RNAO Registered Nurses' Association of Ontario
L'Association des infirmières et infirmiers autorisés de l'Ontario
PEEL CHAPTER

RNAO PEEL CHAPTER CHATTER...

FALL 2014

RNAO Peel Chapter was the host for 2014 RNAO AGM in May. These are the Peel Chapter executive members who attended the AGM.

Inter-Professional Collaboration and Diabetic Outreach Clinics .03

Rally to Stop Funding Cuts to Refugee Health .05

Peel Chapter Nurses Hike at Crawford Lake .07

MPP Breakfast .11

REFLECTIONS FROM THE PRESIDENT

As I near my end of presidency at Peel Chapter, I want to first graciously thank our team of executive network officers and ad hoc members who volunteered hours to successfully inspire to recruit and retain nurses in Peel, encouraged members to continue to be vocal and speak out for nurses, and speak out for health of peel communities.

I am so proud and honored to receive this year's "Chapter of the Year" award (this is Peel's 4th time to receive this award!!) and certainly validate our passion and commitment to RNAO. All you need to do is read our newsletters from past years and you will witness the numerous and exceptional activities we have organized to network, to learn, to belong to a valued professional association.

We continue to celebrate nursing at our annual nursing week dinner event in May with dynamic speakers and increased our executive

Upcoming Events

Caledon Remembrance Ceremonies

DATE: October 26th, 2014
TIME: 1:00 PM
PLACE: Town of Caledon Cenotaph

2014 RNAO Peel Chapter Annual General Meeting Dinner

DATE: November 6th, 2014
TIME: 5:30-8:30 PM
PLACE: Speranza Banquet Hall
(510 Deerhurst Dr., Brampton ON L6T 5H9)
COSTS: RNAO Member $25, Non-Member $33, Student/Retired Member $15

Come join us as we vote for our new executive network positions and discuss with Barb Czerniawski, CNO Outreach Consultant, about the latest news on the CNO Quality Assurance Program. See page 6 for more information.

RNAO Peel Chapter Bowling Fundraising Social

DATE: November 8th, 2014
TIME: 6:30-8:30 PM
PLACE: Brunswick Bramalea Lanes
(50 Bramtree Ct, Brampton)
COSTS: $50/person (includes bowling, pizza, and a donation to the Brampton Special Olympic)

Come out to this joint social event and help support the Brampton Special Olympic! See page 10 for more details.

December 6th Vigil

DATE: December 6th, 2014

Join us in remembrance of the 14 young women who were murdered 23 years ago at the L'Ecole Polytechnique in Montreal and all women who experience violence in their lives. Stay tuned for more information.

Reflections from the President continued

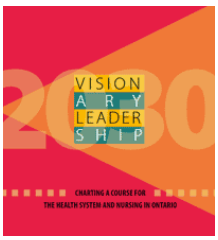
team numbers at our annual AGM. The past two years, we have increased our action to be more politically involved with our MPPs of Peel region and ensure that we continue to strengthen our health system and the role of nurses in the immediate and long-term future.

I have recently read an article called *From Me to We and Back Again: Creating Health System Transformation through Authentic Collaboration within and beyond Nursing* by Rose & Lackie, 2014. For over fifteen years of my nursing career, I certainly agree with the authors that "transforming ourselves is crucial if we want to transform the health system to meet people's health needs and improve outcomes – for patients and families, for providers and for the system. What is needed is a sound understanding of what inter-professional collaboration is and how to actualize it in our everyday experiences". I challenge you to read the article and start by taking the "30/3/30 Challenge" which is the first lesson learned in Authentic Collaboration. Please email me at mtandoc@gmail.com to receive a copy of this article.

"A boat doesn't go forward if everyone is rowing their own way" – Swahili proverb

Maria Tandoc, RN, BScN
RNAO Peel Chapter President

Charting a Course for the Health System and Nursing in Ontario



What will Ontario's health system look like in five, 10 or 15 years from now? What kind of care will people need in the future? The Registered Nurses' Association of Ontario (RNAO) believes it's important to look down the road today, and begin planning for tomorrow's health system. This is why Ontario's nurses have developed a bold vision. See our vision for the health system and nursing in Ontario at http://rnao.ca/vision.

Inter-Professional Collaboration and Diabetes Outreach Clinics: Optimizing Health?

Rafat Saleemi, RN, CDE
Meghana Chansarkar, RN, CDE
Bonnie Loranger, RN, CDE

Background:

As healthcare professionals, we all know that diabetes is on the rise. Peel Region in particular has amongst the highest rates in the province. The Diabetes Atlas for the Region of Peel (2014) sites that between 1995/96 and 2004/05, the prevalence of diabetes in Peel increased by more than 50% from 5.9% to 9.2%. Peel has a growing number of immigrants with a higher susceptibility to diabetes, which may further be compounded with additional lifestyle, socioeconomic and physiological risk factors.

As part of a Diabetes team practicing within Peel Region for WellFort Community Health Services, our team realized that the number of clients coming to our Diabetes program was not reflective of the statistics from reports and literature. Though we knew from interactions at community outreach that many people were living with Pre-Diabetes or Type 2 Diabetes, we were not successful in reaching them. From anecdotal feedback from neighbours, clients, friends and family, we learned that there were many possible barriers preventing people from attending our program. These included, lack of awareness of Diabetes Education programs, literacy/language barrier, socioeconomic challenges, mobility limitations, co morbidities, work/family responsibilities and lack of access to transportation. What could our team do to address these barriers to provide holistic, individualized care using a self-management approach to optimize client self care of their own Diabetes?

New Beginnings…

Call it fate if you may, but at an outreach health fair, we met a family physician, Dr. Vishal Midha practicing in the local area. Dr. Midha's enthusiasm and interest in diabetes management and support was infectious. This chance meeting at the health fair led to an outreach pilot diabetes clinic at Dr. Midha's office for half day a month.

A team of one Diabetes Nurse Educator and one Registered Dietitian provided the same diabetes management, resources and support that would be provided at the Diabetes Education Program at our Community Health Centre.

Inter-Professional Practice to Diabetes Care: Who's Involved?

The inter-professional staff comprises: Certified Diabetes Nurse Educator (Rafat Saleemi), Registered Dietitian (Meghana Chansarkar), Family Physicians (Dr. Vishal Midha and Dr. Jaspaul Singh Dulku), Diabetes Program Coordinator (Bonnie Loranger) and clinic front desk staff. It is the collaboration of this inter-professional team that allows for integrated and individualized diabetes care for clients that otherwise may not access a Diabetes Education program. Any suggestion or clarification related to a client's diabetes management can be done on the same day of appointment. If any prescriptions or follow-ups are needed with the doctor, same day appointments are facilitated to provide a "one stop" service for clients.

Weighing the benefits

The outreach diabetes clinic thus far has shown numerous benefits. A big benefit is the verbal and written feedback from clients. We have seen a difference in the blood sugar numbers via client daily self-monitoring logs as well as improvement in client's HbA1C and other blood work results.

Other advantages of the diabetes clinic at the physician office includes: the location is closer to home

Inter-Professional Collaboration continued

for clients and thus they can walk to appointments, avoid having to use transit and thereby save money, and are not reliant on a family member to drive them to appointments. Having the family physician at the same location means there is ease in getting access to the client's electronic medical record (EMR) and any suggestions and/or clarifications regarding diabetes management can be immediately addressed. Prescription renewals and/or follow-ups with the doctor can be facilitated on the same day.

Various resources and supports that enhance care provided by the Diabetes team include, having a separate room to see clients as well as space for storing supplies and resources. In addition, clinic front desk staff assists with electronic scheduling to book appointments, provide access to a locked drawer for confidential information as well as scan and photocopy resources.

Where we are now

We started out with one half-day outreach Diabetes clinic per month. As the number of clients grew, we increased our clinic days to two twelve-hour days per month. To further accommodate the learning needs of clients, Shared Medical Appointments (SMA's) were introduced. The SMA is a collaboration of the Inter-professional team (RN, RD and MDs) in providing care and information on a variety of topics like: What is diabetes and management, diabetes and foot care, cholesterol and diabetes, diabetes and physical activity. The SMA is a fun and interactive way to impart information to clients.

The interest has been phenomenal. Clients have been requesting not only an increase in the frequency of days we provide onsite Diabetes clinics, but additional SMA days as well.

In addition to the outreach Diabetes clinic at Dr. Midha's office, we have since partnered with two other family physicians in providing similar outreach clinics at their offices.

So… Inter-Professional Collaboration and Diabetes Outreach Clinics: Optimizing Health?

Inter-professional collaboration and Diabetes Outreach Clinics: Optimizing Health? Yes, we definitely do think that the inter-professional collaboration via the Outreach Diabetes clinic has improved; and in fact, optimized the health of clients. We see improvement in blood work results. Above all, we see the increase in client awareness, knowledge and self-management of their diabetes.

Next Steps: Evaluating Success

We have seen positive responses and received encouraging verbal and written feedback from clients. Our next step will be to more formally evaluate the effect of the diabetes clinic on diabetes care and client outcome. We will evaluate whether the Diabetes Self Management via Inter-Professional Team (RN, RD; both CDE and family physicians) approach helps to improve glycemic control as evidenced by HbA1C and other blood work results in adult clients living with Type 2 Diabetes.

Say tuned for further updates in the future Peel Chatter Newsletters!

Rally to Stop Funding Cuts to Refugee Health

Maria Tandoc, RN, BScN
RNAO Peel Chapter President

On July 17, 2014, I was privileged to advocate and to participate in a rally in Mississauga to urge the federal government to reconsider cutting back on funding to refugee health. In July 2012, the Interim Federal Health Program (IFHP) implemented cut backs to refugee claimants without access to supplemental health benefits. RNs were outraged and RNAO issued an action alert, wrote an open letter to the prime minister and premier demanding the Canadian government to reverse these dangerous IFHP cuts.

Did you know that a study release found admission rates for refugee children at Toronto's Hospital for Sick Children (HSC) doubled after IFHP coverage was cut? Researchers conducted a one year review spanning six months before and after the funding cuts and found 6.4 per cent of refugee patients in the ER at HSC actually had to be admitted. Six months later, that rate jumped to 12 percent.

Although the government says the cuts will save $100 million over the years, researchers behind these numbers, published in Public Library of Science Journal (May 2014) most probably see costs to only go up higher (RN Journal, June/July 2014).

Thankfully, in July the Federal Court overturned cuts to refugee health care. The court determined that eliminating health-care services for refugees was "cruel and unusual" treatment. The Federal Court ruling gives Ottawa four months to revise the IFHP changes, while Immigration Minister Chris Alexander has vowed to appeal the decision. Be assured that RNAO opposes any appeal and will remain active until full funding for the refugee health is secured.

See more at:

[Refugee health cuts struck down federal court]

[RNAO Letter to Prime Minister and Premier re: Refugee Health]

[RNJ: New Country, No Care]

2014 AGM

RNAO PEEL CHAPTER

LATEST NEWS ON CNO QUALITY ASSURANCE PROGRAM

Come join the **RNAO Peel Chapter** for our **2014 Annual General Meeting**

with elections for our executive network positions: **President-Elect, Secretary, IT/Social Media, Finance, Workplace Liaison, Communications, and Student Executive Reps.** Positions are held for two years. More info available at http://chapters.rnao.ca/peel

This is your opportunity to discuss with **Barb Czerniawski** (CNO Outreach Consultant) about CNO Quality Assurance Program and ask practice-related questions. Please submit your questions to rnaopeel@gmail.com

Date: November 6th, 2014
Time: 5:30–8:30 PM
Location: Speranza Banquet Hall
(510 Deerhurst Dr., Brampton ON L6T 5H9)
Costs: RNAO Member $25
Non-Member $33
Student/Retired Member* $15

Registration begins October 9th and ends on October 31st
NO CASH AT DOOR
Pay online with credit card at http://chapters.rnao.ca/peel
or payment by cheque mail to Peel Chapter Treasurer c/o Jo-Ann Wilson
(2840 Hollington Crescent, Mississauga ON L5K 1E9)
For more information, please contact rnaopeel@gmail.com
*Retired member refer to RNAO BYLAW 2.06

Peel Chapter Nurses Hike at Crawford Lake

Tessa Shelvey, RN, BScN
RNAO Peel Chapter Secretary

A small group of Peel Chapter nurses came out on a warm and sunny day in June to hike at Crawford Lake Conservation Park in Milton. This was the first time I was taking a group of nurses on a hike so I planned something short and relatively easy.

We made our way around the picturesque Crawford Lake. Crawford Lake is a meromectic lake, which means that it is deeper than most lakes. Waves seldom occur and the bottom sediments remain undisturbed. Among the layers of silt that cover the bottom, scientists uncovered evidence of a previously unknown Huron Village. In 1969 Halton Region Conservation Authority re-created the Huron Village and it has become a must see for many school children from across Ontario.

After exploring the lake we made our way along a path in the forest to a lookout point over the scenic Nassagaweya Canyon. At this point I had planned to turn back but everyone was doing so well I decided to extend the hike. We ended up hiking twice as far as I had originally planned.

After a little tour around the Huron village, we went for refreshments at the Trail Café where we spent just as long eating and socializing. If you haven't been to Crawford Lake Conservation area I highly recommend it. The park is on the Guelph Line, a short distance south of Highway 401 in Milton.

Would you like to submit an article to the Peel Chatter Newsletter? For more information please email hsaeyang@gmail.com or rnaopeel@gmail.com

SNAP SHOTS

2014 RNAO AGM

MAY 1-3, 2014 (Hilton Toronto, ON)

SNAP SHOTS

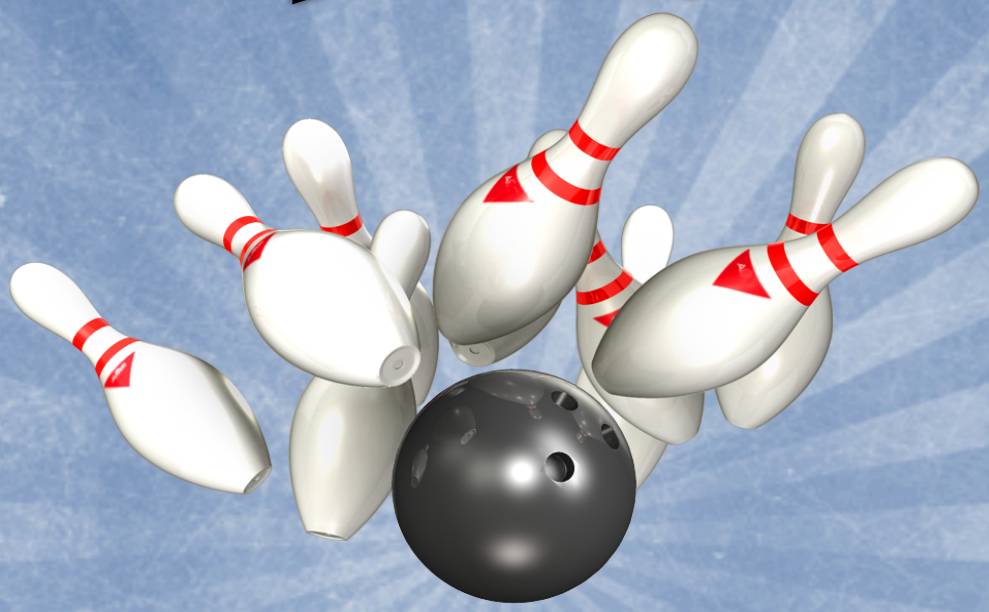
2014 RNAO PEEL CHAPTER NURSING WEEK DINNER CELEBRATION

MAY 12, 2014 (Braeben Golf Club, Mississauga, ON)

WE'RE ALSO ON FACEBOOK! CHECK OUR FACEBOOK HERE

https://www.facebook.com/groups/171146596272036/

RNAO PEEL CHAPTER FUNDRAISING SOCIAL EVENT



BOWLING AT BRUNSWICK BRAMALEA LANES

SATURDAY, NOVEMBER 8, 2014

50 BRAMTREE COURT, BRAMPTON

6:30-8:30 PM

$50/PERSON

(Cost includes bowling, pizza, and a donation to the Brampton Special Olympic)

Come out and help support the Brampton Special Olympic, which provides year-round sports training and athletic competition for individuals with intellectual disabilities. Our event will take place on the same night that Brampton Special Olympics has their Annual Bowlathon so you will be able to meeting some of the Special Olympics athletes. A silent auction will be going on throughout the evening. Baskets, Raptor tickets, NHL tickets etc. will be up for bid.

To register send an e-mail to Tessa Shelvey at tjshelvey@yahoo.com. Phone inquires to 905-850-1507. Deadline to register is November 4th.

Breakfast with MPPs

Maria Nelson, RN, BScN
RNAO Peel Political Action Officer

On Friday, October 3, 2014 nearly 30 Peel Registered Nurses and 3 MPPs discussed health and nursing issues over breakfast. The event was hosted by Peel Chapter RNAO and was designed to provide Peel nurses the opportunity to speak out for health and nursing. The breakfast event also allowed Peel nurses to connect with the local politicians. Nurses from various work backgrounds and stages of their career attended. Such diversity truly enriched the discussions and created greater impact in our messages. It was truly inspiring and encouraging to see ambitious, eager nursing students in addition to nurses post-retirement who had not lost their zeal for the profession.

In small groups nurses planned and organized topics to discuss with the MPPs before their arrival. Upon arrival of the MPPs, breakfast was served and conversation ignited. With MPP Harinder Malhi, nurses discussed the need to hire more Registered Nurses and the need to address unsafe work environments. Harinder listened attentively as the nurses disclosed current facts and statistics in addition to personal

experiences. It was liberating to speak as front-line workers and knowledgeable professionals. In many settings nurses see patients more than any other health care provider. We have a unique perspective and know of needed changes that will benefits patients and nurses alike.

Harinder agreed with many suggestions the nurses were making. However, she was frank in the lack of funds available and encouraged us to provide input into how the system could be more effective with

NURSE TO KNOW IN PEEL REGION

Marcella Honour

Marcella Honour is the Manager of Professional Practice-Nursing at the Mississauga Hospital and Queensway Health Centre sites of Trillium Health Partners (THP). She is co-chair of the "**Developing and Sustaining Nursing Leadership**" RNAO Best Practice Guideline implementation team and has utilized this as a platform to develop and implement THP's *Invitation to Leadership* program with support from TD Grants in Medical Excellence.

Marcella facilitates best practice among nurses at Trillium Health Partners through her work on the Nursing Advisory Council, Inter-professional Documentation and Medication Safety committees.

In addition, she is an adjunct professor for the Lawrence Bloomberg School of Nursing at University of Toronto. Marcella graduated from Ryerson University in 1997 with her BScN and completed her Masters of Nursing degree through Athabasca University in 2008. She is passionate about point of care nursing leadership and strives to empower others, creating an environment of teamwork and collaboration.

Welcome to the Newest Student Ad Hoc Members of Our Team

Jessica Zizek

Ad Hoc Student Member

I am currently a fourth year nursing student at Ryerson University who is interested in cardiology and critical care nursing. I joined the RNAO Peel Chapter to become more active in the RNAO and the Peel community. I look forward to working with inspiring and experienced nurses to advocate for better healthcare and advance the nursing profession.

Alexandra Cherrington

Ad Hoc Student Member

I am currently a fourth year nursing student at Trent University. I attended the Peel Chapter Nursing Week Dinner in May 2014. It was a wondering opportunity to connect with nurses and othe rnursing students. After that, I knew that I wanted to become more involved in the RNAO. The team has been incredibly welcoming and I am looking forward to becoming more involved with the Peel Chapter.

Nadia McFarlane

Ad Hoc Student Member

I am currently a nursing student at York University and am in the process of completing the second entry BScN Nursing Program. Last year, after speaking with mnay nurses who are currently practicing within the profession, I made the decision to join the RNAO Peel Chapter as an Ad Hoc Member. Being a part of the RNAO has allowed me to become exposed to the process of policy reformation and the importance of political advocacy within the Peel Region. It is amazing that we are nurses, from various background and fields of study, can come together to affect positive change within the community. I am excited to continue working with the RNAO as it helps me to further my career as a professional and competent nurse.

Breakfast with MPPs continued

our current resources. This provided an excellent segue into one our awaiting topics to be discussed, utilizing RNs to their full scope of practice and introducing RN prescribing. Later, Harinder mentioned long wait times in the Emergency Department as a pressing issue in Peel. The conversation shifted and soon we were brainstorming ways in which nurses could potentially work with the community in education about alternative services. A health clinic run by nurses in collaboration with the community was also discussed. The nursing students were instrumental in their innovative ideas and passion.

It is quite apparent that Peel Registered Nurses are passionate about nursing and about the health of their community. We are health care professionals working on a daily basis to provide our patients with the best care possible. United, we can be a strong and influential voice in the realm of politics and health policy. This breakfast proved to be a success in bringing Peel nurses together to advocate for our profession and for the people our health care serves. Nevertheless, we must continue to work together and collaborate with politicians in the advancement of nursing and enhancement of patient care.

Come join us!

Do you see yourself being part of a dynamic team who will make a significant impact on our nursing profession? Then consider joining the RNAO Peel Chapter Executive Team! Our open positions for the years 2014-2016 are:

President-Elect, Secretary, IT/Social Media, Treasurer, Workplace Liaison, Communication, and Students Representatives.

Joining the Executive Team of your local RNAO chapter has its perks:

Proudly represent your professional association
Provide a voice and make an impact on emerging nursing issues
Influence/Impact decisions made by various levels of governments
Make new connections

Positions are held for two years with ongoing support from RNAO head office. Descriptions of all open positions along with nomination form are available on our Peel Chapter website: http://chapters.rnao.ca/peel/

RNAO PEEL CHAPTER

NURSING RECOGNITION AWARDS

Nominate a registered nurse who acts as a resource for other nurses, is a role model for professionalism and has made contribution to our communities. Do you know a registered nurse who deserves any of these three awards?

NURSING MENTORSHIP
COMMUNITY HEALTH NURSING PRACTICE
NURSING PROFESSION

Nomination forms are available at http://rnao.ca/peel
Due date for submission is December 12, 2014
Awards will be presented at RNAO Peel Chapter RNAO Nursing Week Dinner Celebration in May 2015
For more information, email rnaopeel@gmail.com

RNAO Peel Chapter Membership Update

Yvonne Rowe Samadhin, RN, BScN, MN, CHPCN(C)
Sean Noronha, RN, BScN
RNAO Peel Chapter Membership and Services Officers

What RNAO Peel Chapter Membership has to offer:

- Many of our members find that participating in our activities, reading our quarterly newsletters, attending meetings/teleconferences/dinners and attending Annual General Meetings have been the most effective strategies to understand what the Peel Chapter has to offer.

- The Peel Chapter provides additional opportunities for you to network, to nominate deserving colleagues or yourself for nursing awards, to participate on the executive committee to offer/develop leadership skills and to give you a chance to listen to amazing guests/keynote speakers. Many benefits of being a member of RNAO is also outlined in your initial RNAO information package and on line (http://rnao.ca/connect/benefits)

- The College of Nurses of Ontario requires all nurses registered to practice in Ontario to hold Professional Liability Protection (PLP) by March 31, 2014. The good news is that RNAO membership satisfies this PLP requirement (http://rnao.ca/news/cnos-professional-liability-protection-requirement).

- To read the RNAO Peel Chapter Chatter Newsletter go to our home page at http://chapters.rnao.ca/peel/

- If your membership has lapsed, you can easily renew online by simply going to the website at https://joinrnao.org/app/

- If you are already a member and you recruit 7 new members your membership will be FREE for next year—great incentive to spread to word about the benefits of RNAO membership!

RNAO Peel Chapter Membership Statistics

March 2013 = 2787
March 2014 = 2931

Welcome to our newest members!

Call for Nominations for Peel Chapter Nursing Awards for 2014

To locally recognize a Peel Chapter member for outstanding professional achievement as a registered nurse in the domains of nursing practice. The award acknowledges a nurse who demonstrates competencies and exemplary practice in client care, nursing and health care delivery systems. The award will be presented during Nursing Week May 2015 and the winner will be featured in our newsletter. See more at: http://chapters.rnao.ca/peel/

Please send your submissions to yrowesamadhin@rnao.ca or snoronha@rnao.ca by **December 12, 2014.**

WHY JOIN RNAO?

Why join? Let a member tell you!
I know that my membership with RNAO adds to the strong voice to keep the government accountable for their commitments and to keep more nurses in the health-care system:

- *Strengthen Medicare; reduce poverty and build healthy, green communities;*
- *70% full-time employment for all RNs;*
- *Expand the Late Career Nurse (80/20) Initiative for all nurses who are 55 and older;*
- *Improve work environments; prevent cuts in nursing services; expand roles for RNs and NPs;*
- *9,000 additional nurses*
- *Equalize remuneration across sectors;*
- *Fund 25 new NP-Led Clinics… and more"*

Membership Benefits
Since 1925, we have advocated for healthy public policy, promoted excellence in nursing practice, increased nurses' contribution to shaping the health-care system, and influenced decisions that affect nurses and the public they serve.

RNAO boasts more than 33,000 members in Ontario and abroad. RNAO members benefit from membership in a variety of ways.

Advocacy: Through our advocacy work, ongoing consultations with the Ontario government, we are vigilant in our mission to enhance the nursing profession. Members are often among the first to learn of proposed changes to public policy and members often provide input in policy-making decisions.

Professional Community: Through conferences, institutes, interest groups, online communities and chapter activities, we provide knowledge-rich, exclusive networking opportunities for members to cultivate rewarding personal and professional relationships.

Learning and Career Advancement: With events happening not only across the province, but also across the world, members have access to unparalleled nursing learning events. Through the RNCareers, a niche network of Workopolis, we have created a central point for nursing recruitment.

Knowledge Leadership: RNAO's Best Practice Guidelines department offers opportunities in areas such as research, surveys, guideline development and professional development. Our bi-monthly publication, the *Registered Nurse Journal*, ensures members are at the front of the line when it comes to access to nursing thought leadership.

Free Services: RNAO members enjoy a number of free services, including subscriptions to the Registered Nurse Journal magazine, media assistance, career consultation, webinars, attendance and at the Annual General Meeting.

Discounts: Liability protection is built in to membership for all RNs. Members can save money by taking advantage of discounts on education, personal insurance and business insurance products and services exclusive to members.

To join online please go to **www.joinrnao.org/App/** or give us a call at **(416) 599-1925** or toll free **1-800-268-7199**