

**NZNO Nurse Managers New Zealand section monthly news bulletin
Friday 7 December 2018**



Consultation

NZNO is presently consulting with members on a range of issues. The full outline can be found at: http://www.nzno.org.nz/get_involved/consultation

Health (Drinking Water) Amendment Bill

The Health (Drinking Water) Amendment Bill makes small technical changes to improve the effectiveness and efficiency of existing drinking-water legislation. The Bill follows the recommendations of the Inquiry into Havelock North Drinking water: <https://www.health.govt.nz/our-work/environmental-health/drinking-water/government-inquiry-havelock-north-drinking-water-outbreak->

NZNO supports safe drinking water as a fundamental of public health. We support any legislative change that enables greater responsiveness to emerging risks to water quality, especially given increasing stressors on systems via the environment (e.g. intensified agriculture; extreme weather events from climate change). We particularly support legislation that enables a stronger, "joined –up" public health workforce infrastructure to manage risks.

Member feedback is sought on this legislative change, for example, your experiences of:

- the capacity of the public health workforce to effectively manage health risks concerning drinking water quality;
- health impacts of poor water quality (e.g. giardia, cryptosporidium, blue baby syndrome),
- changes in the perception of risk regarding drinking water (e.g. since Havelock North); and
- smaller communities you are aware of struggling to upgrade water supplies.

[Please find the Bill here](#)

Send feedback to diana.cookson@nzno.org.nz by 14 December 2018.

Bullying and violence

Tackling bullying

Is all unreasonable behaviour bullying? What's the best advice to give someone being bullied? MARGO WHITE put these and other questions to Bevan Catley.

[Read more here](#)

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Hampton D, Tharp-Barrie K, Kay Rayens M. **Experience of nursing leaders with workplace bullying and how to best cope.** *J Nurs Manag.* 2018;00:1–10. <https://doi.org/10.1111/jonm.12706>

The purposes of this study were to assess the exposure of nurse leaders in manager, director or executive-level roles to bullying and to identify strategies nurse leaders have found to be effective in dealing with colleagues or bosses who were bullies.

Care models

The Geriatric Emergency Department Intervention model of care: a pragmatic trial

Marianne Wallis ... et al

BMC Geriatrics 2018 18:297

To evaluate a Geriatric Emergency Department Intervention (GEDI) model of service delivery for adults aged 70 years and older.

[Read more here](#)

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Bahr SJ, Weiss ME. Clarifying model for continuity of care: A concept analysis. *Int J Nurs Pract.* 2018;e12704. <https://doi.org/10.1111/ijn.12704>

The aim is to clarify the use of the term *continuity* in the specific context of acute care hospitalization and discharge.

Background

The meaning of “continuity” is often co-mingled with other concepts, specifically coordination and communication. To increase usefulness for contemporary concerns with the hospitalization-postdischarge continuum, continuity of care is examined from the specific context of acute hospitalization and discharge.

Clinical judgement/pathways

This article is not freely available but may be located using the databases available to readers via a DHB or tertiary institute library or from the NZNO library

Manetti W. Sound clinical judgment in nursing: A concept analysis. *NursForum.* 2018;1–9. <https://doi.org/10.1111/nuf.12303>

The intent of this concept analysis is to offer a clear understanding of the definition, defining attributes, antecedents, and consequences of sound clinical judgment pertaining to nursing practice.

Compassion and empathy

Using Buddhism-Based Compassion Training to Combat Compassion Fatigue

Long hours, constant worry about the health of patients, and increases in clerical work can lead to physicians becoming overworked, frustrated, and depressed. One issue specific to healthcare professionals is compassion fatigue, which can result in emotional numbing.

[Read more here](#)

Dr Tony Fernando - Compassion in medicine

Dr Tony Fernando is a psychiatrist, sleep specialist and a senior lecturer in psychological medicine at the University of Auckland. In 2012, he was awarded by President Aquino of the Philippines for his services to sleep medicine and medical education. In 2015, he received the Chair's award from the New Zealand Medical Association, the highest recognition given by the association to any doctor in New Zealand, for his work on physician wellbeing. In January 2017, he received temporary ordination as a Buddhist monk in Myanmar. Fernando is in the final stages of his PhD at the University of Auckland, studying compassion in medicine. More recently, he started a weekly mindfulness and emotional balance programme for inmates at Mt Eden Corrections Facility in Auckland.

[Read more here](#)

How to Increase Your Empathy

Actually, you don't need to increase your empathy. You just need to remember how to access your empathy.

[Read more here](#)

Difficult people / conversations

We can work it out

Courageous conversations are tough, but as Lennon and McCartney say, life is very short. Alyson Garrido explains how to address those tricky talks to improve workplace relationships.

[Read more here](#)

Working with a Colleague Who Feels That the World Is Against Them

Some people love to play the victim. Nothing is ever their fault and everyone around them is out to get them. Having a coworker like this can take a toll on you. So what's the best way to protect yourself? How can you help your colleague change their mindset? And how do you handle the emotional toll of working with this person?

[Read more here](#)

How to deal with toxic people

The number one way to avoid being a jerk is to avoid the company of jerks, according to American academic and toxic personality expert Bob Sutton.

But what about if you can't avoid them?

[Read more here](#)

8 Things You Can Do When You Have a Toxic Boss

The worst managers of all are the ones who create a toxic work environment.

[Read more here](#)

Infection control / handwashing

Validity testing of a tool for assessing nurse safety behaviour against blood borne infection

THE AUSTRALIAN JOURNAL OF ADVANCED NURSING
VOLUME 35 ISSUE 4

This study was conducted to develop and verify a tool for assessing nurse safety behaviour against blood borne infections.

KEY WORDS: blood borne pathogens, factor analysis, health behaviour, reliability and validity

HyunSoo Oh, WhaSook Seo,

 [Download Article](#)

Management

How becoming a manager can be a double-edged sword

A new study calls the transition to manager a 'double-edged sword' and found that a manager's ability to mentally detach from work during non-work hours can help reduce the increased exhaustion and work-family conflict that come with the new role.

[Read more here](#)

Organisational learning

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Lyman B, Hammond EL, Cox JR. **Organisational learning in hospitals: A concept analysis.** J Nurs Manag. 2018;00:1–

14. <https://doi.org/10.1111/jonm.12722>

Aim

To provide a clear definition and description of organisational learning in hospitals.

Background

Organisational learning is a promising strategy nurse managers, and leaders can use to improve organisational performance. A clear definition and description of organisational learning is necessary to advance theory, research and practice in this field.

Patient outcomes/satisfaction

What hospitals can do to avoid disrupting patients' sleep

Although physicians and nurses often have to wake patients at odd hours for medication and tests, hospitals can employ strategies that minimize patient sleep disruptions that hinder recovery, [The New York Times](#) reports.

[Read more here](#)

Preceptorship and mentoring

Stepping into a culture of safety

Onboarding programs help retain nurses, strengthen patient care

[Read more here](#)

This article is not freely available but may be located using the databases available to readers via a DHB or tertiary institute library or from the NZNO library

Taylor, L. M., Eost-Telling, C. L. and Ellerton, A. (2018), **Exploring Preceptorship Programmes: Implications for Future Design**. J Clin Nurs. Accepted Author Manuscript. . doi:[10.1111/jocn.14714](https://doi.org/10.1111/jocn.14714)

To review and analyse current preceptorship programmes within NHS trusts in the North West of England. To evaluate the pedagogic rigour of the programme and suggest recommendations to inform the future design of preceptorship programmes.

Background

Enhancing the retention of newly qualified staff is of particular importance given that the journey from a new registrant to a competent healthcare professional poses a number of challenges, for both the individual staff member and organisations.

Presentation skills

Isaacs, D. and Oates, K. (2018), **How to give a better lecture**. J Paediatr Child Health, 54: 1290-1291. doi:[10.1111/jpc.14272](https://doi.org/10.1111/jpc.14272)

Most of us have sat in dismay or slept uncomfortably while a lecturer we could not hear showed slides we could not read, way beyond the allotted time while the chair fidgeted impotently. There is no such thing as the perfect presentation, but to persist with the alliteration, planning, preparation, practice, passion and punctuality will make it a whole lot more palatable.¹⁻³

[Read more here](#)

Resilience

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Wei, H. , Roberts, P. , Strickler, J. and Corbett, R. W. (2018), **Nurse leaders' strategies to foster nurse resilience**. J Nurs Manag. Accepted Author Manuscript. . doi:[10.1111/jonm.12736](https://doi.org/10.1111/jonm.12736)

Aim

To identify nurse leaders' strategies to cultivate nurse resilience.

Background

High nursing turnover rates and nursing shortages are prominent phenomena in healthcare. Finding ways to promote nurse resilience and reduce nurse burnout is imperative for nursing leaders.

[Read more here](#)

Rounding

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Ryan, L. , Jackson, D. , Woods, C. and Usher, K. (2018), **Intentional Rounding – an integrative literature review**. J Adv Nurs. Accepted Author Manuscript. . doi:[10.1111/jan.13897](https://doi.org/10.1111/jan.13897)

To establish current knowledge about the efficacy and acceptance of intentional rounding in current practice, from the perspective of nurses, patients, patient satisfaction and safety indicators.

Shiftwork

This article is not freely available but may be located using the databases available to readers via a DHB or tertiary institute library or from the NZNO library

Griffiths P, Dall'Ora C, Sinden N, Jones J; **On behalf of the Missed Care Study Group. Association between 12-hr shifts and nursing resource use in an acute hospital: Longitudinal study**. J Nurs Manag. 2018;00:1–7. <https://doi.org/10.1111/jonm.12704>

To evaluate whether ≥ 12 -hr shifts are associated with a decrease in resource use, in terms of care hours per patient day and staffing costs per patient day.

Background

Nurses working long shifts may become less productive and no research has investigated whether potential cost savings are realized.

Stress management

Supporting a Friend or Co-Worker Suffering From Stress

Lending a Helping Hand When Things Get Tough

Lyra couldn't help but notice the change in Cassie. Her friend had always been cheerful and chatty, but lately she had become snappy and dismissive.

[Read more here](#)

Teamwork

Why personality is important in team-building

Putting together teams that function well — and consistently achieve the goals set by their leaders — can seem like an impossible art form. But having knowledge about what makes teams effective is a huge first step towards getting it right.

[Read more here](#)

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Whitehair L, Hurley J, Provost S. **Envisioning successful teamwork: An exploratory qualitative study of team processes used by nursing teams in a paediatric hospital unit.** *J Clin Nurs.* 2018;27:4257–

4269. <https://doi.org/10.1111/jocn.14558>

To explore how team processes support nursing teams in hospital units during every day work.

Trust

Keeping Your Word at Work

Building Trust by Keeping Promises

What does it mean to "keep your word"? Essentially, it's doing what you say you'll do.

[Read more here](#)

Health, safety and wellbeing

Why hospitals should let nurses take outdoor breaks

For nurses feeling burned out during hospital shifts, an outdoor break in a garden can help mitigate emotional exhaustion, a study published in the [American Journal of Critical Care](#) found.

[Read more here](#)

The Healthy Chef's top 5 snacks to get you through a shift

Nurses and midwives need to maintain a healthy diet, both for their own physical and psychological health, and to ensure they provide the best care to patients.

[Read more here](#)

The above bulletin has been compiled by Linda Stopforth, SNIPS, on behalf of NZNO Nurse Managers New Zealand section. It is for section members only and must not be reproduced without their permission.

It is provided on the first Friday of each month and contains an overview of news items, articles and research papers of interest to the Section members.

All links are current at the time of being compiled and distributed.

For feedback please contact your section administrator: diana.geerling@nzno.org.nz

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