



# Nurses shape health and healthy work environments – everywhere

PART 2 OF 3

PRIDE, LEADERSHIP AND STRENGTH best describe my feelings as I presented the Toronto Public Health (TPH) Unit with its Best Practice Spotlight Organization (BPSO) designation at its June 25 Board of Health meeting at Toronto’s City Hall. Applauding with zest were about 100 attendees, including TPH board members, senior staff, and the general public. TPH has worked diligently for its BPSO designation, and throughout the process of achieving it, has created a healthy work environment for its nurses. Implementation of RNAO’s best practice guidelines (BPG) has positively impacted on clients’ health outcomes and has inspired its workforce like nothing else before. For me, this June presentation was the culmination of three years of leadership in action at TPH, which I know will continue.

RNAO’s BPSO program began in 2003. Since its inception, 60 organizations representing 298 health-care sites have joined as BPSOs. Whether these are provincial, national or international, they are true leaders in shaping clinical practice and healthy workplaces. They are reinvigorating their nursing workforces by providing the tools (clinical BPGs) and supports (healthy work environment BPGs and education) that nurses need to show leadership through evidence-based practice. Nothing motivates nurses more than evidence that they are making a difference. Through this initiative, there’s no question they are.

Fairview Mennonite Home, a long-term care facility in Cambridge, is another recent BPSO designate. This organization has successfully implemented five BPGs. It has shown excellence in shaping clinical care and healthy work environments with its unwavering commitment to best practices at all levels of the organization. Adminis-

**“THE WORD IS OUT: IMPLEMENTATION OF RNAO BPGs IS LEADING TO BETTER OUTCOMES AT THE INDIVIDUAL, ORGANIZATIONAL AND SYSTEM LEVELS – IN EVERY SECTOR, REGION AND COUNTRY.”**

tration and staff have all been involved in implementing the BPGs and have also partnered with the Nursing Best Practices Research Unit to conduct research. Nurses have participated in RNAO’s champions and advanced clinical practice fellowships programs, and have attended summer institutes to network and further advance their best practices utilization. As the old saying goes: “the proof is in the pudding,” and the deliverables are clear for this organization. It has seen a reduction in residents’ falls, incontinence and depression. Its involvement in the BPSO program has also resulted in more engaged staff, decreased workloads, and proven cost savings for the organization.

The word is out: Implementation of RNAO BPGs is leading to better outcomes at the individual, organizational and system levels – in every sector, region and country.

St. Elizabeth Health Care has set the bar very high with its long-standing commitment to enriching nursing practice and creating healthy work environ-

teams meet their wellness goals.

It’s thrilling to see so much great work being done in public health, long-term care and home health care. There also is so much going on in hospital care, but no space for me to expand in this column, as I want to briefly share how we at RNAO home office walk the walk. We have social events, regular staff meetings, and annual retreats. The September staff retreat will be dedicated to reviewing the results of a staff survey – developed by a small team representing each department at home office and based on our healthy work environment BPGs. It will allow everyone to contribute their thoughts on ways to sustain what’s positive in our workplace, and find solutions to our challenges.

The conversation is happening everywhere, and that is extraordinary – a sure first step to optimizing health and healthy work environments for all. **RN**

DORIS GRINSPUN, RN, MSN, PhD, LLD(HON), O.ONT, IS CHIEF EXECUTIVE OFFICER OF RNAO.

**Part 3 of this series will focus on how nurses are shaping system change. Watch for it in our next issue.**