



NHSRU

Nursing Health Services  
Research Unit

## *Nursing Research Bulletin*

JULY 2008

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### UNDER THE MICROSCOPE

**Evaluation of the Nursing Graduate Guarantee.** The aim of this study is to evaluate the outcomes of the Ministry's Nursing Graduate Guarantee which is intended to increase the numbers of full-time nursing positions in all health care settings and help bridge new graduates into permanent positions. The major components of the NGG initiative are: (i) the Nursing Graduated Survey 2007 (RN & RPN), (ii) the new graduate and employer survey to evaluate the Nursing Graduate Guarantee Portal, and (iii) the stakeholder analysis (employers, new graduates, staff nurses, union representatives). Preliminary findings indicate that the NGG increased the full-time participation rate of both registered nurses and registered practical nurses. The overall satisfaction with the initiative and employment portal was high as indicated by both the nursing graduates and employment organizations.

**The Evaluation of Ontario Safety Association for Community and Healthcare (OSACH) Health and Safety Management System (HSMS) Pilot Project.** The purpose of this research is to evaluate the Ontario Safety Association for Community & Healthcare's (OSACH) Health and Safety Management System (HSMS) using a process evaluation and case study methodology at selected hospital sites. The OSACH approach involves all levels of the organization as well as provides an educational intervention over a six month period.

**Strengthening Primary Health Care through Primary Care and Public Health Collaboration.** Ruta Valaitis, Primary Investigator. This study will focus on building collaborative relationships between public health nurses, family practice nurses and nurse practitioners, who are in a strong position to act as leaders in building collaboration between primary care and public health to meet local community needs. The goals of this program of research are to (i) identify the structures and processes that result in successful models of collaboration between public health and primary care (at interactional, organizational and systemic levels), (ii) define the roles community health nurses play in building local collaborations between primary care and public health and factors that influence this

capacity, (iii) actively engage in knowledge transfer activities by conducting research in collaboration with multiple decision-makers in primary care and public health, and (iv) build research capacity through direct involvement of partner institutions. For more information please watch for our new blog coming to <http://PHCcollaboration.mcmaster.ca>. This project is funded by CHSRF (Grant RC2-1604) with support from the Health Services & Policy Research Support Network and the Michael Smith Foundation for Health Research.

**Linking BPGs Use and HOBIC Outcomes in the Community.** This study will be conducted at three Home Care organizations, SEHC, VON and VHA, each of which have used Best Practice Guidelines. The data to be collected and analyzed will provide valuable information on the relationship between BPG knowledge and HOBIC outcomes, factors associated with home care nurses' ability to use evidence informed knowledge and transfer it into positive client outcomes. This information will also assist home healthcare managers, practitioners and organizations to design delivery models to benefit clients through the effective integration of BPGs. (For more information please visit <http://www.health.gov.on.ca/eng/>)

**The Organizational, Environmental and Individual Factors that Influence Nurses' Decisions to Use Facial Protection to Prevent Occupational Transmission of Communicable Respiratory Illness in Acute Care Hospitals.** This study is comprised of 2 phases - the first phase is a cross-sectional anonymous survey of ICU, emergency and general medical nurses from six acute care hospitals in the GTA and the second phase is an observational cohort of ICU nurses from those same six hospitals. The survey is collecting self-report data on compliance with recommended use of facial protective equipment (surgical masks, respirators and eye protection) and the factors that influence use. With the observational cohort the researchers will match survey and observational data and compare self-reported compliance with observed compliance. The researchers hope to start data analysis this winter. The researchers hope to identify the factors that facilitate proper use of facial protection, to enable employers and health policy makers to implement related strategies and programs to reduce or eliminate occupational transmission of communicable respiratory illness in health care workers.

**Understanding the Costs and Outcomes Of Nurses' Turnover In Canadian Hospitals.** Dr. Linda O'Brien-Pallas is heading the Canadian and international arm of this study which is examining the costs and outcomes associated with nurses' turnover. Data analysis is currently in progress with regular research team meetings to discuss analysis, findings and challenges. Regular meetings with PIs and Co-Is are held to discuss modeling strategies as modeling specifications are ongoing. ([read more](#))

## OUR LATEST FACT SHEETS

**BPGLTC Phase 1: A Process Evaluation. Fact Sheet I of II. OVERVIEW & METHODS** (March 2008)

**BPGLTC Phase 1: A Process Evaluation. Fact Sheet II of II. RESULTS** (March 2008)

**BPGLTC Phase 2: An Impact Evaluation Fact Sheet I of III. OVERVIEW & METHODS** (March 2008)

**BPGLTC Phase 2: An Impact Evaluation. Fact Sheet II of III. RESULTS** (March 2008)

**BPGLTC Phase 2: An Impact Evaluation. Fact Sheet III of III. FEEDBACK & RECOMMENDATIONS**

(March 2008)

**A literature** review of orientation programs for nursing nursing graduates. (March, 2008).

## OUR LATEST REPORTS

**The production** of critical care nurses: A collaborative evaluation of critical care nurses continuing education in Ontario. ([read more](#))

**Internationally educated** nurses ([read more](#))

**Community health** nursing study, organizational structures of the health care system in Canada: A review of provincial and territorial health care systems. ([read more](#))

**Glueing it** together: Nurses, their work environment and patient safety. Final Report to the NSW Department of Health. ([read more](#))

**Health Human** Resources Modeling: Challenging the Past, Creating the Future. Report for the Canadian Health Services Research Foundation. Toronto, Ontario: Nursing Health Services Research Unit. (link to [read more](#))

**Developing and** Sustaining Effective Staffing and Workload Practice. ([read more](#))

**Health Human** Resource Planning: An Examination of Relationships Among Nursing Service Utilization, and Estimates of Population Health and Overall Health Outcomes in the Chronic Care and Home Care Sectors in the Province of Ontario.

**Promoting Awareness** and Uptake of Best Practice Guidelines in Long-Term Care. An Impact Evaluation. Phase 2 Interim Report ([read more](#))

**Health Human** Resources (HHR) Databases. Report from the NHSRU Research Forum held December 3, 2007 ([read more](#))

## JOURNAL ARTICLES

**Baumann, A.,** & Blythe, J. (In Press). Globalization of Higher Education in Nursing. On-line Journal of Issues in Nursing.

**Fuller, E.,** & Baumann, A., Kneeshaw, C., & Deber, R. (In Press). A comparison of regulatory and community standards for nurses. Canadian Nurse.

**Blythe, J.,** Baumann, A., Zeytinoglu, I., Denton, M., Akhtar-Danesh, N., Davies, S., & Kolotylo, C. (In Press). Nursing generations in the contemporary workplace. Public Personnel Management.

**Akhtar-Danesh, N.,** Baumann, A., & Cordingley, L. (2008). The Q-Methodology in nursing research: A promising method for the study of subjectivity. *Western Journal of Nursing Research*.

**Baumann, A.,** Hunsberger, M., Blythe, J., & Crea, M. (2008). Sustainability of the workforce: Government policies and the rural fit. *Health Policy*, 85, 372-379.

**Fisher, A.,** Baumann, A., & Blythe, J. (2007). The effects of organizational flexibility on nurse utilization and vacancy statistics in Ontario hospitals. *Canadian Journal of Nursing Leadership*, 20(4), 48-64.

**Di Pietro, T.,** Doran, D.M., Coburn, G., Dharamshi, N., et al., (in press). What Nurses Want: Diffusion of an Innovation. *Journal of Nursing Care Quality*.

**Doran, D.M. & Di Pietro, T.** (2008). Knowledge Translation in Nursing Through Decision Support at the Point of Care. In A. Kushniruk (Ed.). *The Human and Social Side of Health Information Systems*. Hershey PA: Medical Information Science Reference, pp 314-30.

**Doran, D.M.,** Pickard, J., Harris, J., Coyte, P.C., MacRae, A.R., Laschinger, H., Darlington, G., Carryer, J. (2007). The Relationship Between Managed Competition in Home Care Nursing Services and Nurse Outcomes. *Canadian Journal of Nursing Research*. 39(3):151-65.

**Doran, D.M.,** Mylopoulos, J., Kushniruk, A., Nagle, L., Laurie-Shaw, B., Sidani, S., Tourangeau, A., Lefebvre, N., Reid-Haughian, C., Carryer, J.R., Cranley, LA., & McArthur, G. (2007). Evidence in the Palm of Your Hand: Development of an Outcomes-Focused Knowledge Translation Intervention. *Worldviews on Evidence-Based Nursing* 4(2), 69-77.

**Duffield, C.,** Roche, M., O'Brien-Pallas, L., Catling-Paull, C. (2007). The implications of staff 'churn' for nurse managers, staff and patients. *Nursing Economics SA*

**Duffield, C., Diers, D.,** O'Brien-Pallas, L., Aisbett, C., Roche, King, M., (2008), *Nursing Work Environment and Patient Outcomes*. Submitted to *Medical Care*.

**Estabrooks, C.A.,** Scott-Findlay, S., Squires, J.E., Stevens, B., O'Brien-Pallas, L., Watt-Watson, J., Profetto-McGrath, J., McGilton, K., Golden-Biddle, K., Lander, J., Donner, G., Boschma, J., Humphre, C.K. & Williams, J. (2008). Patterns of research utilization on patient care units. *Implementation Science*, doi:10.1186/1748-5908-3-31.

**Lingard, L.,** Regehr, G., Orser, B., Reznick, R., Baker, G.R., Doran, D.M., et al., (in press). A preoperative checklist and team briefing among surgeons, nurses, and anesthesiologists reduces serious failures in communication. *Archives of Surgery*

**McGillis Hall, L.,** Doran, D. & Pink, L. (2008). Outcomes of Interventions to Improve Hospital Work Environments. *Journal of Nursing Administration* 38(1), 40-46.

**Nichol, K.A,** Bigelow, P., O'Brien-Pallas, L., McGeer, A., Manno, M. and Holness, D.L. (in press). The individual, environmental and organizational factors that influences nurses use of facial protection to prevent occupational transmission of communicable respiratory illness in acute care hospitals. *Am J Infect Control* 2008

**O'Brien-Pallas, L., & Hayes, L.** (accepted) *Challenges in getting workforce research in nursing used*

for decision-making in policy and practice. *Journal of Clinical Nursing*.

**Rose, L.,** Goldsworthy, S., O'Brien-Pallas, L., Nelson, S. *Critical Care Nursing Practice- Differences in the Canadian and Australian Context.* (2007). *The International Journal of Nursing Studies*, doi:10.1016/j.ijnurstu.2007.06.006.

**Suominen, T.,** Savikko, N., Kiviniemi, K., Irvine Doran, D., Leino-Kilpi, H. (in press). Work empowerment as experienced by nurses in elderly care. *Journal of Professional Nursing*.

**Thompson, D.,** O'Leary, K., Jensen, E., Scott-Findlay, S., O'Brien-Pallas, L., Estabrooks, C. (2008) The relationship between busyness and research utilization: it is about time. *Journal of Clinical Nursing*, 17 (4), 539–548.

## WHAT'S NEW

**Dr Linda O'Brien-Pallas** is delighted to announce that Dr Diane Doran has accepted an invitation to join the NHSRU U of T site as Deputy Director. Diane Doran, R.N., Ph.D., F.C.A.H.S., joined the Lawrence S. Bloomberg Faculty of Nursing, University of Toronto in 1995, where she served as Associate Dean of Research and International Relations (2000-2006), Interim Dean (2005), and is currently a full Professor. In January, 2008 she assumed the Lawrence S. Bloomberg Professorship in Patient Safety. Dr. Doran's research focuses on quality improvement, nursing sensitive outcomes measurement, patient safety, and outcomes focused knowledge translation. Her extensive research in quality and patient safety has earned her the Ontario Premier's Research Excellence Award, the Canadian Association of University Schools of Nursing Award of Excellence, and the Dorothy Pringle Research Excellence Award, Sigma Theta Tau International, Lambda Pi Chapter. ([read more](#))

**Welcome to** Dan Laporte who has also joined the team at the NHSRU U of T site as a Research Officer.

**Congratulations to** Dr Linda O'Brien-Pallas' doctoral student Barbara Mildon, who successfully defended her PhD proposal in February 2008 to become a PhD candidate.

**NHSRU (McMaster site)** is pleased to announce their partnership with the International Society for the Scientific Study of Subjectivity (ISSSS) and will be hosting the 24th Q-Methodology International Conference at McMaster on October 2 and 3, 2008 at the Hamilton Convention Centre. ([read more](#))

## ON THE ROAD (PRESENTATIONS, SEMINARS, WORKSHOPS)

**Baumann, A.** (May 23, 2008). *Employment of Nursing Graduates: Evaluation of a Provincial Policy Strategy.* Ministry of Health and Long-Term Care, Toronto, ON.

**Baumann, A.** (November 7, 2008). *Pandemic planning and preparation.* Guest Speaker, International Nursing Interest Group Meeting, Mount Sinai, Toronto, ON.

**Underwood, J.** (June, 2008). Effecting Systems Change to Support Public Health Practice. Canadian Public Health Association, Halifax, Nova Scotia.

**Better Data, Better Decisions.** Strengthening your organization. LHIN 4 Workshop.  
The Better Data, Better Decisions, Strengthening Your Organization workshop was held in Niagara-on-the-lake on May 6, 2008.

**Doran, D.,** Paterson, J., Goering, P., Nagle, L., Kushniruk, A., Bajnok, I., Clark, C., Srivastava, R., & Janz, T. Incorporating Best Practice Guidelines into the interRAI Mental Health Assessment for Interdisciplinary Care Planning. Canadian RAI Conference, 'Making the Quality Connection.' May 28-30 2008, Edmonton, AB.

**Doran, D.M.** Introduction and overview to nursing sensitive outcomes: Transforming nursing practice through outcomes measurement. 6th European Oncology Nursing Society Spring Conference, Geneva Switzerland, March 28, 2008 (invited plenary speaker).

**Doran, D.M.** Evidence as a Tool to Optimize Outcomes for Patients, Nurses, and the Health Care System. Dorothy Wylie Leadership Institute, May 24 2008.

**O'Brien-Pallas, L.,** (December 11, 07). What is the research telling us about the quality of work-life for nurses and its implications for their retention and recruitment? Breakfast with the Chiefs, University of Toronto, Toronto, Ontario.

**Doran, D.M.,** Mylopoulos, J., Kushniruk, A., Nagle, L., Sidani, S., Laurie-Shaw, B., Tourangeau, A., Lefebvre, N., Reid-Haughian, C., Di Pietro, T. Usability evaluation of a decision support intervention linking evidence based practice with Health Outcomes for Better Information and Care (HOBIC) outcomes measurement. Canadian Nursing Informatics Association Annual Conference, 1-3 October, 2007.

**O'Brien-Pallas, L.** (September 29, 08). The Gap between the Research and the Reality in HHR Planning. Chair Symposium. Vancouver, BC.

**Doran, D.M.,** Mylopoulos, J., Kushniruk, A., Nagle, L., Sidani, S., Laurie-Shaw, B., Tourangeau, A., Lefebvre, N., Reid-Haughian, C. & Di Pietro, T. Evaluation of an Electronic Point of Care Decision-Support System. 18th International Nursing Research Congress Focusing on Evidence-Based Practice. Sigma Theta Tau International, Vienna Austria, 11-14 July 2007.

## YOUR TURN

**Please send** us your nursing research information and announcements to be included in this section.

**We'd Like To Hear From You**

Do you have a suggestion for us? Please write to [info@nhsru.com](mailto:info@nhsru.com)



This research has been generously funded by a grant from the Government of Ontario. The views expressed on this website do not necessarily reflect those of the Government of Ontario.