



LORI LAMONT
Vice President and Chief Nursing Officer

Open Letter

TO NURSES

IN THE WINNIPEG HEALTH REGION

What's at the heart of a profession where you're able to grow and continue learning and challenging yourself, limited only by the choices you say no to? Opportunity. Nursing is all about opportunity. Whether you're a nurse working in acute care, community, long term care or even a corporate setting, every day you have the opportunity to make things better.

The Canadian Nurses' Association (CNA) has declared May 10 – 16, 2010 National Nursing Week. This annual opportunity to recognize nurses, the nursing profession and the impact both have on the health and health care of Canadians is a welcome chance to stop for a moment, reflect and celebrate.

It provides us with a moment to raise the visibility of nurses and educate the public and those who receive our care about our role. Within that moment is the chance for us to share what we know with each other.

Nursing Week reminds us what a privilege it is to be a nurse. It allows us the chance to reflect on what we've done, where we are and where we want to be. It gives us a moment to honour and recognize the people we work with. It allows us to strengthen the working relationships we have with our peers and offer each other support.

As nurses, you make things better when your assessment and problem solving skills tell you there's another possible solution for the person you're working with and you speak up about it. You make things better when you exercise your leadership skills and work to coordinate the care of others. You make things better when you ask questions and make sure your voice is heard. For the ways your work, your commitment and your insight make things better, I would like to offer a heartfelt thank you.

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Christel Dorge



Doug Downie

ASKING QUESTIONS, GETTING ANSWERS

Nurses are impacting the health care system by asking questions and finding answers about issues that impact their work through Nursing Practice Councils (NCP). Since their introduction five years ago, that's just what NCPs throughout the city were designed to do. Regular meetings that are respectful, inclusive, collaborative and solution oriented are looking at questions like having patients of different sexes in the same room, admission and discharge processes and what's working in other places.

"There's constant change to programs, leadership, forms and paperwork. We can't change the clientele or acuity. We can change how we respond to them," says Kerri Jo Ploszay, RN, Co-Chair of the Grace Hospital NCP, who also works in surgical daycare. "Nursing Practice Councils allow direct care nurses to have a voice and truly affect change."

As part of this year's Nursing Week message, I would like to highlight the work of medical and surgical nurses. This is the first year that nurses working in these areas have had the opportunity to achieve speciality certification from the Canadian Nurses Association (CNA). The first certification exam was written on April 17, 2010. Approximately 24 nurses within the Winnipeg Health Region participated in local study groups to enhance their knowledge. Writing the exam means these nurses will add the prestigious Medical-Surgical nursing specialty certification to their credentials. Congratulations! Read more by visiting http://www.cna-nurses.ca/cna/documents/pdf/publications/CERT_Med_Surg_2009_e.pdf

The greatest numbers of nurses within our region are working in medicine and surgery, two of the largest clinical programs within the Winnipeg Health Region. For many nurses, it's often where they begin their careers. Others stay for 15, 20, even 30 plus years because of the challenges, opportunity for collaboration with other disciplines, ongoing learning and chance to provide a continuum of care.

April Frego and Bernice Gorre have worked in medical nursing for over three decades. For April, the chance to educate people about their diabetes and how to manage it offers unique opportunities. "I love the continuity of working in a teaching clinic. I worked with four generations in one family," says April Frego, RN, CDE and strong advocate for RNs working to full scope of practice.

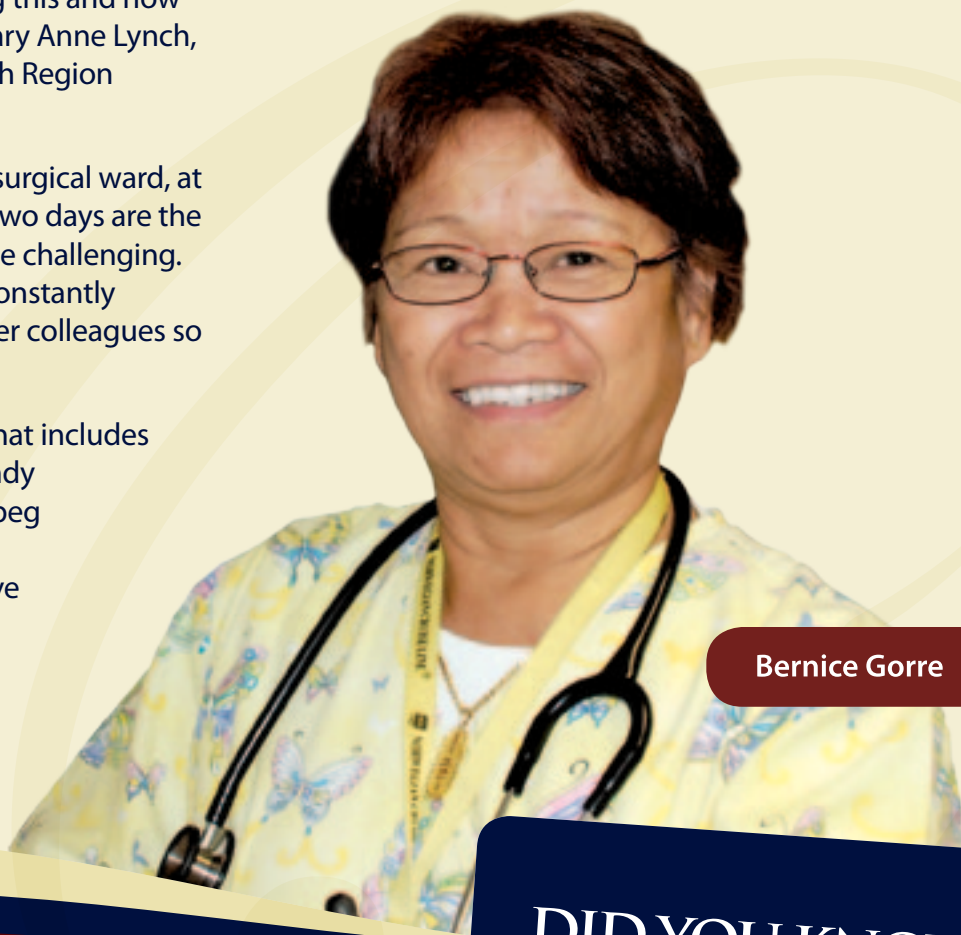
Bernice retired briefly after over three decades on medical units but returned on a casual basis because she simply felt she had to be there. In fact, she spent 29 years on GA4 at Health Sciences Center, drawn by the challenges and rewards offered when nurses are empowered with broad knowledge, full scope of practice, and compassion in a supportive team environment.

“Nurses are the first to notice and respond to a change in status. Many medical patients have more than one illness, so when a patient is symptomatic it is the nurse that responds initially, asking questions, and providing an assessment. Because the patient can have more than one underlying illness it can be like putting pieces of a puzzle together, trying to figure out what may be causing this and how to appropriately respond,” says Mary Anne Lynch, Program Director, Winnipeg Health Region Medicine Program.

Christel Dorge works on Unit 2, a surgical ward, at the Victoria General Hospital. No two days are the same and the level of acuity can be challenging. She finds it very gratifying to be constantly learning and collaborating with her colleagues so the people she cares for benefit.

“Nurses have a broad education that includes science and humanities,” says Wendy Rudnick, Program Director, Winnipeg Health Region Surgery Program. “There is constant change. We have new technology and new ways of doing things. We have the pleasure of working with

imaginative, creative individuals who constantly evaluate and evolve ways of approaching care to ensure patients are more comfortable and patient experiences are more efficient.”



Bernice Gorre

LOOKING FOR WAYS TO IMPROVE YOUR PRACTICE?

Evidence informed practice tools
<http://www.wrha.mb.ca/professionals/ebpt>

DID YOU KNOW?

- In 2008 there were 341,431 regulated nurses working in Canada.
- Of those 76.7% were RNs, 21.8% were LPNs and 1.5% were RPNs.
- The Surgery Program has a total of 1179 nursing positions (916.2 EFTs).
- The Medicine Program has 586 nursing positions (442.6 EFTs).

contribute

In THE Spotlight

CELEBRATING ONE
OF YOUR NURSING
PEERS EACH ISSUE!



"There's always always another side – it's a reminder to keep my mind and heart wide open to possibilities."

~ Kaaren Neufeld

KAAREN NEUFELD, RN, Chief Quality Officer

Three elements – practice, education and policy – have contributed to Kaaren's amazing nursing career and taken her around the world. Since graduating from the University of Manitoba in 1978 she stepped into roles like Clinical Nurse, Clinical Nurse Specialist, Nurse Educator and Chief Nursing Officer. Kaaren is currently the Chief Quality Officer for the region and outgoing president for the CNA.

What are your reflections on nursing as the outgoing CNA president? Where do you see the profession going?

Nurses do exquisite work of assimilating critical information in an ever-changing environment and making decisions. Nursing is a unique practice of science, caring, and compassion where people trust us to care for them because we're experts on health and are informed about the human response to illness. We have a strong, powerful voice that shapes healthy public policy. Health professions legislation is changing and in the interest of public protection provincial nursing organizations are focusing on their regulatory mandate. This means new ways of working together in order to advance the practice of nursing and the profession to improve health outcomes in a publicly funded, not-for-profit health system. The nursing profession is in a major time of renewal. It requires a lot of courage to let go of what was and welcome what will be.

What gets you out of bed in the morning?

I love mornings, which offer new energy and clarity. Hope. The possibilities of making a difference that day. The people I work with; the people I care for.

What has had a profound influence on your nursing practice?

There's a book by Patricia Benner: *From Novice to Expert*. Throughout my career I've made the shift from novice to expert many times as I took on new roles. Each time I brought what I had with me as I continued to learn and grow.

EVENTS

Visit Insite and
www.wrha.mb.ca/osd
for more information
and to register.

**LEVEL I – WOUND HEALING
OVERVIEW**

May 12, May 19

**EDUCATION DAY FOR
PROFESSIONAL STAFF:**

*Pathways to Respectful
Care of the Older Adult*

May 28

**FIRST LINE
MANAGERS' DAY**

June 1

ANNUAL GENERAL MEETINGS

CRPNM – May 6 and 7 (Winnipeg)
(Happy 50th Anniversary!)

CRNM – May 20 (Morden)

CLPNM – June 13 and 14
(Portage la Prairie)