

TRANSFORMING NURSING THROUGH KNOWLEDGE

Celebrating our International BPSOs®

By *Irmajean Bajnok, RN, MScN, PhD,
Director, IABPG Centre, RNAO*

Already an internationally recognized knowledge transfer strategy, the BPSO program continues to grow and

develop on the world stage. Here in Canada, we are preparing for the *BPSO Celebration 2015* to welcome our fourth cohort (2012-2015) of BPSOs into designation. During the opening ceremonies of RNAO's 90th anniversary AGM on

April 16, 2015, we will be designating our first international BPSOs along with 14 Ontario-based BPSOs. The program's expansion to the international arena and its ability to be effective worldwide are groundbreaking and reinforce what can be accomplished with the use of evidence-based tools, systematic approaches, and teams of experts along with local and global partnerships.

We continue to grow the BPSO designation, and are now accepting proposals from interested organizations in both long-term care homes and in all other health-care organizations. We are expecting proposals by Dec. 17, 2014 for review, selection and launch by April 1, 2015.

There is also a great deal of international activity. Our BPSOs in Australia are preparing for data

submission to NQuIRE®, joining our Spanish BPSOs who have been an integral part of NQuIRE since its inception. Australia is also involved in leading-edge research focused on the economic outcomes of guideline use and the BPSO designation process. Their exciting results will be of interest to all, including policy makers, and already show some phenomenal cost savings. Spain is preparing to accept its second cohort of BPSOs after an overwhelming response to its recently released request for proposals.

South Africa, our newest international BPSO, is now receiving proposals in response to its RFP. They expect to have BPSOs selected by January 2015, and many sites, both practice and academic, are very keen to get started. The impact of the designation process on practice and system change is unprecedented in many of our BPSO organizations. BPSO designation marks a way forward for organizations to embrace new approaches to change management and practice transformation in developing evidence-based cultures. We all serve to benefit from best practices, better health and positive financial outcomes.



RNAO
BEST PRACTICE
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WINTER 2014

IN THIS ISSUE:

- 2 Youth Mental Health and Addictions Champions Project
- 3 The Inaugural Mental Health and Addictions Institute: A Dynamic Week
- 3 Nurse Peer Leaders: Advancing EMR Use and Improving Patient Care
- 4 International Opportunities for Learning and Mentoring: BPSO
- 5 Best Practice Champions Workshop Now Virtual
- 5 Engaging Students in Smoking Cessation Best Practices
- 6 Advanced Clinical Practice Fellowship: Identification of Risk Factors for Hospital-Acquired Delirium
- 6 Champions Open House Impacts Knowledge Transfer
- 7 Supporting Best Practices in Smoking Cessation for Pre and Postnatal Women and their Families
- 7 New Toolkit to Support Full Scope of Practice in Primary Care
- 8 Announcements

Coming Soon: New BPG Indicator Sets in NQuIRE

By *Ancilla Barco RN, MN, BScN, Nursing Research Associate & Monique Lloyd RN, PhD, Associate Director, Guideline Development, Research & Evaluation, IABPG Centre, RNAO*

RNAO is excited to announce that the list of best practice guidelines with available indicator sets in NQuIRE is growing. Launched in 2012, Nursing Quality Indicators for Reporting and Evaluation (NQuIRE) is a data system that captures the quality improvement outcomes of Best Practice Spotlight Organizations (BPSO) implementing RNAO's best practice guidelines (BPG). BPSOs submit data on structure, process, and outcome indicators related to the BPGs they are implementing. Using NQuIRE, BPSOs establish baseline measures and track their performance over time. This information enables BPSOs to monitor the ongoing progress and the success of evidence-based nursing and quality improvements.

There are currently 15 indicator sets in NQuIRE, including a set of structural indicators (i.e., nursing intensity, skill mix and turnover) and clinical BPG indicators. Examples of BPG indicators in NQuIRE include: *Prevention of Falls and Fall Injuries in the*

Continued on page 2...

Youth Mental Health and Addictions Champions Project

By Sabrina Merali, RN, MN, Program Manager and Kyle Dieleman BA, Project Coordinator, IABPG Centre, RNAO

The Registered Nurses' Association of Ontario has partnered with six public health sites across Ontario, four of which are Best Practice Spotlight Organizations, to embark on an exciting initiative which aims to improve the health and well-being of children and youth across Ontario. The Youth Mental Health and Addictions Champions (YMHAC) project, funded through the Ontario Ministry of Health and Long-Term Care's Healthy Communities Fund, will raise awareness and improve local supports for mental health promotion, stigma reduction, and substance misuse prevention.

The project team of RNAO, local public health units, district school boards, School Mental Health ASSIST leads

and local youth is preparing a cohort of Youth Leaders and champions to develop engagement strategies designed to increase knowledge and awareness of mental health and substance use issues, decrease stigma surrounding mental illness, and develop resiliency in local communities across Ontario.

The training offered to Youth Leaders – including webinars, local workshops and a unique two-day training camp for all Youth Leaders across the province – is a key aspect of the project. The two-day training session, held at Teen Ranch in Caledon, resulted in the development of strategies to be used by Youth Leaders to meet the project goals. Branding and youth engagement tools and resources for Youth Leaders

were also developed.

The information and resources gained from the training camp will help youth leads and public health staff begin their journey into schools within their communities.



Issues Facing Today's Youth Artistic Expression – (L-R) Tristen Dubois, Yafet Barak, Jhay Martin, Seluin Leenus, Emily Hall and Raeanne Jordan.



Youth Mental Health and Addiction – Youth Leader and Adult Allies who attended centralized training.



Youth Leaders – Brainstorming solutions to promote mental health in local communities.

Coming Soon: New BPG Indicator Sets in NQuIRE

Continued from page 1...

Older Adult (e.g. fall risk assessment; falls rate); *Risk Assessment and Prevention of Pressure Ulcers* (e.g. pressure ulcer assessment; pressure ulcer incidence); and *Breastfeeding Best Practice Guideline for Nurses* (e.g. postpartum breastfeeding assessment; exclusive breastfeeding).

The NQuIRE team is currently developing new



indicators for BPGs that are particularly relevant to the long-term care sector. These BPGs include: *Promoting Continence Using Prompted Voiding; Prevention of Constipation in the Older Adult Population; and Oral Health: Nursing Assessment and Interventions*. Indicator sets are also under development for the following BPGs: *Assessment and Device Selection for Vascular Access; Care and Maintenance to Reduce Vascular Access Complications; Primary Prevention of Childhood Obesity; and Nursing Care*

of Dyspnea: The 6th Vital Sign in Individuals with Chronic Obstructive Pulmonary Disease (COPD).

Once integrated into the NQuIRE database, the new indicators will be available for selection and use by BPSOs. By monitoring, evaluating and reporting progress and improvements in nursing care through these quality indicators, NQuIRE aims to enhance understanding of the full impact of evidence-based nursing on health-care quality. For more information about NQuIRE, please visit <http://rnao.ca/bpg/initiatives/nquire>.

The Inaugural Mental Health and Addictions Institute: A Dynamic Week

By Sheila John, RN, BScN, MScN,
Program Manager, IABPG Centre, RNAO

RNAO was thrilled to host the inaugural *Mental Health and Addictions Institute* from Nov. 17-21 in Toronto. Nurses and other health-care professionals came together from across the province for this five-day program to increase their knowledge and build skills to engage clients and families who experience mental health



Creating a network web emphasizing the importance of supporting and connecting with one another.

and addiction issues. Guest speakers with extensive professional backgrounds in mental health and addictions, and some with lived experience, helped foster an informative, engaging and dynamic week.

The program covered topics related to mental health and addiction assessment, and evidence-based interventions. Key concepts included the social determinants of health, trauma and harm reduction, with the goal of assisting participants to gain a deeper understanding of how to work with clients of all ages. Participants learned to consider stigma and apply cultural competency in their current practice, and developed foundational knowledge and skills for treating mental health and addictions. The program was founded on the

integration of evidence-based practice when assessing and intervening with clients with mental health and addiction issues, as well as the application of motivational interviewing principles as counseling techniques. This highly interactive program built on the core skills participants had already acquired through their professional roles.

Throughout the Institute, there were opportunities to learn from and network with fellow participants, expert faculty and people with lived experience. The Institute was a huge success, bringing together nurses from all sectors, and we look forward to continuing to network with all those who attended.



Participants give a thumbs up to a dynamic week at the Mental Health Institute!

Nurse Peer Leaders: Advancing EMR Use and Improving Patient Care

By Lee Mantini RN, MHScN, Senior
Nurse Peer Leader, OntarioMD/RNAO
Collaborative Peer Leader Program

Since July 2013, I have been a Senior Nurse Peer Leader for the OntarioMD/RNAO Collaborative Peer Leader Program, which supports primary care providers and specialists in adopting electronic medical records (EMR). Over the past year and a half, I have had the pleasure of leading a team of RNs and NPs from across Ontario who are using their extensive EMR experience to support their peers. Nurse Peer Leaders have taken on this role while maintaining full-time nursing jobs, which highlights how committed they are to supporting their colleagues and improving patient care through effective EMR use.

In conjunction with OntarioMD's marketing efforts, Nurse Peer Leaders have used social media and traditional marketing approaches to raise awareness of the program. We have

reached out to nurse practitioner-led clinics, NPAO, AFHTO, the LHINs, the Primary Care Nurses Network and RNAO's interest groups to spread the word that EMR support, webinars and conferences are available at no cost. As a result of our combined efforts, the Toronto *EMR: Every Step Conference and Vendor Showcase*, held in September, became this year's second largest e-health conference series in Canada.

The guidance of Nurse Peer Leaders has helped primary care providers and specialists improve their EMR use in practice management, information and patient results management, assessment and preventative care, medication and chronic disease management, and patient education. We have also reached out to colleges and universities to provide supports for EMR-related curriculum development to help prepare nursing students to be leaders and advocates for EMR use.

We work with Physician and Clinic Manager Peer Leaders and with the

change management team at OntarioMD. We are also involved with OntarioMD's inter-professional working groups and committees, which have given Nurse Peer Leaders valuable opportunities to share their clinical expertise and nursing perspectives, and helped to make EMR resources and tools relevant to all clinicians in the practice setting.

Involvement in the OntarioMD/RNAO Collaborative Peer Leader Program has proven to be an important opportunity for expanding the role of nurses and promoting inter-professional collaboration, enhancing knowledge transfer and strengthening nursing leadership skills. Peer support has proven extremely effective in adapting and using EMRs and is contributing to improved office efficiency and patient care. I am very proud of our Nurse Peer Leaders' accomplishments and am pleased to be part of the OntarioMD/RNAO Peer Leader Team going into 2015.

International Opportunities for Learning and Mentoring: BPSO

By Jennifer Hurley, RN, RM, MHSM, BHSc, BPSO Australian Host Lead, Australian Nursing and Midwifery Federation (SA Branch)

During a recent visit to RNAO, I had the opportunity to meet the RNAO team face to face and further develop our international network. I shared the progress and achievements of the RNAO BPSO Australia Program and two of our BPSO organizations, Central Rehabilitation Service (Hampstead and St Margaret's Rehabilitation) and Northern Adelaide Local Health Network (acute, primary and community). Both BPSOs are well on their way to meeting the requirements for designation.



Jenny Hurley visiting Mackenzie Health's Innovation Unit, the first-ever in Canada. (L-R) Monique Lloyd; Jenny Hurley; Tiziana Rivera; Jane Casey and Abel Cheng.

While in Toronto, I also had the opportunity to make site visits to several BPSOs, both designates and those in the pre-designation period, as part of a global knowledge exchange experience.

I met with the BPSO sponsors and BPSO project leads across several academic, hospital and public health service settings in Toronto. This allowed me to learn about their individual journeys, experiences and strategies to ensure the ongoing sustainability of the BPSO program in Australia.

Mackenzie Health's Chief Nursing Executive Tiziana Rivera shared what her staff had learned, and their achievements from their early days,

to becoming a BPSO designate in 2012. Tiziana identified that the engagement and collaboration of nurses and other health-care professionals in implementing evidence-based practice contributed significantly to the organization's success, and empowered nurses as knowledge professionals. During my visit to Mackenzie Health, I toured the Innovation Unit – a 34 bed unit testing the integration of technology and evidence-based practice to improve patient care.

My next stop was Trillium Health Partners where Christina Zettler, the BPSO project lead, hosted my visit to the Credit Valley Hospital site. We discussed their implementation of guidelines, which were selected to have the greatest impact on the health and well-being of their patient population. I also visited the new maternal-infant and medical units, and staff shared their individual experiences of the BPSO designation.

A visit to BPSO designate Holland Bloorview Kids Rehabilitation Hospital, the largest children's rehabilitation hospital in Canada, was facilitated by Kim Krog, the BPSO lead.

Kim discussed how the BPSO program has enabled a major paradigm shift in the care model for their pediatric clients. The BPSO program, and a renewed focus on client and family centred care, have resulted in a model of care that emphasizes the strengths of the child and the priorities of the child and family.

Kim shared valuable lessons learned regarding the successful implementation of the *Client-Centred Care* and *Supporting and Strengthening Families* guidelines. Interestingly, both Bloorview and Hampstead organizations have identified these two guidelines as key to meeting the specific and specialized needs in patient, family and

rehabilitation care and bridging the evidence-to-practice gap.

At Toronto Public Health (TPH), Carol Timmings, Director of Chronic Disease and Injury Prevention, Chief Nursing Officer and BPSO sponsor, along with BPSO Project Co-ordinator May Tao, shared TPH's journey toward designation in April 2012. TPH has received government acknowledgement for excellence in best practice implementation in public health. The organization aims to improve the overall health of the local population and overcome health inequalities for the people of Toronto.

May provided an overview of the TPH BPSO experience and four of the TPH champions shared initiatives that have been implemented as part of the RNAO BPSO program: *Enhancing Healthy Adolescent Development, Interventions for Post Partum Depression, Primary Prevention of Childhood Obesity, and Developing and Sustaining Leadership*. During each of the presentations, the TPH champions discussed innovative strategies, such as videos and games, to support the implementation of each of the guidelines. These are valuable lessons that will assist the Australian BPSOs in their journey to designation.

Professor Andrea Mowry of the Trent/Fleming School of Nursing (TFSON) discussed the school's journey as the first academic BPSO designated by RNAO in 2012. Andrea shared experiences related to curriculum development and the creation of tools that have been used to support other universities involved in the Academic BPSO Program. Furthermore, the nursing student body has developed a student-led best practice leadership workshop model that is hosted by student champions and promotes RNAO student membership.

The valuable lessons from this international visit and the new networking opportunities established, will support the embedding and sustainability of the RNAO BPSO program in Australia.

Best Practice Champions Workshop Now Virtual

By Rishma Nazarali, MN, RN, Program Manager, IABPG Centre, RNAO

Established in 2002, the Best Practice Champions Network consists of thousands of nurses and other health-care professionals with a common commitment to evidence-based practice and improving health care within their organizations. Network members, named Best Practice Champions, join the network by attending a one-day workshop which provides them with an understanding of evidence-based practice and numerous tools and strategies to champion the implementation of nursing best practice guidelines in their organization.

To further engage Champions and improve access to the Champions Workshop, the Champions Network piloted a virtual learning series in the summer of 2014. The *Best Practice Champions Workshop Webinar Series* covers the curriculum addressed at the in-person workshop formatted

into four learning modules (as summarized below).

A mixed-method format was used to deliver the content: modules one and four were archived webinar sessions and modules two and three were live webinar sessions.

Attendees evaluated the learning series using an online survey. Overall, the learning series was well received, with 86 per cent of the participants saying they would recommend the learning series to others. Participants appreciated being able to work through the content of the archived sessions, the flexibility of the learning series, and the ability to participate without leaving their workplace. Further refinements to the learning series are underway, based on the feedback from the participants in the pilot series. We plan to offer the webinar series as part of our Champions Network professional development opportunities in early 2015. Watch the RNAO calendar of events for details.

Engaging Students in Smoking Cessation Best Practices

By Katherine Wallace, RN, RM, MHS Program Manager, IABPG Centre, RNAO

RNAO was delighted to present two interactive workshops on smoking cessation at the Canadian Nursing Students' Association (CNSA) Ontario Regional Conference in October. The conference was held at Trent University in Peterborough and attended by hundreds of Ontario nursing students. Named *Reach For the Stars! Go Where No Nurse Has Gone Before!*, the event addressed the educational, professional, legal and ethical aspects of nursing practice.

RNAO's sessions focused on implementing evidence-based practice in smoking cessation interventions. Using RNAO's *Integrating Smoking Cessation into Daily Nursing Practice* best practice guideline, student nurses learned to incorporate the 4As model (Ask, Advise, Assist, and Arrange) to help clients become tobacco-free. Students explored a case study, discussed tobacco cessation approaches and were provided with several RNAO smoking cessation resources to support them in their practice.



RNAO Smoking Cessation Coordinator **Jennifer Tiberio**, NP, in attendance at the Career Fair at Trent University as part of the Canadian Nursing Students' Association Ontario Regional Conference.

Registered Nurses' Association of Ontario Best Practice Champions Workshop Webinar Series at a Glance

Module 1: BPGs, Champions Network, Role of Champion

Introduction
to RNAO and
Best Practice
Guidelines

Best
Practice
Champions
Network

Role of the
Champion

Module 2: Toolkit, Chapters 1 and 2

Identify,
Review and
Select
Knowledge

Adapt
Knowledge
to Local
Context

Stakeholders
Resources

Module 3: Toolkit, Chapters 3 and 4

Assess
Facilitators
and
Barriers to
Knowledge
Use

Select,
Tailor and
Implement
Interventions
and
Strategies

Module 4: Toolkit, Chapters 5 and 6; Personal Action Plan

Monitor
Knowledge
Use and
Evaluate
Outcomes

Sustain
Knowledge
Use

Personal
Action Plan

Advanced Clinical Practice Fellowship: Identification of Risk Factors for Hospital-Acquired Delirium

By Ann Vo, RN, MN, GNC (C),
Mount Sinai Hospital, Toronto

I recently completed an RNAO Advanced Clinical Practice Fellowship (ACPF) entitled *Identification of risk factors for hospital-acquired delirium*. The learning goal for this Fellowship was to gain experience, increase confidence and develop expertise in the identification of risk factors for hospital-acquired delirium. This was achieved through an enhanced clinical leadership role as a peer resource to staff, and the implementation of a standardized tool on the ACE (Acute Care for Elders) unit at Mount Sinai Hospital.

Through a series of specific learning objectives and with the help of my primary mentor and mentoring team, I participated in reflective journaling, literature searches, presentations, and environmental scans for effective delirium prevention strategies. These strategies engaged other health-care

sectors, such as community health centers. As the result of the Fellowship, ACE unit staff members have increased their knowledge of hospital-acquired delirium and have become vigilant in identifying client risk factors. Staff developed a key sustainability strategy for this new knowledge through the nursing Kardex revision, which requires nurses to screen patients ages 65 and over for delirium risks. Patients identified as high risk will now have tailored management care plans aimed at minimizing adverse outcomes.

I worked alongside my ACE colleagues as a delirium resource nurse and champion, actively teaching experienced RNs and new staff using clinical cases. I collaborated with the Geriatric Clinical Nurse Specialist to spread delirium knowledge beyond the ACE unit.

Through this fellowship, I have increased my knowledge, skills and



"This fellowship strengthened my leadership and project management skills. It's a great initiative for fellow RNs to bring best practices to the bedside." **Ann Vo** (ACPF recipient) in front of ACE unit.

confidence in implementing comprehensive and collaborative practice change. As a result, the quality of care for older patients at Mount Sinai has been enhanced.

The Advanced Clinical Practice Fellowship is designed to provide an RN or NP with a focused, self-directed learning experience to develop clinical, leadership or best practice guideline implementation knowledge and skills, with support from a mentor(s), the organization where the RN/NP is employed, and RNAO. This initiative is aimed at fostering nursing expertise, and improving client care and outcomes in Ontario.

Champions Open House Impacts Knowledge Transfer

By Rishma Nazarali, MN, RN, Program
Manager, IABPG Centre, RNAO

Members of the Best Practice Champions Network are encouraged to take advantage of special funding available to host Champions open

house events. Many organizations, through the work of their Champions, have utilized the funding to promote, celebrate and share their successes with integrating evidence-based practice into their organization.

To celebrate Nursing Week 2014, the Grey Bruce Health Unit, in conjunction with RNAO, hosted a *Best Practice Champion Open House* which included nurses from all sectors in Grey and Bruce counties – the first such event in these counties. Best Practice Champion Lynn Shaw from Rockwood Terrace in Durham highlighted the best practice work under way at her long-term care home, and Champion Lisa Prowd showcased work related to client-centred care underway at the

Grey Bruce Health Unit. Linda Davies, Best Practice Coordinator at the health unit, presented on the experience of becoming a Best Practice Spotlight Organization.

A media event highlighting the Best Practice Spotlight Organization was held to coincide with the open house. This collaborative celebration showcased the various best practice guideline initiatives underway throughout Grey and Bruce counties, and created an exciting atmosphere of sharing and learning. Nurses were justifiably proud of their achievements and received recognition for their accomplishments. Visit www.rnao.ca/bpg/get-involved/champions/open-house for more information about funding for Champions open house events and the application process.



Participants engaging at the Grey Bruce Health Unit Best Practice Champion Open House.

Supporting Best Practices in Smoking Cessation for Pre and Postnatal Women and their Families

By Katherine Wallace, RN, RM, MHS
Program Manager, IABPG Centre, RNAO

Smoking during pregnancy is associated with significant complications that impact the health of the woman, her fetus and her family. Tobacco exposure can lead to cancer, heart disease, infertility and stroke in mothers. It also puts a fetus at increased risk of complications including low birth weight, preterm birth and death. These risks do not end after birth – 60 to 80 per cent of women who quit smoking during pregnancy resume smoking during their first postpartum year. The risks of environmental tobacco exposure and other toxins in breast milk continue beyond pregnancy.

Considering all these adverse health effects, there are many benefits to integrating smoking cessation interventions and harm reduction approaches. As such, it is vital that we support and enhance smoking cessation skills among nurses and other health professionals dealing with pregnant and postnatal women to mitigate the

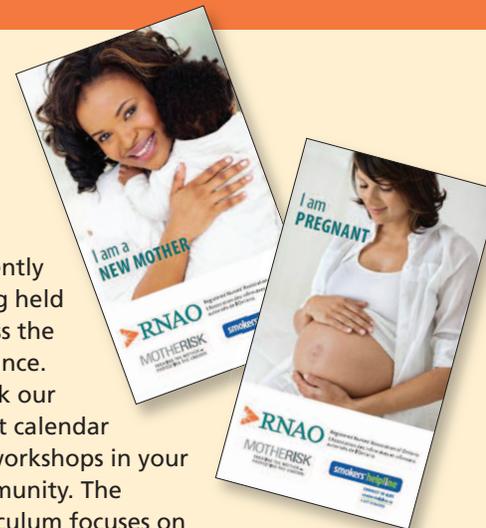
risks of perinatal mortality and morbidity. RNAO's Pre and Postnatal Project, an extension of the provincial Smoking Cessation Initiative, builds capacity for nurses who care for pregnant and postpartum women in primary and community care settings.

To raise awareness, RNAO has developed several free, evidence-based resources available to order through the online store (<https://shop.rnao.ca>). Resources include a three-part tobacco-free poster series, fact sheets on trauma-informed care and stigmatization of pregnant and postpartum smokers, and two brochures – one on quit tips and the other on avoiding postpartum relapse. In addition, two wallet cards for pregnant women and new mothers, created in collaboration with Smokers' Helpline and The Hospital for Sick Children's Motherisk Program, are excellent resources for both care providers and for clients.

One-day *Best Practice Champions for a Smoke-Free Pregnancy* workshops

are currently being held across the province. Check our event calendar for workshops in your community. The curriculum focuses on motivational interviewing using a woman-centered approach, clinical considerations for nicotine replacement therapies (NRT), and oral cessation medications for pregnant and lactating women. Workshop participants receive resources including client quit kits containing materials from RNAO and Smoke-Free Ontario partners The Lung Association and Smokers' Helpline.

A webinar series is also available, and archived webinars will soon be accessible on RNAO's website through an online speakers bureau. A list of upcoming webinars can be found at www.tobaccofreerna.ca.



New Toolkit to Support Full Scope of Practice in Primary Care

By Tim Lenartowych, RN, BScN, LLM,
Associate Director of Nursing and
Health Policy; Irmajean Bajnok, RN,
MScN, PhD, Director, IABPG Centre &
Diana An, RN, MSc, Nursing Research
Associate, IABPG Centre, RNAO

A new toolkit from RNAO is helping turn groundbreaking ideas for primary care into action. In June 2012, RNAO released a long-needed report from the provincial Primary Care Nurse Task Force titled *Primary Solutions for Primary Care*. The document identified a detailed blueprint to maximize the role of registered nurses (RNs) and registered practical nurses (RPNs) in the primary care setting. Historically, these roles have been underutilized while at the same time, patients have experienced challenges in accessing care. Ensuring that nurses work

to their full scope of practice is pivotal in improving the capacity of primary care, and is a key strategy in RNAO's plan to make primary care the foundation of the health system.

Following the release of this report, RNAO was at the forefront of advancing the expert recommendations and supporting implementation. RNAO was pleased to launch the first-ever *Primary Care Nurse Institute* in 2013, where primary care RNs participated in an intensive learning experience to maximize their knowledge, skills and competencies. Building upon the success of the institute, RNAO partnered with the Registered Practical Nurses Association of Ontario (RPNAO) to develop an online Primary Care Toolkit with funding from the Ministry of

Health and Long-Term Care. This first-of-its-kind toolkit is intended for primary care nurses and their employers. It was developed in consultation with an expert panel of primary care stakeholders and was informed through a provincial survey and a comprehensive literature review. The toolkit contains a series of resources that align with *Primary Solutions for Primary Care* including: a gap analysis tool, identification of barriers and enablers of full scope, key steps for success, project planning templates, and a number of videos highlighting key success stories. The toolkit provides a supportive link between the blueprint in *Primary Solutions for Primary Care* and organizational action. The toolkit is available at: <http://www.primarycaretoolkit.ca>.

Winter BPG Specials

For a limited time only, the IABPG Centre is offering 50 per cent off the regular price of select clinical and healthy work environment guidelines.

Clinical:

- *Assessment and Care of Adults at Risk for Suicidal Ideation and Behaviour*
- *Assessment and Management of Pain*
- *Screening for Delirium, Dementia and Depression in the Older Adult*
- *Breastfeeding Best Practice Guidelines for Nurses*
- *Primary Prevention of Childhood Obesity*
- *Prevention of Falls & Fall Injuries in the Older Adult*
- *Strategies to Support Self Management in Chronic Conditions: Collaboration with Clients*
- *Oral Health: Nursing Assessment and Intervention*
- *Stroke Assessment Across the Continuum of Care*

Healthy Work Environment (HWE):

- *Preventing and Mitigating Nurse Fatigue in Health Care*



- *Preventing and Managing Violence in the Workplace*
- *Developing & Sustaining Effective Staffing and Workload Practices*
- *Workplace Health, Safety and Well-Being of the Nurse*
- *Developing and Sustaining Interprofessional Healthcare: Optimizing patients/clients, organizational, and system outcomes*

To purchase RNAO Best Practice Guidelines, or for further details, please visit our website at www.RNAO.ca/bpg or call/email the sales office 416-907-7965, jburriss@RNAO.ca.

Sale ends **Feb. 28, 2015** so purchase your copies today!

Standard shipping rates & HST apply. Please note that all sales are final.

Upcoming Events

Program details and registration information for the following events can be accessed through RNAO's website at www.RNAO.ca/events.

- **Primary Care Institute**
January 25-30, 2015
Radisson Admiral Hotel, Toronto
- **Project Management Workshop**
February 10, 2015
Hyatt Regency Hotel, Toronto
- **Wound Care Institute: Foundational Stream**
March 1-6, 2015
Hilton Hotel and Suites, Niagara Falls
- **Wound Care Institute: Advanced Stream**
March 3-6, 2015
Hilton Hotel and Suites, Niagara Falls
- **Managing Bullying in the Workplace Workshop**
March 26, 2015
Hyatt Regency Hotel, Toronto
- **Designing and Delivering Effective Education Programs**
May 4-8, 2015
Toronto
- **Nursing Career Expo**
May 15, 2015
Toronto
- **BPG Clinical Summer Institute: Foundational Stream**
June 7-12, 2015
Alliston
- **BPG Clinical Summer Institute: Advanced Stream**
June 9-12, 2014
Alliston

Welcome to the Team!

Melissa Aziz (BA) joined the RNAO IABPG Centre earlier this year and is making significant contributions as a Project Coordinator. Melissa is a McGill University graduate with a degree in sociology, politics and law, and she enjoys working with RNAO to promote healthy public policy. Melissa also has diverse work and life experiences, having lived abroad in both Europe and Asia. She has a particular passion for

event and project management, which she is able to apply in her new role.

Ancilla Barco (RN, BScN, MN) recently joined RNAO's IABPG team as a Nursing Research Associate with the NQuIRE project. She brings both national and international clinical experience in adult medicine, medical and interventional cardiology, and community nursing. She recently completed a Masters of Nursing at Ryerson University, and is delighted to be contributing her expertise to the NQuIRE team.



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