

**NZNO Nurse Managers New Zealand section monthly news bulletin
Friday 2 November 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

Equal Pay Amendment Bill

NZNO seeks your feedback on the proposed amendment to the Equal Pay Act which aims to improve the process for pursuing equal pay claims in Aotearoa New Zealand. It aims to address sex-based discrimination in remuneration and employment terms and conditions across female-dominated industries, such as nursing.

The Bill will allow workers to make a pay equity claim within New Zealand's existing bargaining framework.

Additionally, the Bill will:

- remove previously proposed hurdles that made it very difficult for women to take equal pay cases (making court action a last resort) and
- allow for a collaborative process whereby employers, workers and unions will negotiate in good faith, with access to mediation and resolution services if they are unable to agree.

Please find [copies of the bill here](#):

Please send feedback to marilyn.head@nzno.org.nz by 21 November 2018.

Towards New Data and Statistics Legislation: Public Discussion Document

Member feedback is sought on a proposed update to the Statistics Act 1975. The new legislation aims to find the right balance between delivering increased value to New Zealanders through data availability and research, while ensuring data such as health information is shared and used in a way that keeps people safe and is acceptable to society.

The [discussion document can be found here](#)

Individuals may also [make submissions directly here](#)

Please send feedback to jinny.willis@nzno.org.nz by 7th November 2018

Child and Youth Wellbeing Strategy

Member feedback is sought developing a child and youth wellbeing strategy, a requirement of the Child Poverty Reduction legislation.

An [overview, including relevant Cabinet papers, can be found here](#)

NZNO's [submission on the CPR bill can be found here](#) and you may find submissions on The [UN Periodic Review of Children's Rights in New Zealand](#) and on [Strengthening Oversight of Orange Tamariki](#) useful.

You may want to consider how nursing contributes to child and youth wellbeing (examples are useful) and what enhances or impedes that contribution.

Please note that there is also an opportunity to feed directly into the accompanying survey <https://www.surveymonkey.com/r/tellthepm>

Please send feedback to marilyn.head@nzno.org.nz by 21st November 2018

Assessment/appraisal

How To Assess a Deteriorating / Critically Ill Patient (ABCDE Assessment)

Patients admitted to hospital feel confident that should their health deteriorate, they are in the best, safest place for prompt and efficient treatment.

[Read more here](#)

Critical Appraisal Tools

A range of critical appraisal tools are available for download in pdf or doc format from the Joanna Briggs Institute

[Read more here](#)

Advocacy

How to Advocate For Your Patient

Advocating is about speaking up when a problem goes unnoticed. Nurses are responsible for the trust patients put in them.

[Read more here](#)

Clinical judgement/pathways

Blood Pressure: 6 Common Errors in Measuring It

We recently discussed the [revised official guidelines for blood pressure](#), which lowered the cut-off for hypertension from 140/90 to 130/80—as well as the [debate](#) that ensued about this change. Often lost in this discussion is that those numbers are based on the assumption that blood pressure readings are done properly and are accurate, which is often not the case outside of research settings.

[Read more here](#)

Study Shows No Cause for Alarm if Intensive Care Patients Don't Eat All They Should

Its long been a concern for doctors caring for critically ill patients – just how important is nutrition to patient survival and how much food is optimal to maximise their recovery?

[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

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

Objective

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.

Background

Sound clinical judgment is essential in nursing because decisions made influence patient outcomes.

[Communication \(including workplace, team, and interprofessional\)](#)

How to Keep a Conversation on Track

When you are coaching one-on-one, facilitating a team meeting, or trying to hear out an upset friend, one of the most difficult things to do is to keep the conversation on track to a fulfilling resolution, or at least forward movement. It's not that the topic changes, it's that the destination wasn't made clear. When it is not clear what people want from a conversation, it can feel as if you are chasing them in circles. You often end up where you started.

[Read more here](#)

Communication Skills for Nurses

For a nurse, the ability to communicate is a very important skill and a vital part of the job.

Nurses speak to people of varying educational, cultural and social backgrounds and must do so in an effective, caring and professional manner – especially when communicating with patients and their family.

This article will address several aspects of communication to help you navigate and master each interaction you have in your day-to-day practice.

[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

[Compassion and empathy](#)

Opinion: Nathan Consedine & Tony Fernando – Compassion is more than an 'optional extra'

Compassion fatigue is real but compassion really does matter in health, argues an Auckland psychologist and a psychiatrist. Not only for patients but also the health professionals delivering their care.

[Read more here](#)

[Difficult people / conversations](#)

How to Handle Difficult Patients

Most nurses live for their patients (see [Communicating with patients](#)). It is usually the patients that make the sore feet, paperwork, and hours without a bathroom break worth it. However, not all patients are rosy, happy people, and sometimes they can truly test a nurse's compassion, patience, and communication skills.

[Read more here](#)

[Discharge management](#)

Hearing loss patients at higher risk of hospital readmission

(Reuters) - Hard-of-hearing hospital patients who have trouble communicating with medical personnel are more likely to end up back in the hospital within 30 days, compared to patients who don't have trouble hearing, a U.S. study suggests.

[Read more here](#)

[End of life care](#)

CareSearch Blog: Palliative Perspectives

Caring for dying patients in an acute hospital setting, three tips for getting it right

Acute hospitals are perfect for emergencies, surgeries, fixing, curing and treating patients, making them well again and sending them home. When it comes to dying in an acute hospital, sometimes we need some help and guidance to know how to care for these vulnerable patients and what is needed at this point of life. Providing care and dignity are basic human values and should be given to patients regardless of the situation.

[Read more here](#)

[Feedback](#)

Giving Feedback – 3 Models for Giving Effective Feedback

With new graduate nurses starting in hospitals around Australia over the next few weeks, it's a good time to think about how we give feedback that is both professionally delivered, and effectively received.

[Read more here](#)

[Incivility](#)

Christine Porath: Why being nice to your coworkers is good for business

Looking to get ahead in your career? Start by being nice to your coworkers, says leadership researcher Christine Porath. In this science-backed talk, she shares surprising insights about the costs of rudeness and shows how little acts of respect can boost your professional success -- and your company's bottom line.

[View here](#)

Bagnasco, A. , Aleo, G. , Timmins, F. , Catania, G. , Zanini, M. and Sasso, L. (2018), **Educating our Future Generation- the Role of Nurse Managers in Encouraging Civility.** *J Nurs Manag.* Accepted Author Manuscript. . doi:[10.1111/jonm.12724](https://doi.org/10.1111/jonm.12724)

In the last three decades, the notion of incivility has been receiving increasing attention in the published literature (Viotti et al 2018). Arising from “subtle forms of mistreatment”, incivility can manifest itself in rudeness and maltreatment of co-workers (Viotti et al 2018:597). Civility on the other hand “is characterized by an authentic respect for others when expressing disagreement, disparity, or controversy.

[Read more here](#)

[Infection control / handwashing](#)

Clinical checklist can cut patient's time on antibiotics for staph infections, researchers find

Physicians shortened antibiotic duration for patients with uncomplicated staphylococcal bloodstream infections by about two days using a clinical checklist to identify eligible patients, a study published in [JAMA](#) found.

[Read more here](#)

Four findings on the cost-effectiveness of hand hygiene compliance

A [study](#) published in the Journal of Hospital Infection examined the cost-effectiveness of multi-modal hospital interventions to improve hand hygiene compliance.

Researchers developed a model to determine whether reductions in meticillin-resistant Staphylococcus aureus bloodstream infections alone would make hand hygiene interventions cost-effective. They combined transmission dynamic and decision analytic models to determine the anticipated impact of hand hygiene interventions on MRSA bloodstream infection incidence and evaluate the cost-effectiveness. They conducted the research in a middle-income country.

[Read more here](#)

Hospital privacy curtains breed bacteria

Frequently touched, but infrequently changed, privacy curtains in hospitals can become breeding grounds for resistant bacteria, according to a new study.

[Read more here:](#)

Hoffmann, M. , Sendlhofer, G. , Pregartner, G. , Gombotz, V. , Tax, C. , Zierler, R. and Brunner, G. (2018), **Interventions to increase hand hygiene compliance in a tertiary university hospital over a period of five years: an iterative process of information, training and feedback.** *J Clin Nurs.* Accepted Author Manuscript. . doi:[10.1111/jocn.14703](https://doi.org/10.1111/jocn.14703)

Aims and objective

To explore if an iterative process of information and training paired with a feedback system to observed healthcare professionals and the respective management improves hand hygiene (HH) compliance.

Background

Healthcare-associated infections are a major risk for patient safety and adherence to the "My five Moments" (M5M) for HH vary significantly within organizations as well as within healthcare professional groups. Identified barriers in a baseline survey revealed the need of more information, training, repetitive compliance measurements and feedback to all healthcare professionals.

[Read more here](#)

Leadership

How to keep learning and continually evolve as a leader

Leadership is not a one-stop destination. The best leaders have evolved over time, and know that they always have something more to learn

[Read more here](#)

You Can't Lead Effectively Without Trust

Follow these do's and don'ts to build trust with your team.

Trust isn't granted by others. Trust is earned through consistency, effective [communication](#) and follow-throughs. Leaders must be able to inspire their teams and influence them to act upon what they say. Even though trust takes time to earn, it can be lost very quickly. Here are five do's and don'ts for leaders to build trust:

[Read more here](#)

Listening

How to Respond When Someone Is Emotional

Bryant H. McGill said, "One of the most sincere forms of respect is actually listening to what another has to say." This is especially true if the person is emotional. Most people want to end conversations when someone cries or gets angry, but then you miss the opportunity to find solutions together. And, it's likely you will make the person feel worse if you do.

[Read more here](#)

Mentoring

O'Grady, N. (2018), **The Role of Mentorship in Trainee Advanced Clinical Practitioner Development**. J Adv Nurs. Accepted Author Manuscript. .

doi:[10.1111/jan.13891](https://doi.org/10.1111/jan.13891)

Advanced Clinical Practitioners (ACPs) are a rapidly growing workforce worldwide with the USA showing the highest absolute number and rate per population, followed

by the Netherlands, Canada, Australia, Ireland and New Zealand (Maier et al 2016). Whilst many practitioners are nurses by background, the development of the role has encouraged the inclusion of other professions such as physiotherapists, pharmacists and paramedics. The progression of the ACP role involves the acquisition of new skills alongside post graduate academic education at Masters level and peer support (NHS Education for Scotland 2012, Aguilard et al 2017, Health Education England 2017).

[Read more here](#)

Nurse-led/Nurse-managed services

Nurse-led cardiac procedure at Tauranga Hospital first in Australasia

An award-winning Australasian first at Tauranga Hospital is seeing faster access for patients needing long-term heart monitors implanted.

[Read more here](#)

Nurses to carry out heart monitor implant procedures at Tauranga Hospital

A new nurse-led procedure is seeing faster access to long-term heart monitor implants in an Australasian first, reports the Bay of Plenty Times.

[Read more here](#)

Patient safety

Older, sicker patients often uncomfortable speaking up about problems during hospital stays, survey finds

Although patients are encouraged to engage with providers by sharing their safety concerns, of nearly 50 percent of patients who reported a problem during hospitalization, 30 percent did not always feel comfortable speaking up, a study published in [BMJ Quality & Safety](#) found.

[Read more here](#)

Preventing patient identity errors

To provide greater patient safety and deliver better outcomes, today's healthcare providers need to 'capture' the identification of their patients and clinicians at points of care.

[Read more here](#)

Reflection

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

Welp A, Johnson A, Nguyen H, Perry L. **The importance of reflecting on practice: How personal professional development activities affect perceived teamwork and performance.** *J Clin Nurs.* 2018;27:3988–3999. <https://doi.org/10.1111/jocn.14519>

To examine the relationships between participation in personal professional development activities (e.g., coaching, mentoring), teamwork and performance; to investigate the mediating and moderating effects of reflective thinking and perceived usefulness of development activities.

Stress management

How to Cope with Secondhand Stress

It's a well-known phenomenon: Emotions are contagious. If you work with people who are happy and optimistic, you're more likely to feel the same. The flip side is true too: If your colleagues are constantly stressed out, you're more likely to suffer. How do you avoid secondhand stress? Can you distance yourself from your coworkers' emotions without ostracizing them? And should you try to improve their well-being?

[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

Where to find SNIPS

twitter



Twitter - [@snipsinfo](https://twitter.com/snipsinfo)



Facebook – [Snips Info](#)

Linda Stopforth, BA, Dip Bus; NZLSC, RLIANZA

PO Box 315 WELLINGTON 6140

PH: 04-383-6931 or 021-107-2455

email: stop4th@xtra.co.nz