy to explore merits of a community of practice for employment services at SJHH; offered some virtual resource education sessions for interested staff members.
- Continued engagement in team care approaches and processes on inpatient units across MHAP where needed to support quality patient care; Offered consult vocational counselling services on Orchard 1.
- Engagement on inpatient and outpatient group committees with Mood Disorders Program.
- Support unit through participation as Hand Hygiene auditor, Safewards participant, contribute to weekly team meetings, unit searches, community meetings.
- Complete vocational/education related spot checks for forensic psychiatry clients.

## **CARING Continued...**

- Collaborate with employment service providers, refer to programs, support job searches – March of Dimes, Goodwill, Mission Services.
- Collaborate with temporary agencies for opportunities, prepare patients for upcoming employment opportunities.
- Continue to offer opportunities in the Forensic Enclave such as Tuck Cart Program and redeveloped the Greeting Card Program.
- Engaging patients in secondary school coursework, provide support, attend graduations.
- Connect patients with peers for support with studies ie same patient in same course.
- Continue to provide supported employment opportunities to patients through Rainbow's End – Lawncare and Grounds Keeper.
- Continue to work with Mohawk College to facilitate a City School course at St. Joe's Campus.
- Provide support with NSLSC to take old loans from collections back to NSLSC and RAP funds off – help build patient credit profile.
- Attend pre-board hearings, prepare Ontario Review Reports and attend ORB's.
- Attend eHarm meetings to determine risk and level of privilege a patient can have – this allows me to seek opportunities for patients on grounds and community.

## **LEARNING**

### **Clinical Education:**

- Continued affiliation agreement with York/Seneca Rehabilitation Services Certificate program.
- Orientating new unit staff and interprofessional learners to the vocational counselling role
  - Hamilton ACTT2 had 2 administration assistant students, two BsCN students, one concurrent disorders student, one MSW student
  - All students were integrated to the comprehensive and multi-disciplinary team of ACTT2 and were able to work alongside members of the team in their respective college/university practicum requirements

### **Research:**

- Collaboration with other disciplines in running therapeutic groups on Forensic Psychiatry – this includes participating in related research (Scribl).

## **BUILDING**

### **Staff:**

- One member maintained RCSS and RVP designation.
- One member attended DBT Workshop in December 2022.
- One member maintained College of Vocational Rehabilitation-Fellow [CVRP(F)] designation.
- One member maintained Registered Rehabilitation Professional (RRP) designation.

## BUILDING Continued...

### Internal Education:

- Providing ongoing updates on community employment services and programs to interprofessional at SJHH that support clients with these linkages.

### Professional Practice Development:

- Virtual Vocational Practice Council (VPC) sessions.
- Ongoing opportunities to build knowledge and capacity around vocational rehabilitation, best practice vocational rehabilitation approaches, community resources and programs that support vocational rehabilitation practice.
- Collaborated with occupational therapy to explore merits of a community of practice for employment services at SJHH; offered virtual resource education sessions for interested staff members.
- One member and PPL oversees transfer of accountability practices via self-audit collection and review.
- One member completed Introduction to DBT – Individual Therapy; 2-day Workshop that was presented by Dr. Kerri Bojman.

## LEADING

### Presentations:

- Provided presentation about ACTT2 Program with Hamilton Police Social Navigation Program in December 2022.
- Attended Job Fairs to educate community on our programs, build connections with employers.

### Committees:

- Professional Advisory Committee.
- Employment Assistance Resource Network.

## Major Initiatives for 2023:

### CARING

- Continue to offer unit programming and program specific initiatives that will assist persons in recovery with vocational rehabilitation in areas of return to work, continuing education, volunteering.

### LEARNING

- Explore viability of building new partnerships (and affiliation agreements) with vocational/career counselling education programs to support clinical education.

### BUILDING

- With no centralized MHAP vocational services, continue to explore ways to:

- Continue building employment supports knowledge and capacity among vocational counsellors and other pertinent staff/referral sources across MHAP.
- Engage in team building and collaborative initiatives/pursuits among remaining counsellors.

### LEADING

- Continued engagement with community employment partners and programs to develop and maintain partnerships while facilitating supported employment practice.

2022-23