Special points of interest:

- 3 types of CNS Awards;
- AGM (Ontario): Saturday, May 3rd, 2014;
  - Hilton downtown Toronto at 08:30 AM,
- NACNS Conference: March 6-7, 2014
  - Orlando, Florida, USA.

Inside this issue:

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Message from the CNS Co-Presidents of Ontario

Co-President's Comments:

We are living in interesting and exciting times. The Canadian Nurses' Association is looking at developing certifications for Clinical Nurse Specialists. Groups are currently working at developing what this will look like and how to determine the qualifications. The important thing is that this will be based on qualifications, not on the title of the position one may hold at work. This is a key step in the profession reclaiming the CNS from employers who have defined this as a job description. I can still remember feeling shocked, while secretary to the Canadian Association of Advance Practice Nurses, when we received an application for membership from a practical nurse whose job title was Clinical Nurse Specialist. Certainly the presence of staff identified as Clinical Nurse Specialists implies to consumers that clinical experts are providing care, but it is misleading when the nurses so identified are in fact not specialists. For this reason, the activity to develop certification at the national level is overdue.

The current work by CNA is supported by a study recently published by two Canadian researchers, Dr. Diane Campbell and Dr. Joanne Profetto-McGrath. These nurses published their study into the “Skills and attributes required by clinical nurse specialists to promote evidence-based practice” in the September/October (2013) edition of the Clinical Nurse Specialist. With the current emphasis on best practices in practice, this work is timely. They surveyed 23 nurses who were self-identified as clinical nurse specialists as part of their 2010 registration information. Of the available pool of 78 CNS, 23 participated in the study. The respondents all agreed that to be a CNS, a graduate degree with content in the research process was essential. Interestingly, they also reported that several years of practice prior to returning to school for a graduate degree was essential. Clinical expertise is an essential part of being a CNS, “1 year of practice followed with a master’s degree would not be sufficient” (Campbell, & Profetto-McGrath, 2013, p. 251). One nurse was quoted as saying “2 or 3 years as a bare minimum, and 5 doesn’t hurt” (Campbell, & Profetto-McGrath, 2013, p. 251). This is congruent with the findings of...
the work by Dr. Patricia Benner (1984) who studied skill development in nurses. She found that it takes a minimum of 5 years in practice to become an ‘expert’.

As I have reported in the past, the education sector will need to relook at how we prepare nurses for practice at the CNS level. Core courses for Nurse Practitioners are delivered only by educators registered as RN-EC who are also still practicing. The requirement, that an educator delivering a course to prepare a student for a career as a CNS be a currently practicing CNS, does not exist at this time. WE do not even require that this educator have their degrees in nursing. As a practice based profession, this will be an area that will need to be addressed as we move forward. Unlike medicine, the nursing profession still separates education from practice. This artificial separation in a practice based profession will be increasingly difficult to defend as we move forward.

These challenges are not insurmountable. They are some of the issues we will be facing and addressing in the next few years. Certainly, the national movement toward certification will force difficult discussions and decisions. Will certification be based on what is common across all areas of CNS practice or will it be by speciality? How will we define what is a clinical speciality? What will a nurse need to demonstrate in order to show they are knowledgeable and skilled as a clinical specialist? What is required from the education community to support CNS growth in Ontario, and in Canada? We do indeed live in interesting and exciting times, filled with possibilities. This is an opportune time to engage in the dialogue and to participate in shaping an exciting future for Clinical Nurse Specialist.


CNS Association of Ontario AGM
Saturday, May 3rd, 2014 at 08:30

Our AGM is taking place at the Hilton Toronto (downtown). We look forward to seeing you there.

As the editor: Paul-André Gauthier

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.

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Conference-NACNS
(National Association of Clinical Nurse Specialist - USA):
March 6-8, 2014
NACNS 2014 Annual Conference

A conference where 600-800 CNS meet and present papers, research, clinical work, etc.
-Register and you can attend.
  http://www.nacns.org/
-Program:
  http://www.nacns.org/docs/Program2014.pdf

Orlando World Center Marriott
8701 World Center Drive,
Orlando, Florida 32821 USA

http://www.nacns.org/

NACNS Journal


Subscription is included with NACNS Membership! join Now.
Let’s move further into ACTION!

Co-President’s Comments:

As we are moving forward with the CNS recognition, together we need to be involved locally, provincially, and also nationally to influence the health care system, nursing leaders and health care institutions. Now it is becoming imperative, with all the budget restrictions, to be more visible and to utilize our knowledge and advanced expertise to influence the health care outcomes and services.

We know, in our own areas of practice that there are challenges that are waiting to be addressed. When we will move further into ACTION, then we will see greater results. How can one do that? In the previous newsletters of October 2010, January 2011, August 2011, I summarized all the chapters of the book by Fulton, Lyon, and Goudreau (2010) to facilitate your work. It contains many examples and ways CNS can act in their workplace to utilize their full potential and expertise. As CNS, we are advanced practitioners, and we have grown in credibility over the years.

As we continue to represent you, we need your support in becoming more effective in representing CNS. We should have CNS title protection in Canada and, specifically in Ontario… as other jurisdictions have done in North America. We have been lobbying for this for years. What is happening with our own nursing organisations to justify these delays? There are already three (3) categories of nurses in Ontario: NP, RN, RPN; we can easily add CNS and ensure that CNS are recognized as advanced practitioners and specialists in our own profession. We are looking for universities also to assist us in developing further the MN / M.Sc.N.-CNS stream in the graduate nursing program with a minimum of 500 hours specialized clinical hours. Universities should be proud to make a difference and to contribute to the improvement of nursing clinical environments.

I ask all of you to be involved and influence the nursing practice in your own health care organization and join forces actively with us, as CNS in Ontario. This will help us to achieve our goal to improve the recognition of the CNS in health care and the significant difference in the clients’ and patients’ outcomes will be acknowledged.

If you can, we would invite you to write to us in our next newsletter, to your newspaper’s editor, to talk to your MPPs, MPs, to the television about your role and how you make a difference. Together, we can Speak out for nursing and Speak out for health.

October 2010 (chapters 1 to 12) 
January 2011 (chapters 13 to 24) 
August 2011 (chapters 25 to 42) 

Political Action .
Meetings to discuss - CNS April 2013 .

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Topic: Future Positioning of the Clinical Nurse Specialist
Guest Speaker: Josette Roussel, RN, GNC(C), M.Sc., M. Ed. 
Senior Nurse Advisor, Professional Practice, Canadian Nurses Association .

Date: Friday, April 4, 2014
Time: 7:30 am - 9:30 am - Breakfast included.
Location: The Ottawa Hospital, Riverside Campus, Boardroom, Ottawa, Ontario.
RSVP to Susan Phillips by Monday, March 31, 2014 at the following e-mail: sphilips@ottawahospital.on.ca
**CNS Annual General Meeting 2014**

Registered Nurses’ Association of Ontario  
L'Association des infirmières et infirmiers autorisés de l'Ontario  
Clinical Nurse Specialist Association of Ontario  
Association des infirmières et infirmiers cliniciens spécialisés de l'Ontario

Saturday, May 3\(^{\text{rd}}\), 2014  
8:30 to 11:00 AM  
Hilton Toronto (downtown)

**Come and join us for breakfast.**

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**CNS Association of Ontario 2013-2015**

Executive members

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*Picture (from left to right):*
- Carmen Rodrigue, Director of Education and Membership.
- Elsabeth Jensen, Co-President.
- Carole Caron, Director of Communications.
- Paul-André Gauthier, Co-President & Director of Finance.

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If you need to be in touch with us:
- ejensen@rnao.ca
- pgauthier@rnao.ca
- crodrigue@rnao.ca
The Role of the Clinical Nurse Specialist - The Agglutinating Protein

As a Clinical Nurse Specialist in the Orthopedic program, my role is well positioned to work within the healthcare system to be a leader of change, aimed not only to seek but develop evidence-based interventions to improve the quality of care, coach patients to optimize their pre op confidence and capacity, as well as act as a facilitator for the various teams enabling improved communication and collaboration of their specific roles to achieve our common goal, which was to ensure the best possible patient outcome.

On April 24, 2013, I was made aware of a patient requiring a total hip replacement resulting from a developmental hip dysplasia, who also had a genetically inherited blood disorder called “Bernard Soulier Syndrome”. As I have been the liaison with the Hematology team, coordinating care for patients with Hemophilia and other blood issues having orthopedic surgery at our site I was contacted to coordinate this first hip replacement recorded globally. The surgery was booked for May 16, 2013.

Interestingly, I met this patient shortly after finding out about her upcoming surgery in the Pre Op Orthopedic Class which I facilitate for all patients having a total joint replacement. I introduced myself and could sense her anxiety from the onset. I shared with her that I would be coordinating her care, that I had done research on her genetic blood disorder and that I would be available for her throughout her journey. I shared my contact information with her and assured her that she would be involved in the care planning process. I could see the relief in her face and sensed the beginning of a strong therapeutic nurse-client relationship.

My strategy was aimed at engaging the necessary interprofessional care providers through education and support to coordinate a plan of care enabling consistent care and minimizing risks of potential harm.

“Bernard Soulier Syndrome” is a blood clotting disorder that hinders the ability of blood platelets to stick together and spread around a broken vessel. There are only 100 known cases in the world and she was having the first hip replacement. As the Clinical Nurse Specialist, my role was to build a team and a care plan for the best possible outcome.

I began with a literature review of the Syndrome, based on current practice and prepared an education package that I would share with all involved once a plan was established and accepted by the Hematology and Orthopedic team.

Having been provided with the Pre Op orders written by the Hematology team (3 physicians), I reviewed the orders modifying them ensuring flow of process with the Total Joint Arthroplasty Post Op orders to provide clear expectations for care. I proceeded to develop the plan of care beginning with admission and flowing to discharge, ensuring ongoing communication with the Hematologists and Ortho Surgeon for review, feedback and edits.

Continuing with the interprofessional engagement plan, I connected with the Thrombosis, Pharmacy, Transfusion Medicine, Internal Medicine and Anesthesiology teams to share the education package and review the plan of care to confirm their role in the process. I will share my pleasure and pride to have been so well received by everyone, all expressing their genuine concern and commitment to making this a positive experience for the patient.

The final and most important group were the nurses with whom I spent a significant amount of time to review the reasonableness of the plan for them to implement. The teams that I met included the Perioperative Nursing Team, which included nurses in both Same Day Surgery and Post Anesthetic Care Unit to confirm understanding of care from admission to transfer to the OR. Of significant importance was the pre op administration of Desmopression, requiring very close monitoring (done in PACU) and platelets prior to surgery. The decision was made by the team to have the patient go to PACU pre op for further monitoring.

Carole Caron
There were no further issues and the patient progressed well and was discharged home, expressing appreciation for all care provided with follow up plans on post-op day 19.

Given the amount of time to prepare the education package, plan of care and educate care providers, including the patient and her family, I was pleased with the outcome of this most challenging experience.

My reflections on my role as a Clinical Nurse Specialist with this process:

I feel that my knowledge, coaching skills and leadership abilities as a Clinical Nurse Specialist contributed the successful and positive patient experience, resulting from a well-coordinated, clearly defined and shared Pre Operative plan of care, engagement and collaboration of the interdisciplinary team with ongoing communication with resolution as issues presented.

Connecting with the patient, establishing the therapeutic relationship from the onset and ensuring ongoing communication throughout her journey contributed to her sense of control which she shared enabled her with her recovery.

She shared that knowing that she could call me at any time and that I would be available to speak on her behalf, especially on her transfer to rehab when I met with the physicians and nursing staff, sharing her experience related to pain management could have had a much different outcome.

Carole Caron

RN, CNS; B.Ed., MA
Clinical Nurse Specialist Orthopedics, Hamilton Health Sciences.
Associate Clinical Professor Faculty of Nursing, McMaster University Medical Center.

Website up-dated:
http://cns-ontario.rnao.ca/

If you have any suggestions, send them to : pgauthier@rnao.ca

Facebook:
CNS Association of Ontario  
call for nominations for 2014-2016

◊ Director of Research.  
◊ Director of Policy and Practice.  
◊ MN (CNS stream) Student Representative.

GUIDELINES

Nominations must be received no later than:

◊ Wednesday, April 23rd, 2014 at 1500 hours (3:00pm).

Persons nominated must be members of RNAO and CNS Association of Ontario in good standing for the year 2013-2014 and a CNS, who are willing to carry out the obligations of the office to which they may be elected.

Nominees require the signatures of one nominator who must be RNAO and CNS Association of Ontario member in good standing for 2013-2014.

All nominations should be sent to the President of the CNS Association of Ontario:

Elsabeth Jensen, RN, BA, PhD  
Co-President,  
CNS Association of Ontario  
c/o Graduate Program Director,  
School of Nursing,  
Faculty of Health  
Health, Nursing, and Environmental Studies Building (HNES), Room 325  
York University, 4700 Keele  
Street, Toronto, Ontario M3J 1P3  

Tel. (416) 736-2100, ext. 21023  
Fax (416) 736-5714 (* please include a cover letter*)  
e-mail: ejensen@rnao.ca
CANDIDATE (NOMINEE) CONSENT for a position on CNS Association of Ontario Board of Directors for 2014-2016:

I, ________________________________, consent to my name standing for election to the office of ________________________________ for the designated term of office, and agree to fulfill the duties of the office if elected.

Signature ____________________________________________

NOMINEE INFORMATION (please print)

NAME: ______________________________________________
ADDRESS: __________________________________________
CITY: ______________________________________________ POSTAL CODE: ______________
TELEPHONE: (RES) ____________________ (BUS) _______________ ext ________
FAX: _________________________ EMAIL: ______________________________
RNAO #: ______________ CHAPTER: __________________________ REGION: _______

SUPPORT FOR NOMINEE:
The nominee and nominators must be RNAO and CNS Association of Ontario members currently in good standing for the year 2013-2014. In the space below, a nominee is required to obtain the contact information and signatures of one (1) nominator. All nominations must be received by mail, by fax or by e-mail (scanned documents) no later than Wednesday, April 23rd, 2014 at 1500 hours (3:00pm). Applications incorrectly or inadequately completed will not be accepted.

ENDORSEMENT:
I HEREBY NOMINATE THE ABOVE-NAMED CANDIDATE FOR THE POSITION OF:

- Director of Research.
- Director of Policy and Practice.
- MN (CNS stream) Student Representative.

Name ____________________________________________ RNAO # ________________
Address ____________________________________________
TELEPHONE: (RES) ____________________ (BUS) _______________ ext ________
Signature ____________________________________________ e-mail : _____________________
The 9th annual CNS of the Year Award will be presented during CNS Association of Ontario’s Annual General Meeting (AGM) on Saturday, May 3rd, 2014. Please review the criteria and submit a completed application with corresponding rationale for those individuals who you feel should be considered.

**Purpose:**
To provincially recognize a member of the CNS Association of Ontario for outstanding professional achievement as a Clinical Nurse Specialist in the domains of advanced nursing practice. The award acknowledges a nurse who demonstrates CNS competencies and exemplary practice in client care, nursing and health care delivery systems. Current board members of the CNS Association of Ontario are not eligible for nomination. The board members may not be involved in nomination processes.

**Eligibility Criteria:**
1. The candidate must be nominated by a Registered Nurse.
2. The candidate has a current Ontario certificate of competence and currently resides in Ontario.
3. The candidate must have current membership in CNS Association of Ontario for one year or longer.
4. The candidate must have at least 2 years of experience as a Clinical Nurse Specialist.
5. The candidate must serve as a role model to nursing colleagues by:
   a. Maintaining an outstanding level of skill and knowledge in their specialty area.
   b. Utilizing or demonstrating CNS competencies in the five domains of advanced nursing practice.
   c. Demonstrating quality client outcomes as a result of his/her practice.
   d. Supporting nurses in the delivery of client care or the advancement of nursing practice.
   e. Promoting change or collaboration at the system level to improve or impact client care.
6. The candidate actively promotes the role of the CNS.

**Award:**
A one year complimentary membership to CNS Association of Ontario, a certificate, non-transferable complimentary registration to CNS Association of Ontario’s AGM May 2014 and a key chain—CNS. The award will be presented at the CNS Association of Ontario’s Breakfast Annual General Meeting, held in conjunction with the RNAO AGM. Recipient will be encouraged to attend the meeting. A picture of the award winner will be taken at the AGM and profiled in an upcoming CNS Association of Ontario’s newsletter.

**Selection:**
Applications received by the deadline will undergo review by the selection committee. All of the candidate’s information including supporting documentation must be received no later than **Wednesday, April 23rd, 2014 at 1500 hours (3:00pm).** This deadline will be strictly adhered to in the selection process. The nominators of the successful candidate will be notified prior to notification of the winning candidate. The recipient will then be notified by the President of the CNS Association of Ontario.

**Instructions:**
1. The candidate should provide information supporting the nomination relating to the specific criteria for the award.
2. All submissions must be submitted individually by the nominators. If submitting electronically, documents must be in Microsoft Word format.
3. The candidate’s name should not appear anywhere in the body of the material submitted. The candidate’s name should appear only on a separate cover page.
4. Two letters of recommendation must be submitted. Both nomination letters must be submitted by Registered Nurses. The candidate’s name should not appear in the letter of recommendation. Please refer to the nominee as “the candidate.” Each of the criteria must be addressed in the letters with an example. Submission from other individuals may also be included. All information will remain strictly confidential and will not be returned.
5. Selection is made based only on the information submitted.
6. Submit a separate statement of 300 words or less describing the candidate (excerpts will be read when presenting the award at the Annual General Meeting).
CNS - Form to be completed (CNS for the Year Award 2014):

Candidate’s name: ______________________

Information on the Nominator:

Submitted by: ________________________  Address of the nominator:
Credentials: __________________________
Job title: ______________________________
Tel. (day): ___________________________
Preferred e-mail address: _________

Information on the candidate:

Candidate’s name: ______________________
Credentials: ___________________________
Job title: ______________________________
Tel. (day): ___________________________
Preferred e-mail address: __________________________

Home address of the candidate:

Work address of the candidate:

Send the nomination to:

Elsabeth Jensen, RN, BA, PhD  
Co-President,  
CNS Association of Ontario  
c/o Graduate Program Director,  
School of Nursing,  
Faculty of Health  
Health, Nursing, and Environmental Studies Building (HNES), Room 325  
York University, 4700 Keele  
Street, Toronto, Ontario M3J 1P3

Tel. (416) 736-2100, ext. 21023  
Fax (416) 736-5714 (* please include a cover letter*)  
e-mail: ejensen@rnao.ca
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: Wednesday, April 23rd, 2014 at 1500 hours (3:00pm)

Submit to:

Elsabeth Jensen, RN, BA, PhD
Co-President,
CNS Association of Ontario

c/o Graduate Program Director,
School of Nursing,
Faculty of Health
Health, Nursing, and Environmental Studies Building (HNES), Room 325
York University, 4700 Keele Street, Toronto, Ontario M3J 1P3
Tel. (416) 736-2100, ext. 21023
Fax (416) 736-5714 (* please include a cover letter*)
e-mail: ejensen@rmao.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 Annual General Meeting (AGM) on Saturday, May 3rd, 2014.

✓ 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 1st, 2014.
CNS Student Award 2014

* An opportunity for Graduate nursing students *

The CNS Association of Ontario is recognizing a graduate nursing student for each School or Faculty of Nursing who is currently pursuing studies in the CNS stream at the Master of Nursing or PhD level.

To the Director/Dean of School of Nursing:

✓ Please inform the professors in charge of the CNS stream program about this award.

Criteria for the award:

Only nursing professors and/or CNS will be eligible to submit nominations.

Letter of reference demonstrating excellence in theory & in a clinical nursing specialty.

• The letter should also include the following information: name, title, address, e-mail and telephone number of the faculty member nominating the student candidate, as well as the candidate’s information. The student needs to be currently residing in Ontario.

• The letter should be supported and signed by 2 professors or CNS who know the CNS student well.

Student Award:

A certificate recognizing the student achievement, a free membership with the CNS Association of Ontario for one year and a key chain-CNS.

Deadline date for submission:

Wednesday, April 23rd, 2014 at 1500 hours (3:00pm)

Submit to:

Elsabeth Jensen, RN, BA, PhD
Co-President,
CNS Association of Ontario

c/o Graduate Program Director,
School of Nursing,
Faculty of Health
Health, Nursing, and Environmental Studies Building (HNES), Room 325
York University, 4700 Keele Street, Toronto, Ontario M3J 1P3

Tel. (416) 736-2100, ext. 21023
Fax (416) 736-5714 (* please include a cover letter*)
e-mail: ejensen@rnao.ca

Your support in the future of Clinical Nurse Specialists is appreciated.