



## **NZNO Nurse Managers New Zealand Section Monthly News Bulletin Friday 3 May 2019**

### **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](http://www.nzno.org.nz/get_involved/consultation)

#### **Technological change and the future of work**

The Government has asked the Commission to examine disruptive technological change and its impact on work.

Technological change will affect the future of nurses' work in terms of both increased risks and opportunities, via advances in information and communication technology, robot technology and artificial intelligence etc. This consultation is an important opportunity for NZNO members to offer ideas, opinions and evidence to inform the inquiry on how such change may affect nursing.

Please review this [issues paper](#), the first stage of the Commission's inquiry, after which a series of reports will be released for further feedback.

Please send feedback to [policyanalysts@nzno.org.nz](mailto:policyanalysts@nzno.org.nz) by **30 May 2019**.

---

#### **'Better Later Life He Oranga Kaumātua 2019-2034' Strategy**

The Minister for Seniors the Hon. Tracey Martin has released a draft of the strategy 'Better Later Life He Oranga Kaumātua 2019-2034' for consultation.

[better-later-life-strategy-web-accessible.pdf](#)

The key areas for action and possible initial priorities are:

- Preparing for financial and economic security
- Improving access to health and social service
- Providing housing choices and options so people can age in the community
- Enhancing opportunities for social connection and participation
- Providing accessible built environments so people can participate in their community.

**Please send feedback to [sue.gasquoine@nzno.org.nz](mailto:sue.gasquoine@nzno.org.nz) by Monday 27th May 2019.**

---

## [Australian and New Zealand Standard Research Classification \(ANZSRC\)](#)

### Review

NZNO seeks your feedback on this review which aims to ensure that the ANZSRC reflects current practice and is sufficiently robust to allow for long-term data analysis. ANZSRC is the collective name for the three related classifications used in the measurement and analysis of research and experimental development (R&D) undertaken in Australia and New Zealand. The three constituent classifications are: Type of Activity (ToA), Fields of Research (FoR), and Socio-economic Objective (SEO).

Please see the attached document: [Australian and NZ Standard Research Classification Review 2019](#)

**Please send feedback to [jinny.willis@nzno.org.nz](mailto:jinny.willis@nzno.org.nz) by 31 May 2019.**

---

## Management of Hospital Medical Devices

NZNO invites your feedback on the next phase of consultation regarding PHARMAC's management of hospital medical devices.

District Health Boards (DHBs), PHARMAC, suppliers and others are working towards a new way of managing medical devices used or supplied to people by DHBs, either in hospitals or in the community. This would see PHARMAC's role expand to include making funding decisions on these devices, as well as medicines.

PHARMAC is seeking our feedback on whether we agree or disagree with what they propose and how they can address issues we may identify.

Please find the consultation document attached here:

[www.pharmac.govt.nz/devices](http://www.pharmac.govt.nz/devices)

Please send feedback to [policyanalysts@nzno.org.nz](mailto:policyanalysts@nzno.org.nz) by **21 June 2019**

## Bullying and workplace violence

*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*

Park, M. and Choi, J. S. (2019), **Effects of workplace cyberbullying on nurses' symptom experience and turnover intention**. J Nurs Manag. Accepted Author Manuscript. doi:[10.1111/jonm.12779](https://doi.org/10.1111/jonm.12779)

### Aims

The purpose of this study is to investigate the effect of workplace cyberbullying on nurses' symptom experience and turnover intention.

### Background

While face-to-face workplace bullying occurs frequently in nursing organizations, workplace cyberbullying has rarely been studied.

## 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.*

### **Postoperative cognitive decline: the nurse's role in identifying this underestimated and misinterpreted condition**

Luca Di Santo

British Journal of Nursing, Vol. 28, No. 7: 414-420.

Background:

postoperative cognitive changes can increase morbidity and mortality, demand for postoperative care and social and health costs, and can lead to dementia.

Aim:

this article discusses perioperative variables that can be used to identify patients who are more vulnerable to experiencing cognitive decline after surgery. It also highlights some screening tools that could be useful for early detection and for planning nursing care.

## Communication (including workplace, team, and interprofessional)

### The five types of communication problems that destroy company morale

There's a saying in software that all bugs are eventually user interface bugs, because someone has to see them to report them. In organizations, it often seems like all problems are eventually communication problems, because communication is the way we interface with each other—and the way most problems surface.

## Difficult people / conversations

### **How to handle a toxic employee**

HRD talks to the chief people officer at Employment Hero about how to manage unruly behaviour

### How to Speak Up When It Matters

Speaking up is hard to do.

You see something ethically questionable. Notice someone not being included. Run up against offensive speech. Disagree with an opinion that's all too quickly become consensus. Want to add a different idea to the decision-making process.

### Challenging Conversations—Navigating the Blockers at Work

I'm oddly inspired by the challenge of navigating the blockers at work—the types that are impediments to change and progress. Every workplace has one or more, and if they don't work for you or if they are at a peer or senior level, you are left to figure out how to deal with them.

## **Emotional intelligence**

### **Three mindsets that lack emotional intelligence**

The Victim. The Villain. The Hero. We all know these types, right?

Either we encounter them all the time, have divorced one, two or all three of these characters or have even played the part from time to time. All three mix interpretation as a modus operandi and love to awfulize. These people cannot cultivate their emotional intelligence and get mired in a mood, a way of acting, a mindset, a point of view that not only hampers them but also impinges on the people they deal with in their day.

## **Feedback**

### **How to have conversations that make employees stay**

At most organizations, performance conversations are treated as a painful necessity—an unavoidable chore that's unpleasant for managers and employees alike. At the NeuroLeadership Institute, we see this as a missed opportunity. When performance conversations are improved, every interaction between a leader and an employee becomes an opportunity to inspire learning, growth, and discretionary effort. In other words, it cultivates workplace [engagement](#), the holy grail of employee satisfaction and talent retention.

#### RECEIVING FEEDBACK

[How to Take Criticism Well](#) by Sabina Nawaz

Give yourself time to process it.

## **Incivility**

### **Do you work with a jerk? A look at the hidden costs of incivility — and advice about what you can do**

Even in the best workplaces, rude coworkers may occasionally appear. But you don't need to smile and suffer in silence, says management researcher Christine Porath.

[Read more »](#)

## **Infection control / handwashing**

### **Hospital staff gowning errors help spread bacteria, study finds**

More than a third of health-care workers acquired a multidrug-resistant organism during the study.

### **Patient privacy curtains often contaminated with superbugs, study finds**

Contamination of patient privacy curtains with multidrug-resistant organisms is common, according to a [study](#) that will be presented at the European Congress of Clinical Microbiology and Infectious Diseases meeting in Amsterdam, Netherlands, April 13 through April 16

## [Only 20% of healthcare workers can recall 5 hand-washing guidelines, study finds](#)

Compliance with the World Health Organization's "My 5 Moments for Hand Hygiene" approach is low, a [study](#) published in the *American Journal of Infection Control* found.

## Interprofessional 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*

Sandelin, A, Kalman, S, Gustafsson, BÅ. **Prerequisites for safe intraoperative nursing care and teamwork—Operating theatre nurses' perspectives: A qualitative interview study.** *J Clin Nurs.* 2019; 00: 1–9. <https://doi.org/10.1111/jocn.14850>

Aim

To describe operating theatre nurses' experience of preconditions for safe intraoperative nursing care and teamwork.

Background

Surgical interventions are often needed for patients' well-being and survival from health problems. Adequate information to professionals responsible within the surgical organisation is of importance for patient safety in connection to the surgery. The members in the surgical team need correct information about the patients' health and planned care. The information is mainly transferred by computerised systems that do not necessarily provide all information needed.

## Leadership

### [9 tips for young nurses seeking leadership positions](#)

Many professional development strategies exist for young nurses looking to step into higher leadership positions, Tyler Faust, MSN, RN, a nurse manager at Rochester, Minn.-based Mayo Clinic, wrote in a [blog post](#) for Nurse.org.

Mr. Faust listed nine tips he wished he knew earlier in his career:

1. Some colleagues' career advice may be misguided. Faust said it is important to realize older nurses may have different career aspirations than younger nurses. As such, their advice — like putting off becoming a charge nurse — may not be beneficial to the career goals of aspiring nurse leaders.

## Meetings

### [Switch things up to make meetings more memorable](#)

Effective meetings should have an official host and switch up the presentation mode frequently to keep people focused and interested, says Andrea Driessen. Follow up after meetings with small group discussions, polls and prizes for participating to help the message stick, she suggests.

[Public Words](#)

## **Networking**

### **Networking for people who hate to network**

Does the thought of reaching out to people you barely know terrify you? Fear not – here are two vital tips that make networking easy for all.

## **Patient centred care**

Harris, SJ, Papathanassoglou, EDE, Gee, M, Hampshaw, SM, Lindgren, L, Haywood, A

### **Interpersonal touch interventions for patients in intensive care: A design-oriented realist review**

Nursing Open. 2019; 6: 216– 235. <https://doi.org/10.1002/nop2.200>

To develop a theoretical framework to inform the design of interpersonal touch interventions intended to reduce stress in adult intensive care unit patients.

Design

Realist review with an intervention design-oriented approach.

## **Patient outcomes/satisfaction**

Gröndahl W, Muurinen H, Katajisto J, *et al*

### **Perceived quality of nursing care and patient education: a cross-sectional study of hospitalised surgical patients in Finland**

*BMJ Open* 2019;**9**:e023108. doi: 10.1136/bmjopen-2018-023108

**Objectives** This study aims to analyse the relationship between patient education and the quality of surgical nursing care as perceived by patients. The background of the study lies in the importance of a patient-centred approach for both patient education and quality evaluation.

## **Resilience**

### **Personal resilience: developing and drawing on your own resources**

As 2019 began and you reviewed the stresses and successes of the previous year, you may have resolved to try to meet the challenges of the year ahead more resiliently. In this learning activity, we'll review perspectives on personal resilience, and its potential – and limits – for your professional life.

## **Rounding**

### **How Digitized Nurse Leader Rounding Can Improve HCAHPS Scores**

At Carroll Hospital, digitized nurse leader rounding improved HCAHPS overall hospital ratings by 15 points.

## **Shiftwork**

### **Five ways to re-energise on a night shift**

For many nurses and midwives working night shifts, it can be challenging to keep energy levels up and remain mentally alert. The ANMJ suggest five ways to re-energise and combat night shift fatigue [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*

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. 2019; 27: 502–508. <https://doi.org/10.1111/jonm.12704>

#### Aim

To evaluate whether  $\geq 12$ -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.

## **Miscellaneous**

Suhonen, H. , Salanterä, S. , Junttila, K. and Siirala, E. (2019), **The nurse manager's role in perioperative settings: An integrative literature review**. J Nurs Manag. Accepted Author Manuscript. doi:[10.1111/jonm.12770](https://doi.org/10.1111/jonm.12770)  
To describe the nurse manager's role in perioperative settings.

#### Background

Role is complex and its content is unclear. There is a challenge to back up role with existing decision-making support tools. Research in this area is scarce. We need to better understand what this role is to support nurse manager's work with information systems.

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](mailto:diana.geerling@nzno.org.nz)

## Where to find SNIPS

twitter



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



**Facebook** – [Snips Info](https://www.facebook.com/SnipsInfo)

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: [DianaG@nzno.org.nz](mailto:DianaG@nzno.org.nz)

## Where to find SNIPS

twitter



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



**Facebook** – [Snips Info](https://www.facebook.com/SnipsInfo)

**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](mailto:stop4th@xtra.co.nz)