

NZNO Nurse Managers New Zealand section monthly news bulletin Friday 3 August 2018



Consultation

Developing a strategy for an ageing population

NZNO seeks your feedback on the issues concerning the **aging nursing workforce** and **the aging population**.

40% of registered nurses are now aged fifty or over. At 2038 there will be 1.3 million New Zealanders over 65.

Key issues include:

Housing & Home ownership (the next generation of seniors will be less likely to own their own home – 69% in 2013).

Technology (Most Kiwis are online, but half of people over 85 don't use the internet at all).

Increasing diversity (Māori population aged 65+ will increase 250% to 126,000 people).

Transport (Demand for safe and accessible transport options will increase).

Please find the [discussion document and other resources here](#) :

Send feedback to marilyn.head@nzno.org.nz by 17 August 2018.

Ministry of Health - HISO

[Proposed changes to the National Health Index \(NHI\) system and HISO 10046, the Consumer Health Identity Standard](#) .

This is a major review of the NHI system proposing changes in the following areas (each provided as an individual document).

- NHI Numbering extension
- Biological Sex recorded at Birth
- Gender Identity
- Sexual Orientation
- Ethnicity
- Country Code
- Language Code
- Iwi Classification
- Disability status
- Residency status
- Opt Out status indicator
- Delegation rights - general
- Delegation rights – Advance Care Planning
- Cook Islands, Niue and Tokelau cross reference
- Height and Weight
- MedicAlert cross reference.

The documents can [be found online here](#):

The current version of the NHI Standard (HISO 10046:2017 - the Consumer Health Identity Standard) [can be found here](#):

Send feedback to marilyn.head@nzno.org.nz by 18th August 2018.

Posthumous Reproduction – Two part consultation

link <https://consult.health.govt.nz/acart/posthumous-reproduction/>

Current guidelines on assisted reproduction do not address the :

- use of stored eggs, after the death of a woman
- use of stored embryos after the death of one or both of the gamete donors
- retrieval of sperm from a deceased man
- retrieval and use of eggs from a deceased woman
- retrieval and use of reproductive tissue from a deceased man or woman
- retrieval and use of sperm or eggs from a person who has become permanently incapacitated and whose death is imminent

Members are invited to participate in the Minister of Health's Advisory Committee on Artificial Reproductive Technologies (ACART) survey *and* to provide feedback to NZNO. [Links to both the survey and a background document can be found here](#):

Send feedback to marilyn.head@nzno.org.nz by 24 August 2018

Food Regulation Standing Committee (FRSC)

Labelling sugars on packaged food and drinks

Members are invited to feedback on this [consultation](#), which although public, is very much focused on evidence to inform a Regulatory Impact Statement, so peer reviewed research, as well as direct observation and experience is very useful.

Send feedback to marilyn.head@nzno.org.nz by Monday 7th September 2018.

Māori Health Workforce Survey- Te Iti Me Te Rahi Everyone Counts

Te Rūnanga, NZNO encourages all our members to support this survey. The survey aims to provide a much-needed baseline of the Māori health workforce and their needs.

Results from the survey will be reported back to stakeholders, including health boards, Ngā Pou Mana, participating registration bodies, and non-government organisations.

Te Iti Me Te Rahi: Everyone Counts builds on *Te Rau Matatini Profiling the Maori Health Workforce 2017* and will contribute toward:

- developing and advancing a Māori health workforce;
- developing career pathways;
- promoting innovation, and aligning health education and training with Māori, health and social needs; and
- implementing an agenda conducive to attaining Māori aspirations and health goals.

Te Iti Me Te Rahi Survey [CLICK HERE](#)

The survey will remain open until September and [further information can be found here](#)

Care delivery

Is your hospital short on hugs? How 'cuddler' programs help NICU patients

Phoenix Children's Hospital is one of the latest hospitals to boost care for its NICU patients through a "No Baby Unhugged" grant from Huggies — a \$10,000 award that supports hugging programs, where hospital volunteers hold newborns whose parents may live far away or are unable to visit due to work, childcare or other obligations.

[Read more here](#)

Hospitals Gear Up For New Diagnosis: Human Trafficking

The woman arrived at the emergency department at Huntington Hospital on New York's Long Island after she was hit by her boyfriend during an argument. Her situation raised concerns among the medical staff, which had recently been trained to be on the lookout for signs of sex trafficking.

[Read more here](#)

Care models

Redesigning care delivery: building the team around the patient

"This case study looks at the work of Chesterfield Royal Hospital NHS Foundation Trust (Chesterfield Royal) in using new models of care to overcome workforce supply challenges."

Source: NHS Employers (UK)

[Read more here](#)

Change management

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

Sharma, N. , ... et al (2018), **Organizational readiness for implementing change in acute care hospitals: an analysis of a cross-sectional, multi-centre study**. J Adv Nurs. Accepted Author Manuscript. . doi:[10.1111/jan.13801](https://doi.org/10.1111/jan.13801)

Aim

To assess nurse-reported organizational readiness for implementing change in acute care hospitals.

Background

An organization's success at implementing new policies and programs depends largely on its stakeholders' readiness for change. Organizational readiness is a multi-level, multi-faceted construct associated with staffing, leadership and quality of care.

Coaching and teaching

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

Cable S, Graham E. **"Leading Better Care": An evaluation of an accelerated coaching intervention for clinical nursing leadership development**. J Nurs Manag. 2018;26:605–612. <https://doi.org/10.1111/jonm.12590>

Aim

Outcomes of an accelerated co-active coaching intervention for senior clinical nursing leadership development.

Background

Co-active coaching is characterized by a whole person approach, commitment to deep learning and conscious action through supportive compassionate and courageous coach-coachee partnership. The national leadership capabilities framework, "Step into Leadership", was used for development and evaluation.

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

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

Silvera-Tawil, D. , ... et al (2018), **CALD Assist – Nursing: Improving Communication in the Absence of Interpreters**. J Clin Nurs. Accepted Author Manuscript. .

doi:[10.1111/jocn.14604](https://doi.org/10.1111/jocn.14604)

Aims and objectives

To develop a communication app to support Nursing staff during the provision of standard care of patients from non-English speaking backgrounds, when an interpreter is not available. This paper reports on the user needs analysis phase that informed the development, content and functionality of the app.

Background

In 2014, we developed a communication app to support patient interactions with Allied Health clinicians when interpreters are not present. It includes 95 commonly used phrases professionally interpreted into 10 languages, and grouped by discipline. This work expands upon our previous app to meet the needs of the Nursing workforce.

Wallander Karlsen, M. , Heggda, K. , Finset, A. and Heyn, L. G. (2018), **Attention-seeking actions by patients on mechanical ventilation in intensive care units: A qualitative study**. J Clin Nurs. Accepted Author Manuscript. . doi:[10.1111/jocn.14633](https://doi.org/10.1111/jocn.14633)

Aims and objectives

The aim of this study was to explore the interaction between mechanically ventilated patients and healthcare personnel in intensive care units, with a special emphasis on patients' initiative to communicate.

[Conflict management](#)

7 Ways to Deal With Irritating People in the Workplace – Video

Video Transcript

We don't always get to choose who we work with. But, if we ignore persistent, irritating behavior, it can damage our relationships, morale and performance.

[Read more here](#)

Conflict Resolution

Using the "Interest-Based Relational" Approach

Conflict is an inevitable part of work. We've all seen situations where people with different goals and needs have clashed, and we've all witnessed the often intense personal animosity that can result.

[Read more here](#)

Engagement

Applying Community Organizing Principles to Restore Joy in Work

“Community organizing is a set of collaborative leadership practices designed to enable a community of diverse actors to mobilize toward a common goal, according to long-time organizer and Harvard Kennedy School faculty member Marshall Ganz. In this view, community organizing is a tool for building the capacity of people to work together to create change. Here are four lessons learned from community organizing to nurture joy in the health care workforce.” NEJM Catalyst

[Read more here](#)

End of life care

Code Comfort: A Code Blue Alternative for Patients with DNRs

“Do Not Resuscitate” (DNR) does not mean “Do Not Treat,” but dying patients who have chosen a DNR order often feel abandoned, whether they are at home or in the hospital. In the hospital, nurses caring for patients with DNR orders do their best to ease their suffering, but rarely know how to manage such suffering for patients who don’t want aggressive treatments. Why is it that when a patient wants to have “everything done,” we literally run to resuscitate them if needed — and yet, when a patient with a DNR order urgently needs comfort, we rarely respond with urgency?

[Read more here](#)

How Health Care Providers Can Ensure Patients’ End-of-Life Wishes Are Known

Mr. M, an elderly man with chronic lung disease, was found on the floor of his kitchen by a neighbor, who spotted his prone body through an open window. Emergency medical personnel noted that he had a weak pulse and low oxygen level. Labs and imaging in the emergency department suggested that he was in respiratory failure from pneumonia, and he was quickly started on IV antibiotics and fluid support. However, his breathing grew more tenuous during his stay in the emergency department. The physician attending to him did not have access to the details of Mr. M’s medical history or end-of life-wishes, since his hospital and primary care physician had different electronic medical record (EMR) systems. Mr. M later experienced cardiopulmonary arrest in the emergency department, requiring a full resuscitation, intubation, and transfer to the intensive care unit.

[Read more here](#)

Feedback

How Good Is Your Feedback?

Giving Clear Comments to Improve Performance

As a manager, one of the most important things you do is give feedback. When you let people know how they’re doing, you give them the chance to change unhelpful habits, and you reward and cement positive behavior.

[Read more here](#)

Grief management

Grief experiences of nurses after the death of an adult patient in an acute hospital setting: An integrative review of literature

Meller, Nikki et al.

Collegian , Volume 0 , Issue 0 ,

This integrative review explores current published literature examining grief experiences of nurses who work in hospital settings after the death of a patient in their care and the factors that may impact nurses experiencing grief within the workplace.

[Read more here](#)

Infection control / handwashing

Programme leads to reduction in infections after surgery

New Zealanders are now less likely to develop infections after surgery as a result of actions being taken by district health boards (DHBs) to reduce surgical site infections.

[Read more here](#)

600 Middlemore Hospital patients to be screened after discovery of drug-resistant organism

About 600 Middlemore patients will be tested after a person admitted to a ward was found to be carrying an organism resistant to a powerful group of antibiotics.

[Read more here](#)

Hospitals urged to stockpile 'last-resort' antibiotics as superbug numbers boom

New Zealand is facing a superbug "epidemic", with more people identified as carrying drug-resistant organisms than ever before.

[Read more here](#)

Innovation

Brainstorming

Generating Many Radical, Creative Ideas

How often have you used brainstorming to solve a problem? Chances are, you've used it at least once, even if you didn't realize it.

[Read more here](#)

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

Baik, D. and Zierler, B. (2018), Clinical Nurses' Experiences and Perceptions after the Implementation of an Interprofessional Team Intervention: A Qualitative Study.

J Clin Nurs. Accepted Author Manuscript. . doi:[10.1111/jocn.14605](https://doi.org/10.1111/jocn.14605)

Aims and objectives

To explore clinical nurses' experiences and perceptions following a purposeful interprofessional team intervention in practice.

Background

Despite increasing interest in interprofessional collaborative practice to improve teamwork, nursing outcomes and quality of care, there has been little research that focused on nurses'

perspectives of interprofessional collaboration after a purposeful interprofessional team intervention.

Seaman K, Saunders R, Dugmore H, Tobin C, Singer R, Lake F. **Shifts in nursing and medical students' attitudes, beliefs and behaviours about interprofessional work: An interprofessional placement in ambulatory care.** J Clin Nurs. 2018;00:1–8. <https://doi.org/10.1111/jocn.14506>

Aim and objectives

To examine students' beliefs, behaviours and attitudes in relation to interprofessional socialisation, and their expectations and experience, before and after a 2-week clinical placement in ambulatory care.

Background

Interprofessional clinical placements for students are important for developing an understanding of interprofessional collaboration and identity, for the benefit of patient care. Ambulatory care environment involves collaborative management of complex chronic problems. This educator supported placement that enabled final-year nursing and medical students to work together.

Leadership

Allen D. **Care trajectory management: A conceptual framework for formalizing emergent organisation in nursing practice.** J Nurs Manag. 2018;00:1–6. <https://doi.org/10.1111/jonm.12645>

Aim

To offer a new conceptual framework for formalizing nurses' work in managing emergent organisation in health and social care.

Background

Much health and social care requires continuous oversight and adjustments in response to contingencies. Nurses have an important role in managing these relationships.

[Read more here](#)

Management

How to Manage an Employee Who's Having a Personal Crisis

We all have [life events that distract us from work](#) from time to time — an ailing family member, a divorce, the death of a friend. You can't expect someone to be at their best at such times. But as a manager what can you expect? How can you support the person to take care of themselves emotionally while also making sure they are doing their work (or as much of it as they are able to)?

[Read more here](#)

Patient handling

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

Dahlke, S. , Hunter, K. F., Negrin, K. , Reshef Kalogirou, M. , Fox, M. and Wagg, A. (2018), **The educational needs of nursing staff when working with hospitalized older people.** J Clin Nurs. Accepted Author Manuscript. . doi:[10.1111/jocn.14631](https://doi.org/10.1111/jocn.14631)

Objectives

To examine nursing staffs' geriatric knowledge, perceptions about interprofessional collaboration and patient centered care, and perceived learning needs related to working with hospitalized older people.

Patient safety

Theme for Patient Safety Week 2018

This year's Patient Safety Week topic is infection prevention and control with a focus on good hand hygiene. Good hand hygiene helps stop the spread of bugs and antibiotic-resistant infections. More information about the approach and resources for Patient Safety Week 2018 will be available soon. Check the HQSC website for updates or email them at PatientSafetyWeek@hqsc.govt.nz

[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

Emergency inserted peripheral intravenous catheters: a quality improvement project

Leanne Ruegg, Mark Faucett, and Keat Choong
British Journal of Nursing, Vol. 27, No. 14: S28-S30.

<https://www.magonlinelibrary.com/doi/10.12968/bjon.2018.27.14.S28?ai=tq&ui=17qh&af=T>

Presentation skills

6 Tips for Managing Presentation Butterflies

To tackle your nervousness and bring it under control, remember these six key tips.

[Read more here](#)

Recruitment

Successful Inductions

Integrating New Starters Effectively

Anya was so excited when she started her new job three weeks ago – it's her dream role! But now she's questioning whether it was a good career move after all.

[Read more here](#)

Staffing – skill mix

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

Drennan, J. , .. et al (2018), **A Protocol to Measure the Impact of Intentional Changes to Nurse Staffing and Skill-Mix in Medical and Surgical Wards.** J Adv Nurs. Accepted Author Manuscript. . doi:[10.1111/jan.13796](https://doi.org/10.1111/jan.13796)

The aim of this research is to measure the impact planned changes to nurse staffing and skill-mix have on patient, nurse and organisational outcomes.

Values

How to Preserve Your Integrity

Consistently Making the Right Choices

In this article we'll examine what integrity is, and we'll see how we can develop it and preserve it by making the right choices in life.

[Read more here](#)

Workload and staffing levels

Health Minister: Accord needed to stop nurses 'running through wards' - but unclear how much it will cost

Health Minister David Clark says an accord on safe staffing signed today is needed to stop busy nurses "running" between wards.

[Read more here](#)

Training and resources

Recording of pressure injury measurement webinar now available

Presentations and a copy of the HQSC's 14 June webinar on the national approach to in-hospital pressure injury measurement are now available to view and download on our website.

[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: DianaG@nzno.org.nz

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