

**NHSRU Nursing Research Bulletin**
November 2008**November 2008****E-News**

NHSRU's e-newsletter is published twice a year and is available on the NHSRU website or by subscription. If you would like to subscribe/unsubscribe please send an e-mail to info@nhsru.com. If your e-mail address is changing, please let us know.

Under The Microscope**University of Toronto site:****An Evaluation of Communication Practices in Ontario Family Health Teams (FHT)**

Given the importance of establishing effective collaboration and communication practices in health care teams, the current study will explore Family Health Teams (FHT) member's perspective on collaborative practice, and will examine the different styles of collaboration/communication being utilized as well as evaluate their impact on work place satisfaction, nursing efficiency, wait times and positive patient outcomes. The study will also address whether nursing staff and other FHT member's feel they've been adequately prepared for working in these collaborative environments, particularly with regards to their training in effective communication styles.

Issues in Long-Term Care and Community Nursing (LTCCC)

In 2008, at the request of the Ontario Ministry of Health, the NHSRU University of Toronto site, completed a study which investigated employment retention and recruitment initiatives reported by nurses and nurse leaders in the Public Health, Long-Term Care, and Community Care sectors in Ontario. The aim of the study was to gain insight into sector specific components contributing to the dissatisfaction reported by nurses in Ontario (O'Brien-Pallas et al., 2008). The most prevalent concerns expressed by nurses in the Community Care sector involved the lack of employment stability experienced by nurses due to the managed competition model, and the erosion of autonomy resulting from "over-supervision" by CCACs. This study therefore, will build on the NHSRU's previous study by refining its methods to include specific questions to probe more deeply into Community Care nurses' opinions about the impact of CCACs and managed competition, on their worklife and ability to provide care for their clients. The study will also be modified to provide the flexibility to allow a greater representation from nurses working in the Long-Term-Care sector, many of who were unable to participate in the focus group component of the previous study, by including individual telephone interviews with front-line nurses in this sector.

McMaster University site:**Creating a Virtual Community of Practice for Street Nursing**

The goal of this project is to develop and evaluate a Virtual Community of Practice (VCoP) for street nursing. The community of practice is aimed to promote best practices, support knowledge exchange and provide support to outreach and street nurses in Ontario. The project has two

phases: a) the needs assessment and participatory development phase (2007-8), and b) the implementation and maintenance phase (2008-9).

Fit between education and practice in a changing healthcare system: Are RPNs prepared for what they do and do they do what they are prepared for?

The purpose of this exploratory project is to assess the fit between what Registered Practical Nurses (RPNs) learn in the two year diploma program and their roles in various clinical settings. Past and present curricula will be reviewed and interviews will be held about RPN roles in specific settings.

The Evaluation of the Nursing Graduate Guarantee

The Ontario government's initiative to provide full time work to new nursing graduates is a success, according to a new report by researchers in McMaster University's Nursing Health Services Research Unit (NHSRU). The report shows the Ontario's Nursing Graduate Guarantee (NGG), an \$89 million initiative, is reversing a 20-year trend towards part-time and casual work. The proportion of registered nursing (RN) graduates with permanent full-time jobs increased from 2005 to 2007 (from 42 per cent to 65 per cent, respectively). The positive trend towards increased full-time jobs over the past three years suggests that the investment in creating full-time opportunities for new graduates is effective. The McMaster site will continue to monitor the employment of new nursing graduates, (registered nurse & registered practical nurses) and evaluate the impact of the NGG.

<http://www.nhsru.com/documents/Series%2010%20Employment%20of%20Nursing%20Graduates.pdf>

New Publications

Our Latest Reports

University of Toronto site:

- Bookey-Bassett, S., Laporte, D., Hayes, L., Etowa, J., Hiroz, J., Raqueno, M., **O'Brien-Pallas, L.** (July, 2008). *Sector Specific Components that Contribute to Positive Work Environments and Job Satisfaction For Nurses (SSC). Interim Report.* Toronto, Ontario, Canada: Nursing Health Services Research Unit, University of Toronto site. (link to report on nhsru website)
- Wang, S., Hayes, L., **O'Brien-Pallas, L.** (July, 2008). *A Review and Evaluation of Workplace Violence Prevention Programs in the Health Sector. Final Report.* Toronto, Ontario, Canada: Nursing Health Services Research Unit, University of Toronto site. (link to report on nhsru website)
- O'Brien-Pallas, L. Tomblin Murphy, G., Shamian, J. Li, X. 4, Kephart, G., Laschinger, H., Smadu, M., McGillis Hall, L., D'Amour, D., Gallant, M. (September, 2008) *Understanding the Costs and Outcomes of Nurses' Turnover in Canadian Hospitals. Final Report.* Toronto, Ontario, Canada: Nursing Health Services Research Unit, University of Toronto site.

McMaster site:

- *Health Human Resources Series Number 10 - Employment of Nursing Graduates: Evaluation of a Provincial Policy Strategy.*
<http://www.nhsru.com/documents/Series%2010%20Employment%20of%20Nursing%20Graduates.pdf>

Joint Workshops/Seminars:

- *Health Human Resources (HHR) . Report from the NHSRU Research Forum held March 31, 2008(link to report on NHSRU website)*

Journal Articles

University of Toronto site:

- Cranley, L., **Doran, D.M.**, Tourangeau, A.E., Kushniruk, A., & Nagle, L. Nurses' uncertainty in clinical practice: A literature review. (in press) *Worldviews on Evidence Based Nursing*.
- Lavoie-Tremblay, M. **O'Brien-Pallas, L.**, Gélinas C., Desforges, N. et Marchionni, C. (2008). Addressing the Turnover Issue among new nurses from a generational viewpoint. *Journal of Nursing Management*, 18, 724-733.
- Lingard, L., Espin, S., Rubin, B., Whyte, S., Colmenares, M., Regehr, G., Baker, G.R., **Doran, D.M.**, Grober, E., Orser, B., Bohnen, J., & Reznick, R. Getting teams to talk: Development and pilot implementation of a checklist to promote safer operating room communication. *Submitted to the Canadian Journal of Surgery*.
- McCutcheon, A., **Doran, D.M.**, Evans, M., Pringle, D., McGillis Hall, L. Effects of leadership and span of control on nurses' job satisfaction and patient satisfaction. *Submitted to Canadian Journal of Nursing Leadership*.
- **O'Brien-Pallas, L.** (2008). Nursing leadership investing in the research process: Nursing health services research unit - University of Toronto Site. *Canadian Journal of Nursing Leadership*, 21(1), 13-19.
- White, D., Oelke, N.D., Besner, J., **Doran, D.**, McGillis Hall, L., & Giovannetti, P. (2008). Nursing Scope of Practice: Descriptions and Challenges. *Canadian Journal of Nursing Leadership*, 21(1): 44-57.

McMaster University site:

- **Blythe, J., & Baumann, A.** (In Press) Internationally educated nurses: Profiling workforce diversity. *International Nursing Review*.
- **Blythe, J., Baumann, A., Rheaume, A., McIntosh, K.** (In Press). Nurse migration to Canada: Pathways and pitfalls of workforce integration. *Journal of Transcultural Nursing*.
- **Baumann, A., Blythe, J.** (May 31, 2008) "Globalization of Higher Education in Nursing" *OJIN: The Online Journal of Issues in Nursing; Volume 13 No. 2*.
- **Hunsberger, M., Baumann, A., Blythe, J., & Crea, M.** (In Press) Sustaining the rural workforce: Nursing perspectives on worklife challenges. *The Journal of Rural Health*.
- **Fuller, E., Baumann, A., Kneeshaw, C., & Deber, R.** (Sept 2008) A comparison of regulatory and community standards for nurses. *Canadian Nurse p.p. 30-34*.

- **Blythe, J., Baumann, A., Zeytinoglu, I., Denton, M., Akhtar-Danesh, N., Davies, S., & Kolotylo, C.** (2008). Nursing generations in the contemporary workplace. *Public Personnel Management, 37*(2), Summer 2008, 137-159.

What's New

NHSRU Research Forum

- The NHSRU held a Research Forum on September 15, 2008. The presentations and discussion addressed a number of key community nursing issues and the event was hosted by the Nursing Health Services Research Unit (NHSRU), the Nursing Secretariat, and the Research Unit, Ministry of Health and Long-Term Care.

NHSRU U of T Site Small Grants Competition 2008/2009

- The NHSRU U of T site annual Small Grants Competition was held in September 2008. The U of T site had a great response and would like to thank all those Co-Investigators who submitted a proposal. We were particularly pleased to see that the majority of submissions were from doctoral students and their supervisors. On behalf of Dr Linda O'Brien-Pallas (U of T site Director) we would like to congratulate the following U of T site Co-Investigators: Dr Mickey Kerr and Sara Lankshear(PhD candidate), Dr Diane Doran and Charlotte Lee (PhD student), Dr Sioban Nelson and Bukola Kolawole (PhD student), Dr Ann Tourangeau and Mae Squires (PhD student), Dr Gail Donner, and Dr Souraya Sidani.

Chair in Health Services and Policy Research

Congratulations to McMaster site Co-investigator Ivy Bourgeault, who has been awarded the Canadian Institutes of Health Research (CIHR) Applied Chair in Health Services and Policy Research for five years. Her work will focus on unpacking the contextual influences on health human resource planning through comparative research and conceptual modeling.

NHSRU External Advisory Committee

- Vanessa Lobo has joined the NHSRU External Advisory Committee (EAC) as a graduate student representative. This past summer she worked on the Ontario Safety Association for Community and Healthcare (OSACH) Occupational Health and Safety Management System (OHSMS) on behalf of the NHSRU for the Ontario Ministry of Health and Long-Term Care. OSACH is piloting the system in six health care organizations across the province.

On The Road (presentations, seminars, workshops)

University of Toronto site:

- **Doran, D. M.** (September 15, 2008). *Community Nursing: Exploring Employment Trends, Worklife Issues, & Patient Safety Outcomes*. Nursing Health Services Research Unit (NHSRU) Research Forum, Ministry of Health and Long Term Care, Toronto, ON
- **Doran, D.M.** (September 19, 2008). *Nursing Sensitive Patient Outcomes*. United Kingdom Oncology Nursing Society (UKONS) Annual Meeting – “Inspiring Cancer Nursing”, London, UK.
- Burkoski, V., **Doran, D. M.** Quinn, H., Reid-Haughian, C. (September 26, 2008) *The PDA Initiative: Bringing Knowledge to the Point of Care to Influence Outcomes*. RNAO 7th International Elder Care Conference, Toronto, ON.

- **O'Brien-Pallas, L.** (September 29, 2008). *The Gap between the Research and the Reality in HHR Planning*. Chair Research Symposium, Vancouver, BC.
- **Doran, D.M.** (October 18, 2008). *Patient-centered outcomes: Forward thinking care in a time of opportunity*. Princess Margaret 50th Anniversary Conference, Toronto, ON.
- **O'Brien-Pallas, L.** (October 22, 2008). *Creating work environments that are violence free*. Keynote at First International Conference on Workplace Violence in the Health Sector. Amsterdam, Netherlands.
- **O'Brien-Pallas, L.** (January 21-23, 2009). *Avoiding Violence in the Workplace*. National Database of Nursing Quality Indicators (NDNQI) 3rd Annual Conference. Dallas, Texas.

McMaster University site:

Underwood, J., Meagher- Stewart, D., Schoenfeld, B., Lavoie- Tremblay, M., Ehrlich, A., Blythe, J., Knibbs, K., Munroe, V., MacDonald, M., Crea, M. (June 4, 2008) *Effecting Systems Change to Support Public Health Practice Canadian Public Health Association: Reducing Health Inequalities through Evidence & Action*. Halifax, Nova Scotia, Canada

Baumann, A. (September 11, 2008) *Generational Nursing and the different scopes of practice among health care providers*. Correctional Services of Canada, Cornwall

Underwood, J. Baumann, A, Deber, R, Meagher- Stewart, D., Ciliska, D Matthews, S., Akhtar-Danesh, N., Dragan A. (September,22 2008) *Applying data in planning and decision making for Community and Public Health Human Resources*. CIHI Data Users Conference, Ottawa Ontario

Baumann, A. (September 23, 2008) “*The Use of Data to Evaluate Government Policy – A Longitudinal Analysis of Nursing Workforce*”. Data Users Conference Fairmont Chateau Laurier, Ottawa.

Underwood, J. Ehrlich, A. Knibbs, K. Meagher-Stewart, D. Schoenfeld, B Lavoie-Tremblay, M. Blythe, J., Munroe, V. MacDonald, M. Crea, M. (October 28, 2008) *Appreciative Inquiry: Research Methodology for Building Public Health System Capacity*. Ontario Public Health Association Conference “Making Healthy Communities Count” Public Health Conference Niagara Falls Ontario.

Baumann, A. (November 7, 2008) *Pandemic Planning: International perspective on interdisciplinary education and involvement with the WHO*. 5th Biannual Symposium by the International Nursing Interest Group (INIG), Mount Sinai Hospital

Baumann, A. (November 13, 2008) *Impact of Health Personnel Migration in Patient Safety*. XI Pan American Nursing Research Colloquium, Quito, Ecuador, Hilton Colon Hotel.

Your Turn

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

Reid-Greenaway Conference 2008

Nurses Building Bridges: Collaborations and Partnerships between Primary Care and Public Health

What will I learn? Hear about practice examples of primary care and public health collaborations from Manitoba, Nova Scotia and Ontario. For example: Breastfeeding support, 18 month child health strategy, infectious disease, pandemic planning, etc.

How can I apply this in my own practice setting? Gain insight from concrete, real-life examples into how to plan, develop, and lead collaborative strategies to improve healthcare outcomes.

Date: Friday, November 28, 2008

Location: Hamilton Convention Centre, 1 Summers Lane, Hamilton, ON

We'd Like To Hear From You

Do you have a suggestion for us? Please write to info@nhsru.com