

NZNO Nurse Managers New Zealand Section

Monthly News Bulletin

Friday 5 October 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

National Guidance on Follow up and a Supportive Care of lung cancer patients after curative intent therapy

Your feedback is sought on the second draft (Consultation V2) of the 'National Guidance on Follow up and a Supportive Care of lung cancer patients after curative intent therapy' – Provisional developed by the National Lung Cancer Working Group (NLCWG) and sub work group.

The guidance document is available below.

Please send feedback either directly or using the feedback form below to marilyn.head@nzno.org.nz by 14 October 2018.

Read or Download

[2018_10_01_Consultation_Follow_up_Guidance_document](#) (1002 KB)

[Feedback form Follow up and surveillance second consultation](#) (275 KB)

Rewrite of family justice reforms

The 2014 changes were meant to help people resolve parenting disputes without having to go to court, but have in fact led to the opposite as there's been a huge increase in the number of urgent 'without notice' applications which have to be put before a Family Court judge. This may have affected you personally or in your role as nurses.

Feedback will inform the Independent Panel's understanding of how the system is working for children, parents, guardians, family and whānau.

Please find the draft guidance attached here, [in English](#) and [Te Reo Māori](#):

Please send feedback to leanne.manson@nzno.org.nz by 2 November 2018.

Best practice

New online tools provide best practices in surgical care for older adults

The American Board of Medical Specialties (ABMS) and the American Geriatrics Society (AGS), with funding from The John A. Hartford Foundation, today unveiled one of the field's first suites of online tools to aid surgeons and related medical sub-specialists who care for older people. With the number of older adults undergoing surgery increasing faster than the rate of the population aging itself, the new series of nine AGS' Geriatrics Virtual Patient Cases (VPCs) for Surgical and Related Medical Sub-Specialties are geared toward helping the entire healthcare system better understand and respond to the unique care needs of older adults.

[Read more here](#)

Care delivery

Acute Clinical Care for Transgender Patients: Guidelines for the Medical Community

Healthcare facilities in the United States often do not provide inclusive care for [transgender](#) patients, and limited research exists on the specific medical risks and clinical needs of this population. In response to this, JAMA Internal Medicine published guidelines for optimizing acute clinical care for transgender patients.¹

[Read more here](#)

Care models

Is Team-Based Health Care the Model of the Future?

High-functioning team-based health care models have the ability to change the healthcare landscape, particularly with regard to clinician well-being, according to a report published by the National Academy of Medicine.¹

[Read more here](#)

Care transition

Baxter R, O'Hara J, Murray J, *et al*

Partners at Care Transitions: exploring healthcare professionals' perspectives of excellence at care transitions for older people

BMJ Open 2018;**8**:e022468. doi: 10.1136/bmjopen-2018-022468

Introduction

Hospital admissions are shorter than they were 10 years ago. Notwithstanding the benefits of this, patients often leave hospital requiring ongoing care. The transition period can therefore be risky, particularly for older people with complex health and social care needs. Previous research has predominantly focused on the errors and harms that occur during transitions of care. In contrast, this study adopts an asset-based approach to learn from factors that facilitate safe outcomes. It seeks to explore how staff within high-performing ('positively deviant') teams successfully support transitions from hospital to home for older people.

[Read more here](#)

Clinical judgement/pathways

A clinical pathway for the management of difficult venous access

Vanno Sou ... et al

BMC Nursing BMC series – open, inclusive and trusted 2017;16:64

Background

Many patients are admitted to hospital with non-visible or palpable veins, often resulting in multiple painful attempts at cannulation, anxiety and catheter failure. We developed a difficult intravenous pathway at our institution to reduce the burden of difficult access for patients by increasing first attempt success with ultrasound guidance. The emphasis was to provide a solution for hospitalised patients after business hours by training the after-hours clinical support team in ultrasound guided cannulation.

[Read more here](#)

Communication (including workplace, team, and interprofessional)

New communication skills online course for clinicians

A new **online course** is available to help clinicians develop skills for communicating effectively with patients about the risks and benefits of treatment options, and for enhancing skills in shared decision-making.

[Read more here](#)

How Communications Issues Between Doctors and Nurses Can Affect Your Health

Miscommunication can lead to mistakes and possibly danger.

[Read more here](#)

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Henderson S, Barker M. **Developing nurses' intercultural/intraprofessional communication skills using the EXCELLENce in Cultural Experiential Learning and Leadership Social Interaction Maps.** J Clin Nurs. 2018;27:3276–3286. <https://doi.org/10.1111/jocn.14089>

Aims and objectives

To examine how the use of Social Interaction Maps, a tool in the EXCELLENce in Cultural Experiential Learning and Leadership Program, can enhance the development of nurses' intercultural/intraprofessional communication skills.

Background

Nurses face communication challenges when interacting with others from similar background as well as those from a culturally and linguistically diverse background. We used the EXCELLENce in Cultural Experiential Learning and Leadership Program's Social Interaction Maps tool to foster intercultural/intraprofessional communication

skills in nurses. Social Interaction Maps describe verbal and nonverbal communication behaviours that model ways of communicating in a culturally appropriate manner. The maps include four stages of an interaction, namely Approach, Bridging, Communicating and Departing using the acronym ABCD.

Compassion and empathy

Empathy empowers nurses to care for patients, each other

Nurses experience a wide range of emotions when caring for patients.

One of the most important tools needed to manage those emotions is empathy, according to Kati Kleber, BSN, RN, CCRN, an accomplished nurse, author, speaker and podcaster.

[Read more here](#)

Conflict management

Conflict management improves ICU team knowledge, mindfulness, and awareness

The Intensive Care Unit is a stressful place, and conflicts invariably arise. To better understand the relationships between physicians, nurses, respiratory therapists, and advanced practitioners, researchers created a conflict management education intervention. The study paid close attention to diagnosing the conflict type and cause, recognizing the internal dialogue, introducing conflict management modes used in conflict situations, and developing self and other awareness.

[Read more here](#)

End of life care

End-of-life care in ICU may depend on English fluency, study finds

Patients with limited English proficiency in the intensive care unit may be less likely than native speakers to have orders for comfort care before they die, according to a study covered by [Reuters](#).

[Read more here](#)

Handover

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

Reine, E. , Rustøen, T. , Ræder, J. and Aase, K. (2018), **Postoperative patient handovers – variability in perceptions of quality. A qualitative focus group study.** J Clin Nurs. Accepted Author Manuscript. . doi:[10.1111/jocn.14662](https://doi.org/10.1111/jocn.14662)

Aims and objectives

The aims of the study were; 1) To explore the factors affecting quality in postoperative handovers as perceived by the different professional groups of clinicians involved. 2) To explore possible differences in perceptions of postoperative handover quality across professional groups and level of experience.

Hospital/ward design

Using co-design workshops to develop a ward-level patient experience improvement toolkit

Ian Gwilt, ... et al

International Conference on Design4Health 2017, 4-7 December 2017, Melbourne, Australia

In this paper, we report on a cross-disciplinary research project, that was designed to help understand and enhance how hospital staff learn from and act on patient experience (PE) data. This paper outlines the process and thinking behind the use of co-design workshops to engage a range of stakeholder representatives in the design and development of a Patient Experience Improvement Toolkit (PEIT) that could be used to review, make sense of, and apply patient feedback data on hospitals wards to assist with service improvement strategies. The co-design workshops were part of a research project funded by the National Institute for Health Research's Health Services and Delivery Research Programme in the UK, entitled "Understanding and Enhancing How Hospital Staff Learn from and Act on Patient Experience Data". This 32-month project brings together a team of qualitative researchers, health and occupational psychologists, designers, service representatives, and patient advocates from Bradford Teaching Hospitals, NHS Foundation Trust, Institute for Health Research and Sheffield Hallam University.

[Read more here](#)

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Adapting hospital wards to the needs of patients with dementia

Aysha Mendes and Sarah Jane Palmer

British Journal of Nursing, Vol. 27, No. 16: 953-954.

Incivility

#bullyfree: Why being uncivil is wrong

There is a big difference between working in a robust workplace where people can be upfront with each other, comfortably engaging in constructive conflict and a workplace with a pattern of incivility. Jane McCarroll explains.

[Read more here](#)

Infection control / handwashing

Peripheral intravenous catheter (PIVC) infographics available

The HSQC infection prevention and control team have developed an infographic about PIVC. There is an adult and paediatric version available, which can be downloaded and printed from our website.

[Read more here](#)

Three ways hospitals are boosting hygiene practices to fight superbugs

Hospitals and health systems across the nation are setting stronger hygiene standards to help curb healthcare-associated infections, focusing on the hospital fixtures most vulnerable to contamination, according to [The Wall Street Journal](#).

[Read more here](#)

Being the 'I' in Infection Prevention

Infection control expert Cathryn Murphy* delayed knee replacement surgery for over a decade, concerned about the high risk of surgical site infection. Recently, she took her fears in hand and underwent the operation. Here she recounts her experience from the perspective of a patient with more knowledge than most of what can go wrong.

[Read more here](#)

Penn Presbyterian creates 'escape room' for training staff to treat sepsis

UNIVERSITY CITY (WPVI) --

A local hospital is using a lighter approach to educate staff on a critical problem. Nurses and doctors at Penn Presbyterian had to solve clues, just like an escape room game, to properly diagnose and treat a mock patient with sepsis - a life-threatening response to an infection.

[Read more here](#)

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Reducing the risks of surgical site infection: the importance of the multidisciplinary team

Mel Burden and Melanie Thornton

British Journal of Nursing, Vol. 27, No. 17: 976-979.

Surgical site infection (SSI), which can range from superficial infection to life-threatening problems, puts extra strain on healthcare resources and can have a significant impact on patient quality of life. The majority of SSIs are preventable, with different members of the multidisciplinary team (MDT) playing their part at every stage of the patient journey from preoperative assessment to post-discharge follow up. Effective communication and cooperation between members of the MDT is key. This article provides an overview of the input at different stages along the patient journey.

Leadership

Is your leadership style dragging your team's performance?

Employees who work for a compassionate boss perform better at their jobs than they would for a mean boss, a university study showed.

[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

Al Sabei SD, Ross AM, Lee CS. **Factors influencing nurses' willingness to lead.** J Nurs Manag. 2018;00:1-8. <https://doi.org/10.1111/jonm.12698>

Aim

To identify factors influencing nurses' willingness to lead.

Background

Given the ageing workforce and the projected retirement of nurse leaders, there is a concern about nursing leadership shortages in the next decade. Several studies have shown that nurses are not interested in pursuing leadership positions, but studies investigating nurses' willingness to lead and related predictors remain limited.

Management

Seven Ways Managers Motivate and Demotivate Employees

Few things are as costly and disruptive as managers who kill morale. Demotivated employees underperform and then walk out the door at the first opportunity.

[Read more here](#)

Medication / Pharmacy

Proportion of medication error reporting and associated factors among nurses: a cross sectional study

Abebaw Jember ... et al

BMC Nursing BMC series – open, inclusive and trusted201817:9

A medication error (ME) is any preventable event that may cause or lead to inappropriate medication use or patient harm. Voluntary reporting has a principal role in appreciating the extent and impact of medication errors. Thus, exploration of the proportion of medication error reporting and associated factors among nurses is important to inform service providers and program implementers so as to improve the quality of the healthcare services.

[Read more here](#)

Animated instructions for medicines: who can assess the quality and effects?

Karel van der Waarde

Proceedings of the 5th International Conference on Design4Health, Sheffield, UK, 4th–6th September 2018

Information for patients about medicines is a global problem. Texts are incomprehensible, hard to read, difficult to apply, and very hard to relate to other information. The Regulatory Authorities (Food & Drug Administration, European Medicines Agency) are aware of this and keep suggesting improvements. Despite many efforts patients do not receive information about medicines in a format that they can use. The pharmaceutical industry, pharmacists, hospitals, and insurance companies are developing additional information sources on websites, on smart phones, and as 'patient education materials'. These documents are still tightly regulated, but provide alternative information sources for patients. The quality and benefits of all visual information sources need to be evaluated. During the development of animations about treatments and medicines, it became clear that there are at least six different groups of people who can assess the information about medicines.

[Read more here](#)

Mentoring

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Hale RL, Phillips CA. **Mentoring up: A grounded theory of nurse-to-nurse mentoring.** J Clin Nurs. 2018;00:1–14. <https://doi.org/10.1111/jocn.14636>

Aims and objectives

To generate a theoretical explanation of nurse-to-nurse mentoring in the clinical setting.

Background

Despite an abundance of mentoring literature, the processes involved between nurses in mentoring relationships have yet to be studied. Nursing literature has focused on mentor attributes and relationship outcomes rather than focusing on theoretical discovery.

Multidisciplinary teams

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

Øygarden O, By RT, Bjaalid G, Mikkelsen A. **Establishing a multidisciplinary day-care surgery department: Challenges for nursing management.** J Nurs Manag. 2018;00:1–10. <https://doi.org/10.1111/jonm.12658>

Aim

To increase our understanding of challenges in implementing multidisciplinary organisational models in hospitals.

Background

Health-service policies internationally are pushing for multidisciplinary and patient-centred organising models but there are challenges involved in moving from profession- and discipline-based organising to the new solutions.

Patient safety

How Johns Hopkins encourages employees to voice patient safety concerns

Researchers led by Baltimore-based [Johns Hopkins Medicine](#) and the University of Cambridge in the U.K. identified measures healthcare organizations can use to encourage employees to speak up about patient safety concerns

[Read more here](#)

Quality

International recognition for Tauranga Hospital healthcare initiative

A Tauranga Hospital healthcare initiative has been recognised for its excellence at an international conference held in Australia.

[Read more here](#)

Recruitment

How to Ace an Interview & Get a Job as a Nurse

It was bound to happen. Between an aging Baby Boomer generation and new innovations in medical care, the shift was inevitable.

In 2018, healthcare jobs surpassed manufacturing and retail to become the largest source of jobs in the U.S. And [nursing](#) has become one of [the most in-demand professions](#) across the country, with employers and hospitals hiring by the thousands and attracting candidates with everything from living stipends to five-figure signing bonuses.

[Read more here](#)

Social media

Practices should set rules for staff social media use

(HealthDay)—Medical practices can take steps to avoid problems related to use of social media by staff members, according to an article published in Medical Economics.

[Read more here](#)

Teamwork

Are You Hiring a 'Team' Player -- or Someone Just Looking out for No. 1?

Team chemistry is important to a company's success, and high-performance teams are catalyzed when talented employees focus on a common goal. Team members who can cooperate and collaborate are essential.

[Read more here](#)

Health, safety and wellbeing

Lynch J, Prihodova L, Dunne PJ, et al

Mantra meditation programme for emergency department staff: a qualitative study

BMJ Open 2018;8:e020685. doi: 10.1136/bmjopen-2017-020685

Objectives Rates of burnout and stress in healthcare practitioners are steadily increasing. Emergency department (ED) staff are particularly susceptible to such poor outcomes. Mantra meditation (MM) may contribute to increased well-being. The primary aim of this study was to obtain indepth qualitative feedback on ED staff's experience of a MM programme. A secondary objective was to harness staff's perception of the ED working environment.

[Read more here](#)

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Do training and needle-safety devices prevent needlestick injuries? A systematised review of the literature

Ann-Marie Aziz

British Journal of Nursing, Vol. 27, No. 16: 944-952.

This systematised review was undertaken to appraise research on the effects of training and the use of needle-safety devices (NSDs) on the prevention of needlestick injuries (NSIs) among health workers, focusing on a European perspective. A literature search from 2007 to 2017 was performed, which identified six studies that investigated the introduction of training and NSDs and their affect on NSIs. The six chosen studies identified that training, as well as the adoption of NSDs, has an impact on preventing NSIs. However, further information is required on the content and mode of delivery of training and on which types of NSDs are most effective at preventing injuries. This will help healthcare workers to understand and implement the most effective strategies to prevent injuries. This article provides a critique of the research approaches used in the six studies.

Professional/career development

18th World Congress on Clinical Nursing & Practice

May 13-14,2019 Rome, Italy

Theme: Recent Innovations, Practices & Developments in Clinical Nursing & Practice

[Read more here](#)

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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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