



Link

"The Regina Qu'Appelle Health Region Online Newsletter."

Health Minister, SUN President forge pact **Deal tackles nursing shortage**

Rosalee Longmoore, President of the Saskatchewan Union of Nurses, and Don McMorris, Minister of Health, have signed a partnership agreement committing to work together to solve Saskatchewan's shortage of registered nurses (RNs) and registered psychiatric nurses (RPNs). This is the first agreement of its kind in Canada.

The comprehensive nursing recruitment and retention strategy outlined in the agreement acknowledges that there is an urgent need to stabilize and rebuild the nursing workforce in Saskatchewan to ensure the health care system can deliver high quality, timely and accessible health services.



SUN President Rosalee Longmore and Minister of Health Don McMorris sign a partnership agreement Thursday.
Photo credit: Medical Media Services

The agreement sets out a framework for SUN and the Ministry to work with health regions, using dedicated funding, to hire 800 registered nurses. Annual targets are set out for achieving this goal over the next four years. The parties are calling upon Dr. Marlene Smadu to facilitate development of a more detailed action plan to implement the strategy and to refine the initiatives in collaboration with all associated parties. Smadu is the associate dean for the College of Nursing, University of Saskatchewan, and currently serves as the president of the Canadian Nurses Association and co-chair of the Provincial Nursing Committee. She has also served as assistant deputy minister and principal nursing advisor at Saskatchewan Health.

SUN and the Ministry say the key element in the agreement is public accountability dictated by the combination of the specific hiring targets and the funding formula that provides a direct incentive for health regions to meet the annual targets.

February 28, 2008

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Partnership cont'd

Regional retention and recruitment initiatives will be jointly funded by health regions and the Ministry, with the level of funding directly proportional to the number of vacancies.

"Nursing vacancies have been climbing for years and it's time to take serious steps to deal with this crisis," said McMorris. "It's time for specific hiring targets, and incentives and financial support to health regions to meet those targets. We need to reach out to experienced nurses and new graduates and say, we value you and we need you to stay in Saskatchewan and help ensure quality care for Saskatchewan people."

The agreement also commits SUN and the Ministry to find ways to keep senior nurses in the workplace longer, improve nurse/patient ratios, increase the use of nurse practitioners, establish a mechanism to make it easier for LPNs to become RNs, focus on prevention and promote wellness by using registered nurses in new roles, increase training seats, ensure new graduates are offered full time permanent employment, expand professional development, and conduct patient exit surveys.

The agreement also acknowledges the need for an enhanced collective bargaining mandate for SUN/SAHO negotiations which recognizes the special nursing retention and recruitment challenges that Saskatchewan faces, and permits RHAs to offer competitive salaries, benefits, and innovative retention and recruitment initiatives which will enable Saskatchewan to compete effectively with provinces that attract Saskatchewan nurses.

"The speed, the scope, and the level of accountability delivered in this agreement was a welcome surprise, an enormous relief, and the best possible news for nurses and the public," said Longmoore.

New leadership for Human Resources

Bill Adams, Special Advisor to the CEO on Human Resources, has assumed the responsibilities of Vice President, Human Resources, while the RQHR searches nationally for a replacement for Linda West.

Linda came to RQHR in July 2007 as Executive Director, Employment Services. Following the departure last year of Jane Lindstrom to Northern Health in British Columbia, Linda became Acting Vice President, Human Resources, in August. In December, she was made Vice President, Human Resources. Her last day with RQHR was February 21, 2008.

A nationally respected leader and team builder, Bill Adams is an experienced human resources professional who holds the professional designation of Certified Human Resource Professional (CHRP).

TELEHEALTH EVENT

(From Manitoba)

Bones, Joints and Clots: What's New and What's Not

Presenter Dr. William Geerts

Wednesday, March 5
8 -9 a.m.

PHC Meeting Rooms 4 & 5

Pediatric Grand Rounds
(Saskatoon)

Neuromuscular Disease In Children

Presenter Dr. Lowry

Thursday, March 6
11 a.m. -12 noon

Meeting Rooms 7 & 8, RGH

(From Regina)

Pediatric Insulin Pump Therapy

Presenter Dr. Daniel Metzger,

FAAP, FRCPC

Terri Lynn RN,CDE

Friday, March 7
9:30 a.m. - 12 noon

Meeting Rooms 7 & 8, RGH

Please note that topics and presenters are subject to change at short notice.

To ensure attendance, RSVP your attendance *as far in advance, and no later than 3 days* prior to the event to your Telehealth Message Manager at 766-3400 or e-mail: telehealth@rqhealth.ca.

Rural sites: Call your Telehealth contact for site information.



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Regina Qu'Appelle Health Region

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Patients First...Safety Always!

Our commitment to a patient-centred, safety-minded organizational culture.

To better understand our culture, the Region's Patient Safety Task Force (PSTF) sponsored a survey in the summer of 2007.

Using a survey tool validated by Dr. Liane Ginsburg, Assistant Professor, York University, RQHR attitudes toward patient safety were measured.

From a sample size of 1,300 staff and physicians, the survey achieved a response rate of 21 per cent. Although short of a representative sample size, the sample was large enough to create a baseline for future surveys and to provide insight into RQHR's cultural climate.

Survey questions were divided into five categories of culture: organizational leadership for safety, shame and repercussions of reporting, perceived state of safety, unit leadership for safety and safety learning behaviours.

Patient Safety Culture Survey Results:

84%

Rated the following statement as 'acceptable,' or 'very good to excellent.'

QUESTION: Please give your unit an overall grade on patient safety.

78%

Rated the following statement as 'acceptable,' or 'very good to excellent.'

QUESTION: Please give the organization an overall grade on patient safety.

Both questions received strong positive responses, signalling a belief that units and the organization are mindful of patient safety.

Respondents viewed their unit performance on safety more positively than that of the organization.

Find out more:

Staff and physicians are invited to discuss more detailed results at **Brown Bag Lunch** sessions on **March 17** at **RGH** and **April 3** at **PH** (Telehealth to rural centres will be offered). More information is available on the QI Unit intranet homepage.

More survey results will be published in future issues of *e-link*.

RQHR Employee Family Assistance Program (EFAP)

Work/Family
Wellness
Seminars



Learning to Speak for Yourself with Assertive Communication

Assertive communication provides skills to individuals who are always accommodating others, or individuals who are unable to accommodate at all.

Learn how to effectively express your needs and state opinions in a respectful manner. Understand different communication styles and recognize how to work more effectively with those styles.

The assertive communication skills acquired in this seminar can positively impact both your professional and personal environment.

2008 Presenter:

**Marlo Medby,
Family Service Regina
Wascana Rehab
Hostel Classrooms 1, 2 & 3
Wednesday, March 5
6 - 9 p.m.**

To register, call 766-3555
or e-mail

programregistrar@rqhealth.ca



Nurse makes hospital stay special

The thoughtful actions of nurse Diane Runge on Unit 6A prompted one man to stop at administration so that he could pass on a thank-you to her.

The man's father had had heart surgery and, because of the closure of Unit 3F, was put on the sixth floor.

His dad admired the Christmas tree there, so Diane brought him a

small, fully decorated one, to take home.

The son stopped at administration because he wanted to show the administrator the tree.

The son was quite impressed and pleased that his father was cared for by someone so kind and thoughtful.

Read *e-link* at home!

Every issue is available on the Publication page under Inside Story on our website:

www.rqhealth.ca

Where in the world are you?

In the February 14 issue of *e-link*, readers were asked to identify the location of physical therapist Sheldon Revoy, seen in this photograph. If you answered "Banff National Park," you'd be right. If you answered Mount Yamnuska, you probably know Sheldon.

"This was my first foray into climbing and it was an awesome experience,"



said Sheldon. "As we reached the summit, a helicopter with tourists aboard hovered almost right over us – kind of freaky!"

To learn more about Mount Yamnuska, go <http://www.geocities.com/truedino/yamnuska.htm>.

Correct answers have been entered into a prize draw for either the book *CDC Health Information for International Travel 2008* or for a gift certificate of comparable value for use at RQHR's Travel Health Centre. The draw will be made in December.

Send your photos to e-linkcommunications@rqhealth.ca or by mail to Public Affairs to be considered for the contest. Provide a description of surroundings with your submission.

Gail Rosseker has been appointed to sit on the transitional council for the Saskatchewan College of Midwifery, replacing Trudy Radford. Gail, RQHR's Nursing Manager of Maternal Newborn Care and the Women's Health Centre, brings over 30 years of experience to the council. She is also a graduate of the University of Alberta's advanced practice obstetrical program – midwifery.

Congestive Heart Failure Clinic Opens

The official opening of RQHR's Congestive Heart Failure Clinic was held on February 27 and the first patients will be seen next month.

"The Heart Failure Clinic will provide us with additional, important resources to treat cardiac patients," said Dr. Dakshina Murthy, the clinic's medical director. "Although there is no cure for congestive heart failure, we can improve the quality of life for patients suffering from it."

Patients will be treated by an interdisciplinary team of health care professionals including physicians, nurses, pharmacists, dietitians, and palliative care professionals. The clinic is affiliated with the Congestive Heart Failure National Network.



Dr. Dakshina Murthy checks the pulse of patient Paul Jaiswal at Wednesday's event.
Photo credit: Medical Media Services

The clinic was made possible by a donation from AstraZeneca Canada.

Flu campaign gift cards awarded

Camille Taylor and **Janice Pettigrew** have won gift cards as a result of participating in the Regina Qu'Appelle Health Region's 2007/2008 Annual Employee Influenza Campaign.

Taylor, a registered nurse who works at Pasqua Hospital's (PH) Emergency Department, won a \$1,000 gift card for the Regina store of her choice. The names of employees who received influenza



Janice Pettigrew (left) and Camille Taylor (right) receive their gift cards from Occupational Health Nurse/Lifestyle Consultant Shelley Kinash.
Photo credit: Medical Media Services

vaccinations between

October 22 and December 31, 2007 were entered into a draw for this prize.

Pettigrew, a Health Information Management Practitioner at the Regina General Hospital, won a \$500 gift card. The names of staff who received a flu shot and referred two RQHR employees for vaccination who had not had a flu shot in the past three years were eligible for this gift card.

This past year, 43.1 per cent of staff received flu vaccinations, up 4.5 per cent from last year. Participation rates, however, were higher in both Taylor's and Pettigrew's departments than the average, with 54.3 per cent of PH emergency staff and 61.5 per cent of Health Records staff rolling up their sleeves to be vaccinated.