NZNO Nurse Managers New Zealand Section
Monthly News Sulletin
Friday 5 January 2018

Consultation

End of Life Choice Bill

NZNO seeks your feedback on the End of Life Choice Bill.   The purpose of the Bill is to give people with a terminal illness or a grievous and irremediable medical condition the option of requesting assisted dying. The motivation for this Bill is compassion. It allows people who so choose, and are eligible under this Bill, to end their lives in peace and dignity, surrounded by loved ones.

The bill:

- defines who is eligible for assisted dying

- details the provisions to ensure that this a free choice

- outlines the steps to ensure a person is mentally capable of understanding the nature and consequences of assisted dying.

FEEDBACK DUE	7 February 2018 to leannem@nzno.org.nz

Read or Download

- End of Life Choice Bill (207 KB)

Clinical judgement

What factors influence ward nurses' recognition of and response to patient deterioration? An integrative review of the literature. Massey, D., Chaboyer, W. and Anderson, V. (2017), Nurs Open, 4: 6–23

In this integrative review, we aimed to: first, identify and summarize published studies relating to ward nurses' recognition of and response to patient deterioration; second, to critically evaluate studies that described or appraised the practice of ward nurses in recognizing and responding to patient deterioration; and third, identify gaps in the literature for further research.

Read more here

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

Developing nurses' intercultural/intraprofessional communication skills using the EXCELLence in Cultural Experiential Learning and Leadership Social Interaction Maps. Henderson S, Barker M. *J Clin Nurs*. 2017;00:1–11.

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

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

Measuring health care workers' perceptions of what constitutes a compassionate organisation culture and working environment: Findings from a quantitative feasibility survey. McSherry R, Pearce P. *J Nurs Manag.* 2017;00:1–13.
Introduction
Health care organisation cultures and working environments are highly complex, dynamic and constantly evolving settings. They significantly influence both the delivery and outcomes of care.
Aim
Phase 1 quantitative findings are presented from a larger three phase feasibility study designed to develop and test a Cultural Health Check toolkit to support health care workers, patients and organisations in the provision of safe, compassionate and dignified care.

Decision making

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

The use of emotional intelligence capabilities in clinical reasoning and decision-making: A qualitative, exploratory study. Hutchinson M, Hurley J, Kozlowski D, Whitehair L. *J Clin Nurs.* 2017;00:1–1
Aims and objectives
To explore clinical nurses' experiences of using emotional intelligence capabilities during clinical reasoning and decision-making.
Background
There has been little research exploring whether, or how, nurses employ emotional intelligence (EI) in clinical reasoning and decision-making.

Difficult people / conversations

How to Work With Irritating People
Dealing With Minor but Persistent Annoying Behavior
Greg grits his teeth and takes a deep breath. "Be calm," he tells himself. "Don't let it get to you. It's just Carl being Carl."
[Read more here](#)

How to Win Over a Boss Who Just Doesn't Seem to Like You

Jay A. Conger and Allan H. Church
Harvard Business Review, December 2017
Chances are that at some point in your career, you'll have at least one boss you just can't seem to impress, or who tends to rub the wrong way.
Read more here

Economics

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Nurse manager succession planning: A cost–benefit analysis. Phillips T, Evans JL, Tooley S, Shirey MR. *J Nurs Manag*. 2017;00:1–6
This commentary presents a cost–benefit analysis to advocate for the use of succession planning to mitigate the problems ensuing from nurse manager turnover.
Background
An estimated 75% of nurse managers will leave the workforce by 2020. Many benefits are associated with proactively identifying and developing internal candidates. Fewer than 7% of health care organisations have implemented formal leadership succession planning programmes.

End of life care

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How nurses cope with patient death: A systematic review and qualitative meta-synthesis.
Zheng R, Lee SF, Bloomer MJ. *J Clin Nurs*. 2017;00:1–11
Aims and objectives
To review literature on nurses' coping strategies with patient death.
Background
Dealing with the loss of a patient was viewed as one of the most demanding and challenging encounters in clinical practice. Those nurses who are not competent in coping with patient death may be inadequate in supporting dying patients and their family members, and minimise the quality of end-of-life care. To get a broader understanding of how nurses cope with patient death and to develop meaningful and effective interventions, a systematic review which would help underpin the multidimensional approaches is needed.

Evidence based practice

Evidence-Based Practice: Improving Practice, Improving Outcomes
Wolters Kluwer Chief Nurse Dr. Anne Dabrow Woods explains the fundamentals of evidence-based healthcare in this concise, easy-to-understand presentation. Topics include the origins of EBP, its global impact on healthcare practice, the different types of research including systematic reviews and meta-analyses, the hierarchy of evidence, and when a healthcare practitioner can say he or she is delivering evidence-based care.
Watch here

Incivility

Five Ways to Deal With Rudeness in the Workplace
Saying "No" to Uncivil Behavior
Rudeness at work can have a high cost.
Hannah sat at her desk, shaking with anger and feeling totally humiliated.

Leadership

5 Ways to Be The Leader Your Team So Desperately Needs
You don't need to be Captain America to be a role model.

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

Factors contributing to managerial competence of first-line nurse managers: A systematic review.
Gunawan J, Aungsuroch Y, Fisher ML.   *Int J Nurs Pract.* 2017;e12611
Aims
To determine the factors contributing to managerial competence of first-line nurse managers.
Background
Understanding factors affecting managerial competence of nurse managers remains important to increase the performance of organizations; however, there is sparse research examining factors that influence managerial competence of first-line nurse managers.

Meetings

8 Ways to Add Value to Meetings
Making a Strong Contribution
Have you ever come out of a meeting feeling that you didn't perform at your best? Maybe you forgot to bring data to backup a colleague, or felt that you didn't get your point across, or just sat in silence for long periods.

Patient centred care
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

Surfacing and addressing hospitalized patients' needs: Proactive nurse rounding as a tool.
Al Danaf J, Chang BH, Shaear M, et al. *J Nurs Manag*. 2017;00:1–8
Aims
This paper reports on rounding interventions employed at high performing hospitals, and provides three case studies on how proactive nurse rounding was successfully implemented to improve patient-centredness.
Background
Proactive nurse rounding is a popular form of rounding that has shown promise for improving patient outcomes, yet, little evidence exists on how to implement it successfully.

Enhanced Early Warning System Impact on Nursing Practice: A phenomenological study.
Burns, K. A., Reber, T., Theodore, K., Welch, B., Roy, D. and Siedlecki, S. L. (), *J Adv Nurs*. Accepted Author Manuscript. doi:10.1111/jan.13517
Aim

To determine how an enhanced early warning system has an impact on nursing practice.
Background
Early warning systems score physiologic measures and alert nurses to subtle changes in patient condition. Critics of early warning systems have expressed concern that nurses would rely on a score rather than assessment skills and critical thinking to determine the need for intervention. Enhancing early warning systems with innovative technology is still in its infancy so the impact of an enhanced early warning system on nursing behaviors or practice has not yet been studied.

Patient safety

Weaving a culture of safety into the fabric of nursing
Echevarria, Ilia M. PhD, MS, RN, CCRN-K, CENP, CHES, NEA-BC; Thoman, Michele MBA, BSN, RN, NEA-BC
Nursing Management: December 2017 - Volume 48 - Issue 12 - p 18–25
Culture—the beliefs, behaviors, and values of people within an organization—can have debilitating effects on organizational strategy.[1,2] Every organization has its own distinct culture and may also contain subcultures that can vary by location and at the department level.[2] Despite efforts to improve patient safety, the implementation and sustainment of a culture of safety remains a high priority. Healthcare workers—from clinicians to leaders—play a significant role in creating that culture.
Read more here

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The nexus of nursing leadership and a culture of safer patient care. Murray M, Sundin D, Cope V. *J Clin Nurs*. 2017;00:1–7.
Aims and objectives
To explore the connection between +6 nursing leadership and enhanced patient safety.
Background
Critical reports from the Institute of Medicine in 1999 and Francis QC report of 2013 indicate that healthcare organisations, inclusive of nursing leadership, were remiss or inconsistent in fostering a culture of safety. The factors required to foster organisational safety culture include supportive leadership, effective communication, an orientation programme and ongoing training, appropriate staffing, open communication regarding errors, compliance to policy and procedure, and environmental safety and security. As nurses have the highest patient interaction, and leadership is discernible at all levels of nursing, nurse leaders are the nexus to influencing organisational culture towards safer practices.

Personal development

Personal SWOT Analysis
Making the Most of Your Talents and Opportunities
Chance favors the prepared mind.– Louis Pasteur
You are most likely to succeed in life if you use your talents to their fullest extent. Similarly, you'll suffer fewer problems if you know what your weaknesses are, and if you manage these weaknesses so that they don't matter in the work you do
Read more here

Preceptorship and mentoring
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

Key Elements to Developing a Preceptor Program
Denise Duffy Nash, MSN, RN-ARNP, ANP-BC; Monica Flowers, DNP, RN-ARNP, FNP-BC

BACKGROUND:
With competition from so many nursing programs seeking clinical sites and numerous nurses entering the health care industry, it is imperative to have a nurse preceptor program in health care institutions.
METHOD:
This article attempts to identify the essential components of a preceptor program by reviewing the literature, surveying RNs to identify curriculum, and suggesting an evidence-based preceptor program of value.
RESULTS:
Although there is much in the published literature and books about preceptors' roles and responsibilities, few references are available about how to start a preceptor program and program components. A total of 402 RNs with a baccalaureate nursing degree (or higher) were surveyed at a health care system. One hundred ninety-seven surveys were completed (49% response rate) to identify education topics, format, and time of delivery.
CONCLUSION:
The development and implementation of a preceptor program is vital for the success of nurse training and retention to provide quality care.

Prescribing/medication

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

Nurses' clinical reasoning practices that support safe medication administration: An integrative review of the literature. Rohde E, Domm E. J Clin Nurs. 2017;00:1–10.

Aims and objectives
To review the current literature about nurses' clinical reasoning practices that support safe medication administration.
Background
The literature about medication administration frequently focuses on avoiding medication errors. Nurses' clinical reasoning used during medication administration to maintain medication safety receives less attention in the literature. As healthcare professionals, nurses work closely with patients, assessing and intervening to promote mediation safety prior to, during and after medication administration. They also provide discharge teaching about using medication safely. Nurses' clinical reasoning and practices that support medication safety are often invisible when the focus is medication errors avoidance.

Quality

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

Evaluating fundamentals of care: The development of a unit level quality measurement and improvement programme.
Parr, J. M., Bell, J. and Koziol-McLain, J. (), *J Clin Nurs*. Accepted Author Manuscript. doi:10.1111/jocn.14250
Aims and objectives

The project aimed to develop a unit level quality measurement and improvement programme using evidence based fundamentals of care.
Background

Feedback from patients, families, whānau, staff, and audit data in 2014 indicated variability in the delivery of fundamental aspects of care such as monitoring, nutrition, pain management and environmental cleanliness at a New Zealand District Health Board.

Relationship building

Building Great Work Relationships
Making Work Enjoyable and Productive
How good are the relationships that you have with your colleagues?
Read more here

If You Want Your Employees to Stick Around, Start by Creating a Positive Experience
The key to employee happiness is creating positive experiences your employees won't find elsewhere.
Read more here

Teaching

Reluctance to fail nursing students in practice-implications for nurse managers.
Timmins, F… et *J Nurs Manag*, 25: 489–490 (2017), doi:10.1111/jonm.12508
In many countries internationally nurses have an important role in the direct supervision, teaching and assessment of nursing students in clinical practice (Jokelainen, Turunen, Tossavainen, Jamookeeah, & Coco, **2011**; Tuomikoski & Kääriäinen, **2016**). In countries such as the UK and Ireland, competency-based assessments of students are undertaken by nurses working in practice, with [varying levels of] support from third level institutions. Successful achievement of these practice based competency assessments is an integral component of contemporary nurse education programmes and a requirement of ultimate registration with relevant nursing boards. Nurses undergo basic preparation and training as assessors; and work closely with students in the role of mentor or preceptor
Read article here

News letters and reports

HQSC NZ E-digest
E-digest
Issue 77
29 November – 20 December 2017
Read here

The above bulletin has been compiled by Linda Stopforth, SNIPS, on behalf of NZNO Nurse Managers New Zealand section.
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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