



Clinical Nurse Specialist Association of Ontario  
 Association des infirmières et infirmiers  
 cliniciens spécialisés de l'Ontario

Volume 2015. No 2

**Special points  
 of interest:**

- 2 Educational Awards for CNS.**
- Deadline:**
- December 14<sup>th</sup>, 2015



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**Message from the CNS President of Ontario**

**Let's move  
 further into  
 ACTION !**

Hello Nursing Colleagues,

The holidays are almost over for most of us. We are forecasting new activities for the members. This year (2015-2016), we are planning free webinars for our members, either via RNAO or via CNA.

Another year of activities has begun. We are on the move... With the collaboration of CNSs in other provinces, we are working at formalizing our national association of Clinical Nurse Specialists of Canada (CNS-CA).

Since 2007, Marcia Carr and I have been discussing a better way to represent CNS with a national association for CNS and this is it... we are doing that in the next few months.

In Ontario, since 1977

the CNS interest group (CNSIG) worked hard at speaking up for CNS and we were instrumental in the creation of the National Association for CNS - CCNSIG years later. And now, at the national level, we are taking back our voice and unifying CNSs across the country. Most provinces are discussing the creation of their own CNS association as we speak. Even in Québec, with the RNs and the OIIQ (Order of Nurses of Québec) are facilitating this process and working at the title protection for CNS !!! They already have the title protection for the CNS in infection control, but they will enlarge this protection to all CNS in the next year.

The Canadian Nurses Association (CNA) is supporting the move of the CNSs across the country to unify and we will meet officially at the CNA house in Ottawa this fall with repre-

sentatives from provinces who are creating their CNS association. Thus, we will be able to join collectively our forces.

In Ontario, our association reached 300 members at the end of our fiscal year, and in BC they have 31 CNS members - CNSABC. The Ontario CNS are the largest group of CNS in Canada. And we are active in promoting our role, this with your support.

The use of the abbreviation – **CNS-ON** - makes it easier to recognize us right away as CNS in Ontario. We are working at decreasing confusion. This is one of the reasons I have proposed **CNS-CA** instead of CNSAC, for clarification and for visibility. What do you think? Let us know.

Sincerely,

Paul-André Gauthier, RN, CNS; DMD, MN, PhD (Nursing)  
 Clinical Nurse Specialist in Palliative Care, Sudbury, ON

**Paul-André Gauthier**  
 President

## Remembering a Colleague and Mentor:

### Dr. M. Josephine (Jo) Flaherty

January 6, 1934 – May 24, 2015

By Elisabeth Jensen, RN, PhD, Past President

Very early in my career, I was almost convinced I wasn't cut out to be a Registered Nurse. That may sound shocking today but it came about when I attended my first ever RNAO chapter meeting in the fall of 1972. I witnessed a very articulate nurse asking very knowledgeable questions of the President of the chapter, Peter St. James. I listened, thinking I could never be so knowledgeable about nursing or the issues facing the profession. I could never be a nurse in the way the woman speaking was a nurse. I saw her as a nurse like any other. The next day, I told him how discouraged I felt after hearing the discussions at the meeting. He laughed "You don't know? That was Dr. Josephine Flaherty, the Dean of Nursing at Western." I replied "Oh, I thought she was just a nurse like me." Like many nurses, I believed in the hierarch that places nurses with titles and credentials above those without.

I met her at the next Annual General Meeting of the RNAO and learned she was finishing a term as President. Later I got to know Jo much better. When I let my name stand for the office of provincial President of RNAO, a brave move for a staff nurse with only a diploma, Jo offered to help me campaign. I finally told her the story of that first meeting. She looked at me, "I am just a nurse like you" she said. She was a little annoyed that I had seen her as anything other than a colleague and a peer. It was a good lesson.

She was the first doctorally prepared nurse I had ever met. She had left the University of Western Ontario to take the position of Chief Nurse of Canada by that time, but still found time to work a shift in a cardiac unit every few weeks just to stay in touch with practice. Jo valued practice in a way that few leaders did. She saw it as the highest calling. She was very strong in her faith and this was reflected in how she lived her life and in how



she approached her profession. I valued her council and her mentorship over the years. Being taken under her guidance was enormously helpful and I valued her stories, her wisdom, and her grasp of nursing and health care. For many years, she attended every annual general meeting and participated fully in discussions, often raising excellent points and questions. As her health failed in later years, she no longer came but retained an interest in what was going on. Mutual colleagues would keep me posted on how she was doing.

I was deeply saddened to learn that she passed away last May at the age of 81. She will remain in the collective history of nursing in Ontario, and in the country, as a strong, articulate, and dedicated nurse and leader. I can only aspire to do as well in mentoring young nurses as I experienced being mentored as a young nurse by Jo.

**Elisabeth Jensen**  
Past-President

#### For more information:

<http://resources.cpha.ca/CPHA/ThisIsPublicHealth/profiles/item.php?l=E&i=329>

<http://www.canadianobituaries.com/mary-josephine-flaherty-obituary-may-24-2015.html>

<http://rnao.ca/news/memorial-dr-josephine-flaherty-rn-phd-1934-2015>

## Highlights from the Canadian Nurses Association (CNA) Meeting of Members

The Canadian Nurses Association held its Annual General Meeting of Members on Tuesday, June 9, at the Shaw Centre in Ottawa. The Meeting consisted of Class A, B and C members, all having voting privileges.

**Class A** members are Jurisdictional Members. The criterion for a Class A membership is that each individual affiliated with a Class A member must be a resident in the province or territory of such Jurisdictional Member. There are currently eleven Directors who represent Class A Jurisdictional members, all of which were represented at this meeting, for a total of 140 votes:

- Association of Registered Nurses of British Columbia (ARNBC),
- College and Association of Registered Nurses of Alberta (CARNA),
- Saskatchewan Registered Nurses' Association (SRNA),
- College of Registered Nurses of Manitoba (CRNM),
- Registered Nurses' Association of Ontario (RNAO),
- Nurses Association of New Brunswick (NANB),
- College of Registered Nurses of Nova Scotia (CRNNS),
- Association of Registered Nurses of Prince Edward Island (ARNPEI),
- Association of Registered Nurses of Newfoundland and Labrador (ARNNL),
- Yukon Registered Nurses Association (YRNA) and
- Registered Nurses Association of Northwest Territories & Nunavut (RNANT/NU).

**Class B** members are nursing students enrolled in an educational program for entry to practise as a registered nurse, who are in good standing with the Canadian Nursing Students' Association (CNSA). There were 5 Class B members in attendance, thus representing 5 votes.

**Class C** members are registered nurses who are in good standing with their provincial/territorial regulatory body and with their nominating member organization of the Canadian Network of Nursing Specialties (CNNS), and have paid CNA fees either through their Jurisdictional member or as part of the Independent Nurses Group. There were 10 votes allocated to the Class C member –CNNS, of which nine representatives for the following CNNS members were present:

- Canadian Association of Neuroscience Nurses,
- Canadian Association for Enterostomal Therapy,

- Operating Room Nurses Association of Canada,
- Canadian Association of Rehabilitation Nurses,
- Canadian Council of Cardiovascular Nurses,
- National Emergency Nurses Association,
- Canadian Nurse Continence Advisors,
- Canadian Gerontological Nursing Association (CGNA),
- Canadian Association for Nursing Research,
- Canadian Association of Nurses in Oncology and
- Canadian Federation of Mental Health Nurses (CFMHN).

### Did you know ?

This year, CNA proposed a by-law amendment which represented an opportunity to formalize CNA's core structure and to reaffirm the requirement of universal membership for jurisdictional members.

Excerpt from: *Canadian Nurses Association, 2015. Bylaw Amendment to CNA Annual Meeting of Members – June 9, 2015. 4 pages :*

“Class A membership shall be available only to organizations or corporations that: (a) are interested in furthering the corporation's purposes; (b) are a provincial or territorial nursing association, professional college or another body representing Registered Nurses in a geographic region and that meets such other criteria as the Board may determine; (c) **make payment of the Fees as set out in Article 15** and (d) have applied and have been accepted for Class A voting membership in the corporation.

Organizations in Class A shall pay a membership fee or, where applicable, the purchase price for the provision of services or an alternate arrangement as determined by the board (**collectively, the Fees**), based on the number of Registered Nurses affiliated with such Class A member.

**For the purposes of this Article 15, the number of Registered Nurses affiliated with a Class A Member shall be no less than all of the Registered Nurses and Nurse Practitioners with a current practising license/ registration who are members or registrants of such Member.”**

Carmen Rodrigue



In March 2015, the CNA board considered and recommended a change to CNA's by-laws that, if approved, would reaffirm the requirement of universal membership for jurisdictional members. Class A members reported that this proposed by-law change had been extensively discussed at previous CNA board meetings. There was much discussion on this proposed by-law change by all Class A members also on June 9, 2015.

Since this by-law amendment represents a major change to CNA, Karima Velji, CNA President explained that it must be approved by the members of the corporation, as well as by each class of members affected by the change, by Special Resolution. Therefore, in order for this by-law amendment to be approved, it had to be first approved by a majority of not less than two-thirds of the votes of Class A members cast on this by-law amendment, considered as a special resolution. All Class A members voted on this by-law change and it was approved. Thereafter, a second vote was held for all Class A, B and C members to vote on the same by-law change; this also required two-thirds majority for this by-law to be approved and it was approved on the second vote. Since this special resolution has been approved, this means that RNAO is no longer a Class A member, since it does not currently pay registration for all Registered Nurses and Nurse Practitioners affiliated with such Class A members. In the Fall 2014, each RNAO member had to check off on their registration form that he or she wanted to be a member of CNA and pay the additional fee accordingly.

As a member of RNAO, the Clinical Nurse Specialist Association of Ontario and the Mental Health Nurses Interest Group and as the Ontario representative for the Canadian Federation of Mental Health Nurses, I am hopeful that the RNAO will inform all its members regarding the implications and consequences of this approved by-law amendment and also further enlighten its members about the impact of this significant change at the next RNAO Annual General Meeting in 2016.

Carmen Rodrigue, MSc., RN  
 Director of Education and Membership, CNS-ON

*We were visible!*



*Your executive in  
 ACTION!  
 We were co-hosting the  
 opening ceremonies  
 at the RNAO-AGM*



## We have new Executive Members.

**Rashmy Caroline Lobo** (RN, MSN). She became the Director of Policy & Practice CNS Association of Ontario for 2015-2017.

Rashmy has worked in practice development, leadership and administrative capacities in India, Dubai and Canada. Her expertise of over 14 years is in developing workplace policies, practices, order sets and standards of care. Rashmy was born in Oman, has a Baccalaureate and Masters of Science degree in Nursing from L. T College of Nursing, Mumbai, India. She has been a clinical mentor for students in Masters Programs. Streamlining models of care delivery, implementing best practice standards and innovation in care processes are some of the responsibilities she has taken and has been a positive influence in organizational strategic planning.

Rashmy is the Clinical Nurse Specialist for the Cardiac Programs at William Osler Health Systems. As the CNS, she is responsible for models of care changes, quality nursing practice and enhancing nursing contributions to organizational effectiveness related chronic disease management- heart failure, acute management of coronary syndrome and myocardial infarctions, cardiac diagnostic and rehabilitation.

### Website:

<http://cns-ontario.rnao.ca/>

If you have any suggestions, send them to:

[pgauthier@rnao.ca](mailto:pgauthier@rnao.ca)

### Facebook:

<https://www.facebook.com/pages/Clinical-Nurse-Specialists-Association-of-Ontario-Canada/113210988761198?fref=ts>

**Dr. Victoria Smye** is an Associate Professor and Director of the Nursing Programs, Faculty of Health Sciences, University of Ontario Institute of Technology (UOIT) (2014 – present). Victoria's clinical practice experience spans over a 25 year period, including practice as a Clinical Nurse Specialist in mental health over a 10 year period before completing a PhD at the University of British Columbia (2004) and beginning on an academic career path (2001). During her tenure in nursing at UBC (2005-2014), she provided leadership to and taught in the CNS stream of the Masters program. In addition, Victoria was a roundtable discussant for the CNA report entitled, Strengthening the role of the Clinical Nurse Specialist in Canada (January, 2013).

Victoria's research focuses on addressing inequity in mental health and substance use/addictions policy and services. Currently her research is located at the intersections of violence, gender, poverty, mental health and addictions and Indigenous health. For example, she is leading a CIHR-funded study entitled, Aboriginal Men's Narratives of Health: Reclaiming our Lives conducted in collaboration with other researchers, community agencies and community members. Her recently concluded CIHR-funded research includes studies entitled,

- a) Aboriginal Peoples' Experiences of Mental Health and Addictions Care;
- b) Aboriginal Women's Experiences of Leaving Abusive Partners
- c) Improving Primary Health Care: Lessons Learned from two Aboriginal Health Centers (all Operating Grants) and
- d) The Methadone Mess (an International Project).

Dr. Smye is a co-investigator on several studies, including health equity research in primary health care and the Masculinities and Men's Depression and Suicide Network project, funded by The Canadian Men's Health Network "Movember" (2013) led by Dr. John Oliffe.

**As the editor :**

I invite all members of the CNS Association of Ontario to send us notes, articles, pictures of interest for the next newsletter.

We are quite interested in your everyday practice, send us a **short article** to let your colleagues know what you are doing in your practice.

At : pgauthier@rnao.ca

Paul-André Gauthier

**FYI—numbers:**

- We have maintained a minimum of 250 members (RNs) over the past years. We do not have any undergrad nursing students. For ex.
  - o For Oct. 31, 2011 : 250 RNs
  - o For Oct. 31, 2012 : 251 RNs
  - o For Oct. 31, 2013 : 262 RNs
  - o For Oct. 31, 2014 : 300 RNs !!! Done.
  - o For 2014-2015 :
    - ✦ April 2015: 268 RNs.
    - ✦ July 2015: 273+ 2 award recipients– (275).
    - ✦ These numbers show that our Association is **growing**.

Also, it means that we have enough members to receive a group discount by RNAO. We are currently pursuing this with the staff at RNAO.

**In May 2015**

**Nursing Student Awards were given to CNS-MN Student studying in Ontario.** They received a certificate, a key chain, and we added them to the list of members:

- ✓ University Western Ontario recipient – Kingsley Au, RN.
- ✓ Ottawa University recipient – Irene Oliveira, RN.

**Congratulations to all !**

**NACNS 21<sup>th</sup> Anniversary  
March 3<sup>rd</sup> to 5<sup>th</sup>, 2016  
Philadelphia, PA, USA.**

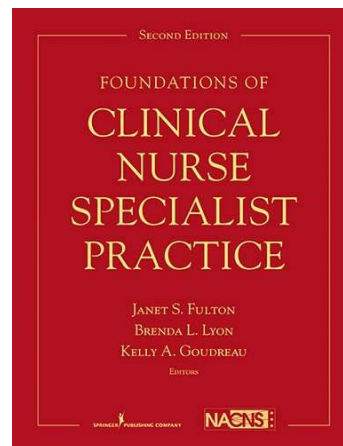
NACNS 2016 Annual Conference .  
“The Future is Today: Entering a World of  
New Practice Challenges for the  
Clinical Nurse Specialist”

Location : the Loews Philadelphia Hotel.

**Call for Abstracts – ,  
Deadline: August 3, 2015**  
Please review the abstract submission guidelines prior to submitting your abstract:  
<http://www.nacns.org/docs/Call4Abstracts2016-2.pdf>  
Click here to start the abstract submission process:  
<http://precis2.preciscentral.com/Link.aspx?ID=2150E6994CCBFF09>

**FYI**

Fulton, J. S., Lyon, B. L., & Goudreau, K. A. (2014). Foundations of clinical nurse specialist practice (2<sup>nd</sup> edition). New York, NY: Springer.  
Please order and read.... most interesting examples with 42 chapters about CNS !  
<http://www.springerpub.com/foundations-of-clinical-nurse-specialist-practice-second-edition.html>



More pictures from the RNAO AGM. April 2015.



## « Impressive Ambassador » Dr. Paul-André Gauthier

A Sudbury nurse, well known in clinical and academic circles, receives one of his professions highest awards. Paul-André Gauthier will be presented with the Lifetime Achievement Award by the Registered Nurses' Association of Ontario at its annual general meeting dinner in Toronto. The award recognizes long-time RNAO members who have made exceptional contributions to nursing practice, education, administration or research. It also honours nurses for promoting the association among colleagues, government and other health care partners.

Gauthier, 56, is the only six-time member of RNAO's board, serving Northern Ontario. A clinical nurse specialist in palliative care, Gauthier retired from teaching nursing at College Boreal in 2013 and now volunteers at Maison Vale Hospice, among other organizations, and acts as a consultant on nursing issues. In retirement, Gauthier has also been delivering presentations to health-care and other groups on the difference between palliative care and euthanasia. Some people think the terms are interchangeable and that couldn't be further from the truth. Palliative care involves making people comfortable in the last days of their lives, managing pain if they are suffering it, and helping them and their families through what can be a difficult time.

Gauthier is a long-time advocate for the nursing profession, and advanced education and training for nurses. He has also championed the rights and needs of clients at government, particularly at the annual nurses' day at Queen's Park. Gauthier has worked long years in hospital, but he doesn't call the people he has cared for patients. He calls them clients, sending a message that they are individuals who have the right to expect and demand the best possible level of care and to be involved in decisions affecting that

care. He has been involved since the early 1980s in the RNAO, the volunteer professional association representing registered nurses, nurse practitioners and nursing students in Ontario.

He began his nursing career in Québec city after getting a bachelor of science in nursing. He later earned a teaching degree, two master's degrees and a PhD. He is co-president of the Clinical Nurse Specialist Association of Ontario along with Elisabeth Jensen, who nominated him for the RNAO award. In her nomination, Jensen cited Gauthier for serving as a role model to the profession, and for his support and creativity in raising the profile of nurses provincially and nationally.

Gauthier is "an impressive ambassador for the nursing profession and he tirelessly inspires others to get involved," said Jensen.

In announcing the choice of Gauthier for the Lifetime Achievement Award, the RNAO said anyone who has ever been to association events knows who he is. "His dedication and enthusiasm have made him one of the association's most familiar faces," said the RNAO.

"As a resident of Sudbury, and Timmins before that, he is a tireless advocate for the North, and colleagues joke he put Northern Ontario on the map at RNAO. "Through hundreds of media appearances and countless meetings with politicians, he has drawn attention to nursing and health issues in the North of this province." Gauthier said he is honoured to receive the award from the association in which he has been and remains so active. He is a strong advocate of hospitals and other health institutions hiring clinical nurse specialists, advanced practice nurses who hold a master's or doctoral degree in a specialized area of nursing practice. Gauthier chose to become a CSN in palliative care because he thought it was an



area of practice that wasn't attracting enough attention or caregivers.

He said he was honoured to receive the RNAO award because it is being given to him by his peers.

Carol Mulligan.  
[carol.mulligan@sunmedia.ca](mailto:carol.mulligan@sunmedia.ca)

<http://www.thesudburystar.com/2015/04/19/paul-andre-gauthier-earns-top-honour-from-nurses-association>

**Sudbury Star.**  
**Monday,**  
**April 20, 2015**

• pp. 1 and 4.



## « Impressive Ambassador » Dr. Paul-André Gauthier

### Lifetime Achievement Award - Paul-André Gauthier

*This award is given to long-standing RNAO members who have made exceptional contributions to nursing practice, education, administration or research at the provincial, national or international levels. This includes activities that promote the association among nursing colleagues, the government and other health-care partners.*

If you've been to an RNAO event, you know **Paul-André Gauthier**. Since 1983, his dedication and enthusiasm have made him one of the association's most familiar faces. He holds the distinction of being RNAO's only six-time board member, representing region 11 each time. A clinical nurse specialist in palliative care, Paul-André is passionate about education, both for himself and others. He has personally completed five university programs, and has taught nursing for more than 30 years after making a career change from head nurse/nurse supervisor. As a resident of Sudbury, and Timmins before that, he is a tireless advocate for the north, and colleagues joke that he put Northern Ontario on the map at RNAO. Through hundreds of media appearances and countless meetings with politicians, he has drawn attention to nursing and health issues in the north of this province. "Politicians think they know, but they only see one angle," he explains.



"Registered nurses in all sectors have solutions if we just listen to them." Retirement has hardly slowed Paul-André down, and he continues to have an impact at all levels of RNAO.

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<http://rnao.ca/about/awards/recognition-awards/2015-recognition-award-winners/lifetime>

## CNS Association of Ontario 2015-2017 Executive members



Picture (from left to right) :

- ✓ Paul-André Gauthier, President & Director of Finance.
- ✓ Carmen Rodrigue, Director of Education and Membership.
- ✓ Elisabeth Jensen, Past-President.
- ✓ Carole Caron, Director of Communications.

Not on the picture:

- ✓ Rashmy Caroline Lobo, Director of Policy and Practice.
- ✓ Kadeen Briscoe, Member : CNS Student Representative.
- ✓ Victoria Smye, Member.

If you need to be in touch with us:

- ✓ [pgauthier@rno.ca](mailto:pgauthier@rno.ca)
- ✓ [ejensen@rno.ca](mailto:ejensen@rno.ca)

## CNS Association of Ontario Education Award 2015

Two (2) bursaries in the amount of **\$ 1,000 each** will be awarded to a member of the CNS Association of Ontario who:

Is pursuing graduate education in nursing with a CNS stream (Master's or PhD level)  
**or**  
Will be attending an advanced practice nursing (CNS stream) conference in the coming year

### AND

- Who is a current member of the CNS Association of Ontario (one year or longer);
- Who currently resides in Ontario;
- Who has submitted their curriculum vitae (including mailing address, telephone number and email address);
- Who has enclosed one letter of reference (from a peer or academic reference);
- Who has completed a short essay (not to exceed 500 words) on:
  - ✓ Your professional objectives/ career goals (purpose for undertaking the program of study), and your potential contribution to advanced practice nursing.

**Deadline: Monday, December 14<sup>th</sup>, 2015 before 1500 hours (3:00pm)**

**Submit to :**

**Clinical Nurse Specialist  
Association of Ontario**

2004 Regent St., Suite 206  
Sudbury, Ontario. P3E 6A7

E-mail:

**pgauthier@rnao.ca**

### Application Process :

Please send *your current curriculum vitae, one letter of reference (academic or professional), and a short essay of why you are deserving of this award* to:

- ✓ The bursary will be **awarded** at the CNS Association of Ontario's Executive — **before the end January 2015**.
- ✓ The person will receive a refund when the Director of Finance of the CNS Association of Ontario has received an **official receipt and proof** of successful completion **prior to October 1<sup>st</sup>, 2016**.

Paul-André Gauthier