

Welcome & Best Wishes for 2014

By Una Ferguson Chair of Staff Nurse Interest Group & Paula Manuel Chief Scribe

The hustle and bustle of the holiday season is behind us and as staff nurses let's look ahead and decide our course for the year. For some of us resolutions have been drafted and we will be successful meeting our goals, and some will try and falter somewhere along the way.

An important thing to remember is to keep our expectations realistic and attainable. As Gary Ryan Blair stated (source):

- Focus on one Resolution at a time
- Create a sense of accountability and cultivate personal integrity
- Persist until completed

He also said that the people who stay on course and fulfil their resolutions:

- 1: Believe in their ability to change.
- 2: Do not indulge in self-blame or excuse making.
- 3: Avoid wishful thinking and concentrate on results.
- 4: Understand their motivators and reason why the resolution is important.

As an interest group executive we practice this approach, be clear on our goals by being specific and we determine the resources needed; we are fortunate to have a dedicated group who exemplify our motto of leadership, caring and advocacy. This means we meet the accountability requirements for RNAO by delivering a communique a minimum of two times a year, we are planning to have webinars in 2014 for knowledge transfer to members, and maintain and build upon our website at <http://snig.rnao.ca>

The executive of SNIG hope that all staff nurses have a healthy, safe and prosperous 2014.

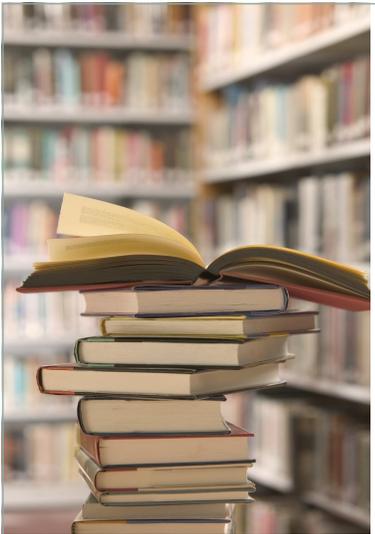


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SPECIAL POINTS OF INTEREST

- SNIG wins Interest Group of the Year
- SNIG submits a Resolution for RNAO Annual General Meeting
- Blog Excerpt from Life of a Nurse



SNIG SAYS THANKS

Our long serving executive member Desrine Brown, the Policy and Political Action ENO for many years, has resigned for medical reasons.

We thank Desrine for her many years of dedication, can do attitude, and quiet leadership style on the executive. We wish her well in her recovery. Many thanks Desrine !



Nursing and Mobile Technology

This is a free course it has been designed to

- Provide an engaging, practical, "hands-on" curriculum for nurses to develop confidence in the use of mobile technology.
- Demonstrate the value and effectiveness of integrating mobile technology into nurses' daily routine, in various practice settings.

- Demonstrate ways to use mobile technology to facilitate patient / client-centred learning.

RNAO has many eLearning courses! Check them out !

Follow the link:

<http://elearning.rnao.ca/#pda>

Check this out: The Power of Empathy
<http://youtu.be/1Evwgu369Jw>

The Award Goes To....

The Staff Nurse Interest Group We are being recognized as the Interest Group of the Year.

As we know Staff Nurses make up over 63% of the RNAO membership and we believe our group is a real asset, as we influence nursing and health care at point of care, within our agencies/organizations, our community and at the provincial level.

The recognition we are receiving is an acknowledgement of the executive members' dedication, vision, and accountability. The Staff Nurse Interest Group is visible at Assembly meetings, the Executive Networking Officers achieve annual goals i.e. Membership ENO coordinated a Nursing Week mail out to the members.

The executive has created and maintained initiatives that focus on

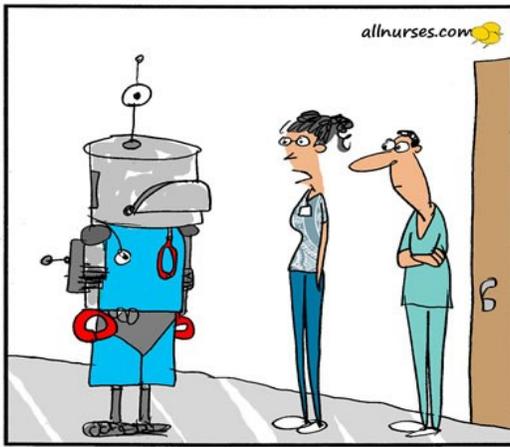
- ◆ the Health and Well-being of the Staff Nurse,
- ◆ the Best Practice Guideline on Nurse Fatigue,
- ◆ started a blog on the Life of A Nurse,
- ◆ delivering quarterly newsletters, and initiated Twitter and Facebook accounts.
- ◆ for 2014 Webinars will be presented in live time and archived for members to access at a time convenient to them. The webinars will cover a range of topics i.e. shift work strategies, compassion fatigue, transitioning from graduate to novice to expert to name a few.

We will receive the award at the 2014 RNAO Annual General Meeting.

Hugging is good medicine.

LE-TANG TUMBLR.COM
 It transfers energy and gives the person hugged an emotional lift. You need four hugs a day for survival, eight for maintenance, and twelve for growth. Scientists say that hugging is a form of communication because it can say things you don't have the words for. And the nicest thing about a hug is that you usually can't give one without getting one.

About a Nurse



"To save money, some corporation tried replacing us nurses with robots. They soon realized that they don't have a heart, soul, or compassion."



No matter how long, how embarrassing, how tough your day or night seems to be, strive for fun... share a warm hug and laugh your heart out!

Staff Nurses understand each other!!!!

Let's care for each other every shift!!

Consequences of Exhaustion

A study has confirmed the consequences for care of exhaustion among nursing staff, finding that fatigued critical care nurses were more likely to express concern they had made a wrong decision. The study, published in the American Journal of Critical Care, found nurses suffering from a lack of sleep were more likely to regret clinical decisions than those who felt well-rested.

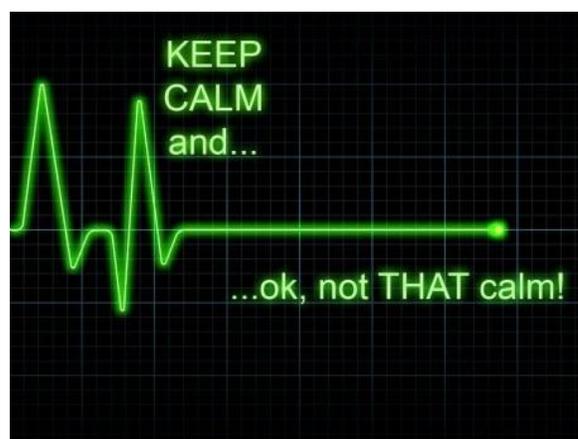
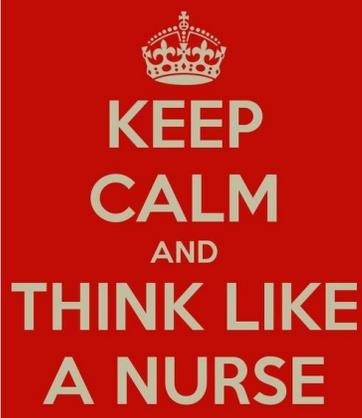
Researchers surveyed 605 intensive care nurses and found those who regretted decisions reported higher levels of fatigue, more daytime sleepiness and poor recovery between shifts than other nurses. Decision regret was also more common among those who worked 12-hour shifts.

Differing shift lengths in the health service have become the subject of much debate in recent years and are due to be reviewed by the chief nursing officer's department at NHS England. The US study authors said the link they identified between nurse fatigue and decision regret added to the body of evidence in support of the need for appropriate staffing levels.

"Fatigued and sleep-deprived critical care nurses put their patients and themselves at serious risk," said lead author Linda Scott, associate professor at the University of Illinois. She said it was vital managers recognized the impact of fatigue on performance and patients' welfare and took steps to minimize the risks, such as providing enough cover and ensuring proper break times.

American Journal of Critical Care Source <http://www.nursingtimes.net/tired-nurses-more-likely-to-regret-care-decisions/5066975.article?blocktitle=News&contentID=4385>

The difficulties of life are intended to make us better, not bitter.
-- Anonymous



9GAG.COM/GAG/4343696

Words of Wisdom

"We often think of nursing as giving meds on time, checking an X-ray to see if the doctor needs to be called, or taking an admission at 2:00 a.m. with a smile on our faces.

Too often, we forget all the other things that make our job what it truly is—caring and having a desire to make a difference."

◆ Erin Pettengill, RN, quoted in *RN Modern Medicine*

"It is often thought that medicine is the curative process. It is no such thing; medicine is the surgery of functions, as surgery proper is that of limbs and organs. Neither can do anything but remove obstructions; neither can cure; nature alone cures. Surgery removes the bullet out of the limb, which is an obstruction to cure, but nature heals the wound.

So it is with medicine; the function of an organ becomes obstructed; medicine so far as we know, assists nature to remove the obstruction, but does nothing more.

And what nursing has to do in either case, is to put the patient in the best condition for nature to act upon him."

◆ Florence Nightingale *Notes on Nursing: What It Is, and What It Is Not*



A First for SNIG: Drafting a Resolution for RNAO AGM

Thank you to Christine Kent for taking the lead

Whereas nurses are lifelong learners responsible for maintaining their skills, increasing their knowledge of evidence-based practice, and engaging in reflective practice, the College of Nurses (CNO) mandates that life-long learning is essential to continuing competence.

Whereas RNAO members practice in various domains, it is key to reinforce that nurses at point of care, staff nurses, are 63% of the membership and the Staff Nurse Interest Group is concerned about how ac-

cessible, affordable, and relevant RNAO education programs are for our members.

Therefore, be it resolved that RNAO develop more educational resources and programs that are accessible, affordable and relevant to staff nurses

Be it further resolved that RNAO develop learning programs linked to the RNAO Clinical and Healthy Work Environment Best Practice Guidelines that would be accessible for RNAO members and fulfill the Quality Assurance Program of CNO.

Excerpt from Blog: Life of a Nurse

.....*There is a need to be mindful of the effects of fatigue, did you know being awake more than 17 hours is akin to having a bloodstream alcohol level of 0.05%--enough to be considered impaired. Do you have a sleep hygiene routine; do you know what to eat at 0300 hours in the morning? Are you using caffeine appropriately or are you a mega mega jug of coffee type to boost your energy level. We know we are obligated to engage in best practices related to sleep, diet, and exercise and to protect our sleep periods from chores, caregiving, indeed from the chaos of daily life.*

.....there are many factors that can derail your efforts to be healthy, and I know from personal experience you have to want, choose, actually engage in adaptive behaviours, and navigate through challenges either by yourself or invest in a counselor, life coach, or psychotherapist.

A parallel process can be effective debriefings from colleagues, mentors, and friends (my lifelines who listen and acknowledge, and it's all carried out under the dome of silence, conversations not disclosed under any circumstances). Nursing is rewarding, and yet the nurses who are most caring and committed can be the most vulnerable to burnout/compassion fatigue. The successful nurse anticipates the potential for burnout, adopts a lifestyle that optimizes hardiness, recovery (strategies exist to recover from burnout--be aware, slow down, get support, re-evaluate goals and priorities). We know we need compassionate, accessible, transformative leaders who demonstrate exemplary nurse characteristics, advocate for healthy work environments, and provide the means for nurses to have autonomy, clarity of roles, effective relationships intraprofessionally and interprofessionally. Managers have a pivotal role to support staff by being role models, supporting shared governance frameworks, celebrating successes, and balancing competing priorities i.e. fiscal constraints, patient satisfaction, staff satisfaction, increasing acuity and complexity across the domains of care.....

Excerpts taken from SNIG website: Life of a Nurse :Autumn Reflection

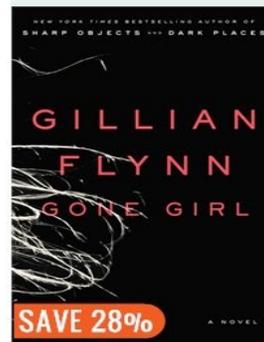
WE Would love for you to comment! Go to SNIG website <http://snig.rnao.ca> : set up your account for the blog and give your feedback! **New entry ready for review**

SNIG Reads : Gone Girl

Marriage can be a real killer.

One of the most critically acclaimed suspense writers of our time, *New York Times* bestseller Gillian Flynn takes that statement to its darkest place in this unputdownable masterpiece about a marriage gone terribly, terribly wrong. The *Chicago Tribune* proclaimed that her work “draws you in and keeps you reading with the force of a pure but nasty addiction.” *Gone Girl*'s toxic mix of sharp-edged wit and deliciously chilling prose creates a nerve-fraying thriller that confounds you at every turn.

With her razor-sharp writing and trademark psychological insight, Gillian Flynn delivers a fast-paced, devilishly dark, and ingeniously plotted thriller that confirms her status as one of the hottest writers around.



Beside the noble art of getting things done, there is an nobler art of leaving things undone! Lin Yutang

How to De-Stress After Work

by Molly Thompson, Demand Media

Step 1

Leave work on time as often as you can. Don't take your work home with you, either literally or figuratively. Rather than spending your drive home dwelling on the day you just spent in the office, use the time to look forward to what's ahead -- seeing your family, a relaxing dinner or time with friends, for example.

Step 2

Change out of your work clothes as soon as you get home. This simple step helps you make a clear transition from the workday to your more relaxed home persona.

Step 3

Take a walk, go for a bike ride or play ball with the kids. The physical activity goes a long way to help you let go of the day's stress and also has significant health benefits.

Step 4

Take a short nap if you are exhausted but don't crash on the couch for the rest of the night. Spend a little time with a cup of tea, doing yoga or reading a chapter of a good book instead. Too much down time might leave you feeling sluggish and interfere with your normal sleep patterns, neither of which reduces stress.

Step 5

Participate in a favorite hobby or activity that you enjoy. Physical activity and sports are effective



ways for some people to de-stress, while more calming activities, such as listening to music, doing needlework or cooking a favorite meal work better for others.

Step 6

Let yourself say "no" to packing each evening full of additional errands, duties or commitments. Some cannot be avoided, particularly if you have children, but don't feel you have to volunteer for every school event or participate on every community or church committee that invites you. Be sure you include some down time in your weekly schedule, so you have a few hours to do whatever sounds fun at the time or perhaps do nothing at all.

Source <http://work.chron.com/destress-after-work-3431.html>



By [Laura Wisniewski RN CSMC](#) on Tue, Feb 05, 2013

What is Nursing Stress, Burnout, or Compassion Fatigue?



Nursing is a hard emotional, physical, and spiritual work, but it is also very rewarding and satisfying. Tension and turmoil come within the territory of being a nurse. Are your feelings of frustration just [common nursing stress](#), or something more serious like burnout and compassion fatigue? Decide for yourself.

Stress: Life's Storms

Stress is a naturally occurring phenomenon in the life of a nurse. As a nurse, you regularly witness the pain and suffering of others. You work under demanding conditions in stressful environments. Staffing issues, budgetary constraints, and regulatory scrutiny complicate the care you provide. [Managing stress in nursing](#) is important to execute proper nursing duties and roles.

Stress is like a storm — anything from a quick cloudburst to a hurricane. Like storms, stress follows a predictable life cycle. There is a preparation phase, a time to “ride out the storm”, and a recovery phase. All storms eventually pass. To prepare for life's storms, build your support network, practice authentic self-care, and study stress management strategies. During the storm, use your resources, implement your survival skills, and ask for support. After the storm, survey the damage, recover, and prepare for the next storm. [Building a strong support system](#) is the key to deal with stress in nursing.

Bonnie is a staff nurse working on a busy medical-surgical floor. After arriving at work this morning she learned she would be in charge and that one of the nurses had called in sick. Another nurse on the unit snapped at Bonnie, “I am tired of working short, what are you going to do about it?” Bonnie immediately implemented her conflict resolution and time management skills. Next, she called the nursing supervisor and asked for help. Bonnie effectively managed “the stress of the day.” After work, Bonnie was able to “let go” of her stress—she went to her yoga class and soaked in a warm bubble bath.

Burnout: Destructive Forest Fire

The metaphor of a forest fire for burnout describes the destructive depletion of life-sustaining resources. Burnout is the frustration, loss of interest, decreased productivity, and fatigue caused by overwork and prolonged stress. The potential consequences of burnout are emotional distress, physical illness, and [interpersonal conflict in nursing](#). In the workplace, burnout leads to low morale, high absenteeism, high turnover rates, and occupational injuries.

Just as most forest fires are preventable, burnout is preventable. Protection and conservation of your precious resources is the key to burnout prevention. Your primary resources are your time and energy.

Anthony is a critical care nurse. He has recently moved into his dream home with his wife Marie and their two children. Anthony began working extra shifts at another hospital six months ago to offset their moving expenses. Anthony spends most of his time off working on his endless to-do-list of home improvement projects. Marie is concerned — Anthony no longer has time for their regular “date night” or the energy to play with his children. Anthony's nurse manager has noticed a decline in his attitude and the quality of his work. Anthony is burning out. Anthony began working with a life coach. His initial goal was to “learn how to get more things done”. His coach guided Anthony as he modified his plan; Anthony's new goal is creating work-life balance. Anthony began by clarifying his values and priorities. Next, he developed a sustainable self-care plan. Anthony has cut back to working occasional extra shifts and is developing a realistic timeline for his home improvement projects. In addition, he has resumed his “date nights” with Marie and regularly arranges “play dates” with his children. His nurse manager recently remarked, “I am happy to see the old Anthony back again.” He is confident that she will like “the new Anthony” even better.

Compassion Fatigue—a Barren Desert

Some nurses feel that [compassion fatigue](#) can feel like being lost alone in a barren desert. Fighting for your survival drains your depleted energy and scarce resources. You need help and hope as you find your way through the desert.

Compassion fatigue, also known as secondary post-traumatic stress disorder, is emotional, physical and spiritual exhaustion from witnessing and absorbing the problems and suffering of others. Compassion fatigue most often affects caring, self-sacrificing individuals prone to neglecting their self-care. The symptoms of compassion fatigue include despair, hopelessness, numbing, apathy, cynicism, anxiety, depression, hypervigilance, sleep disturbances, accident proneness, somatic complaints, decreased work performance and exhaustion.

Recovery from compassion fatigue is complex and individualized. If you suspect you may be suffering from compassion fatigue, please tell those closest to you and consult your health care practitioner or a mental health professional.

Monique is having trouble getting out of bed in the morning — she feels severely fatigued and depressed. Monique desperately tries to hide her symptoms at work. She doesn't know how she will “make it through another day.” Monique has been a nurse for more than twenty years. In that time, she has consistently put the needs of others before her own needs. Caring for her terminally ill mother naturally fell on her shoulders, as “the nurse in the family.” Lately, Monique's symptoms have become unmanageable and undeniable.

Monique's recovery began by overcoming her denial. After seeking the support of a mental health counselor, she requested a family medical leave from her work. Her counselor is helping her to establish a self-care routine, set healthy boundaries, and to mobilize her resources. Monique asked her siblings to help care for her mother; together they have arranged for hospice care. Monique knows that her recovery will be a slow process — she no longer feels alone.



Whatever your status — transient stress, burnout, or compassion fatigue — there are countless strategies and resources available to you. We become stronger when we help our selves and each other. [Stress management in nursing](#) is important to keep you on the wheel.

Source: <http://www.nursetogether.com/what-is-nursing-stress-burnout-or-compassion-fatigue>

Empty or full: Lesson in Perspective

A professor stood before his philosophy class and had some items in front of him. When the class began, he wordlessly picked up a very large and empty mayonnaise jar and proceeded to fill it with golf balls. He then asked the students if the jar was full. They agreed that it was.

The professor then picked up a box of pebbles and poured them into the jar. He shook the jar lightly. The pebbles rolled into the open areas between the golf balls. He then asked the students again if the jar was full. They agreed it was.

The professor next picked up a box of sand and poured it into the jar. Of course, the sand filled up everything else. He asked once more if the jar was full. The students responded with a unanimous ‘yes’.

The professor then produced two beers from under the table and poured the entire contents into the jar effectively filling the empty space between the sand. The students laughed...

‘Now’ said the professor as the laughter subsided ‘I want you to recognize that this jar represents your life. The golf balls are the important things—your family, your children, your health, your friends, and your favourite passions—and if everything else was lost and only they remained, your life would still be full. The pebbles are the other things that matter like your job your house and your car. The sand is everything else—the small stuff.



....cont'd pg. 8

Mission

Our mission is to build strength amongst nurses in order to be proactive in influencing change through both informal and formal leadership roles.

Our main goal is to create a more meaningful, rewarding, and healthier work environment for nurses.

We believe this can be accomplished with a framework of caring, advocacy, and leadership:

for the nurse and the client ;

for the nurse and the client/family;

leading at the front line of care and policy

We're on the web!!

<http://snig.rnao.ca>

"Only three things happen naturally in organizations: friction, confusion, and underperformance. Everything else requires leadership."

Peter Drucker



SNiG

Chicken Pinwheels Recipe



Ingredients

- 1 cup finely chopped cooked chicken
- 1/2 cup chopped Lettuce
- 1/2 cup shredded reduced-fat sharp cheddar cheese
- 1/3 cup chopped green onion
- 1/3 cup minced red bell pepper
- 4 ounces light cream cheese, softened
- 2 tablespoons low-fat sour cream
- 1 tablespoon hot red pepper jelly
- 3 (9 inch) flour tortillas

Directions

1. In medium bowl, combine chicken, lettuce, cheddar cheese, green onions and red pepper.
2. Set aside.
3. In small bowl, beat together cream cheese, sour cream, and red pepper jelly on low speed of electric mixer.
4. Spread 1/3 cream cheese mixture over one side of tortilla.
5. Sprinkle with 1/3 chicken mixture, leaving 1/2 inch border at top just covered with cream cheese mixture (so you can seal it closed.) Roll up tightly, jelly roll style.
6. Wrap tortilla roll in plastic wrap.
7. Repeat with remaining tortillas and filling.
8. Refrigerate for 2 hours.
9. Trim off the ends and cut each roll into 8 slices, serve cold.

"Take care of your body. It's the only place you have to live."

~ Jim Rohn

The Lesson continues...

'If you placed the sand into the jar first,' he continued, 'there is no room for the pebbles or the golf balls. The same goes for life.

If you spend all your time and energy on the small stuff you will never have room for the things that are important to you.

Pay attention to the things that are critical to your happiness. Spend time with your children. Spend time with your parents. Visit with grandparents. Take your spouse out to dinner. Play another 18. There will always be time to clean the house and mow the lawn.

Take care of the golf balls first—the things that really matter. Set your priorities. The rest is just sand.

One of the students raised her hand and inquired what the beer represented. The professor smiled and said, 'I'm glad you asked. The beer just shows you that no matter how full your life may seem, there's always room for a couple of beers with a friend.

