New Website Launched in Time for Renewal

It’s a great time to try online renewal. Check out CARA’s new website which makes it easier than ever for you to access the information you want when you want it. Last year, more than 50 percent of CARA members applied online and many told us how impressed they were to receive their practice permit so quickly, often within three days.

Obtain Your Password

When you’re ready to renew, select “Log In” at www.nurses.ab.ca and you will be prompted to enter a password. If you don’t have a password or have forgotten it, simply select “Request Password” and your password will be sent within minutes to your home e-mail address. Once you have been issued a password, you can log in with your registration number and change your password to one that you can recall more easily. Your password will also allow you to access other online services that are available to members only.

In the interest of protecting your privacy, CARA is not printing your online password on the application form this year and CARA staff will not be able to provide passwords.

More renewal information on page 12
Next CARNA Provincial Council Meeting
September 20-21, 2007
All CARNA members are welcome to attend.
For more information contact: Wendy Buckley
453.0510 in Edmonton or toll free 1.800.252.9392 ext. 510
wbuckley@nurses.ab.ca
For the past few months, I have been visiting registered nurses (RNs) in various regions of the province. It was encouraging to meet so many RNs who enjoy their work and are satisfied with their decision to pursue a career in nursing. They weren’t unaware of, or unaffected by, the issues facing the profession and the health system but they were optimistic about their ability to contribute to solutions.

The nurses who were enjoying their professional life seemed to feel empowered to problem-solve in their practice settings. As I visited various work-sites, it was evident that practice settings which foster a sense of personal empowerment in RNs have common characteristics. The RNs felt that they had the ability to solve problems when their work was appreciated and recognized by the individuals in formal leadership positions. Leadership wasn’t restricted to those in formal roles but existed at the personal level as well. Individuals were actively engaged in resolving issues and could operationalize their leadership skills in the setting. The nurses felt that they could make a difference... and so they did.

Another theme I heard in my visits with members was something one RN called “fatigue with change.” The health system is evolving at a rapid rate as it attempts to respond to the combined pressures of economic growth, increased demand for health services and an aging health human resource workforce. While the RNs fully realized that change was necessary, and in many instances welcomed the results the changes would bring, they were experiencing a real need to “catch their breath.”

Whenever I meet with members, I speak about the privilege of self-regulation our profession enjoys. CARN...
Highlights of Provincial Council
June 1, 2007

Changes to Restricted Activities
Provincial Council approved in principle the development of regulations addressing changes to restricted activities regarding registered nurse (RN) prescribing, ordering and applying of x-rays, and nurse practitioners ordering radiation therapy. This decision allows College and Association of Registered Nurses of Alberta (CARNA) staff to proceed to develop draft regulations integrating the results of a consultation process which included representatives from regional health authorities, Health Canada’s First Nations and Inuit Health Branch (FNHB), educational institutions, specialty practice groups, United Nurses of Alberta, other health professions and a random sample of 500 CARNA members. A review of the restricted activities authorized by the Regulation of the Profession of Registered Nurses under the Health Professions Act (HPA) was initiated by CARNA to respond to member requests for change, system pressures and access issues.

Québec Professional Examination
Council agreed to recognize the entry-to-practice examination administered in Québec by l’Ordre des Infirmières et Infirmiers de Québec (OIIQ) for the purposes of RN registration in Alberta. Québec’s regulatory college requires nursing graduates to pass the Québec professional examination and not the Canadian Registered Nurse Examination (CRNE) written by Alberta graduates. In March 2007, CARNA attended a presentation which verified the reliability and validity of the Québec exam in measuring the required competencies and which demonstrated that the competencies tested on the Québec exam were comparable to the CRNE. An evaluation comparing the categories/components of the CRNE and the Québec exam was also completed by presenters OIIQ Scientific Director, Judith Leprohon, RN, PhD and Director of the Centre d’évaluation en sciences de la santé de l’Université Laval, Carlos Brailovsky, MD, PhD. As of June 2007, the majority of Canadian nursing jurisdictions recognize the OIIQ exam and the remainder are expected to follow suit. Recognition of the Québec exam does not set aside the CARNA requirement for English language competency.

Bylaws for Contingency Planning
Council approved proposed amendments to CARNA bylaws to address Council’s ability to fulfill its governance role if both the President and the President-Elect were absent during a declared emergency which may affect a significant portion of the population, such as a pandemic. The proposed amendments address the situation in which a quorum cannot be reached and grants the remaining members of Council the authority to determine how Council will carry out its role and responsibilities. The proposed bylaw amendment is published in the current issue of Alberta RN to comply with CARNA bylaws requiring that any bylaw amendment be published at least 60 days before the date of the meeting at which Provincial Council will vote on it to give members a chance to provide feedback. See page 9.

2007/2008 Budget
Council authorized CARNA operations to utilize a combination of the existing capital allocation and available net assets to develop the 2007/2008 operational budget. This decision provides management with flexibility in managing resources while meeting escalating operating needs and maintaining an adequate capital reserve.

Pooled Linkage Funds
Council approved the use of the governance linkage funds by members of Provincial Council for travel expenses, per diem or salary replacement to attend meetings or events with students, members, employers or MLAs. Criteria and a process for accessing funds will be reviewed at the next meeting of Provincial Council.

Governance Development and Support
Council endorsed a framework intended to provide a governance development and support framework upon which Provincial Council can ensure orientation and ongoing development of the Council as a whole and individual members, as required.

Monitoring Reports

AGM Resolutions
While resolutions carried at the annual general meeting are not binding on Provincial Council, they do need to be considered within the context of CARNA’s dual mandate as both a regulatory college and professional association. The resolution carried by the members at the CARNA annual general meeting (AGM) held May 3, 2007 in Banff (see page 47) read as follows:

Whereas, registered nursing health human resources are in a critical shortage;

Resolved that, CARNA increase its lobby to government, identifying a registered nursing crisis and the need to increase funding for registered nurse education and resourcing to improve retention and recruitment of registered nurses in the province of Alberta.

The motion relates to the second and third of the three priority areas identified by Council at its June 2006 strategic focus session, as follows:

• regulating the registered nursing profession in Alberta
• building the capacity of the registered nursing profession in Alberta
• having an influential voice in the health care system

Council reviewed its advocacy activities since June 2006 related to these areas.
and agreed that CARNA will continue its current activity related to building the capacity of the registered nursing profession in Alberta and take advantage of opportunities to bring forward key messages.

CNA AGM Resolutions
Council agreed to submit a resolution advocating for leadership development and a resolution advocating for a balanced focus on recruitment and retention to the annual general meeting of the Canadian Nurses Association in June 2007. See page 9.

Appointments
Council appointed Gerry Lasiuk as scrutineer and Lori Zurowski as alternate scrutineer for the CARNA Election. The scrutineer is required to be present during the opening and counting of ballots at the CARNA office in Edmonton on July 11, 2007.

Council appointed a representative to the Nursing Education Program Approval Board (NEPAB) from each of the following groups: Alberta Nursing Education Administrators (ANEA), Regional Health Authorities (RHA) and Registered Nurses (RN). The members appointed are the following:

- ANEA representative: Florence Melchior
- RHA representative: Annjanette Weddell
- RN representative: Lincoln Taylor

Ann Bevan was appointed to the Competence Committee. Bevan is a nursing instructor in the bachelor of nursing program at Medicine Hat College.

Vogel Award
Council voted to confer the Vogel Award on Joan Petruk (Central Region). The Vogel Award recognizes contribution through service on Provincial Council and is awarded annually to a registered nurse member of Provincial Council, excluding the president, who has served for at least one year of the current term. The award will be presented at the September 2007 meeting of Provincial Council.

Letter to the Editor
I recently retired from a lengthy and rewarding career in bedside nursing. Your March issue featured nominees for the 2007 CARNA Awards and I was shocked and discouraged to see the numbers nominated for educators and administrators compared to clinical practice. The ratio was over three to one. These numbers certainly don’t reflect the actual numbers of nurses in these positions and perhaps capping the nominees would be more appropriate. I believe that CARNA’s role is to engage all nurses equally but this glaring inequity is apparent to all nurses who read our magazine and should be corrected.

Sandy Brown
Calgary

EDITOR’S NOTE:
Each year, the CARNA Awards Selection Committee evaluates the process and criteria of the CARNA Nursing Excellence Awards. This year, the Committee also noted that the number of nominations to the clinical practice award category was lower than in the previous four years. More than 80 per cent of Alberta’s more than 28,000 RNs are potentially eligible for a nomination for excellence in clinical practice, and the CARNA Award Selection Committee believes that all 28,000 members know at least one RN deserving of a nomination. Whether or not they are selected by the committee for an award, nominees in all categories consistently express their deep gratitude for the recognition of being nominated for an award by their colleagues. The challenge, in the Committee’s view, continues to be to persuade more members to submit nominations rather than dissuade particular categories of nominations.

The program and the CARNA Awards Gala are like most award programs, symbolic activities, where a few exceptional individuals are selected for direct recognition, but where at the same time we are all celebrating something much bigger – the proud tradition of professional nursing and the four domains of nursing practice, clinical practice, education, administration and research.

CORRECTION
Ellen Jones, CARNA Provincial Councillor, Northwest Region:
In the election candidate profiles published in the May 2007 issue, Ellen Jones was erroneously cited as the 2006-2007 Provincial Councillor elected in Calgary/West instead of Northwest Region. Jones has been reelected in Northwest Region for 2007-2009 by acclamation.

Danelle Schuetzle, 2007 Rising Star Award Recipient:
In the May 2007 issue, Danelle Schuetzle’s name was spelled incorrectly. Alberta RN apologizes for any inconvenience.
MEMBERS WANTED!

If you are a registered nurse (RN) seeking an opportunity to advance the profession by sharing your knowledge and experience, you are invited to apply for a volunteer position on one of the following CARN A regulatory committees.

Competence Committee

Two members needed
Terms begin Oct. 1, 2007

The committee is responsible for continued development, implementation and evaluation of the Continuing Competence Program and Competence Committee policies and processes, including requests from members seeking an exception of policy. Committee members will determine:

- whether an applicant/member has met the Continuing Competence Program requirements for a practice permit
- whether the member has complied with conditions assigned to meet Continuing Competence Program requirements

Qualifications

CARN A strives to achieve broad representation of membership by appointing members from a variety of practice settings and geographic regions. To complement the current composition of the committee, members with the following qualifications are required:

- one nurse practitioner member in active practice
- one RN member with a minimum of five years of nursing experience as a staff nurse in acute care or community health
- resident of the Calgary/West or Edmonton/West region

Expectations of Members

- complete a three-year term
- attend six to seven one-to-two day meetings per year, as required, at the CARN A office in Edmonton
- attend a one-day orientation session
- commit to preparatory time for meetings

Questions

If you have questions about the work of the committee, or the expectations of members, please contact:

Terry Gushuliak, Assistant Registrar/Continuing Competence
toll free at 1.800.252.9392, ext. 507 or in Edmonton 453.0507
tgushuliak@nurses.ab.ca

Hearing Tribunal

Two members needed
Terms begin Oct. 1, 2007

The Hearing Tribunal considers evidence at a hearing, gathered in the investigation of a complaint made about a member and, based upon the evidence, determines if the RN has met the standards of the profession. Panels of two or three regulated members and one public representative are formed to adjudicate hearings into allegations of unprofessional conduct. If the member is found to be unskilled, or to have engaged in other unprofessional conduct, the Tribunal decides what measures are necessary to protect the public from the unsafe practice, how to remediate and rehabilitate the individual nurse and determines compliance with its discipline orders.

Qualifications

CARN A strives to achieve broad representation of membership by appointing members from a variety of practice settings and geographic regions. To complement the current composition of the Tribunal, two members with the following qualifications are required:

- currently practicing as a staff nurse (in home care or acute care) with a minimum 10 years experience in that setting
- resident of CARN A South or Central region (including David Thompson and East Central health regions)

Please note that individuals with an active legal practice will not be considered for these positions.

Expectations of Members

- serve a four-year term
- attend an average of 15-18 hearings per year in Edmonton
- hearings may be rescheduled on short notice
- members are also expected to attend brief meetings regarding compliance with orders, normally scheduled on the same day as a hearing
- commit to a one-day orientation session
- attend an annual meeting
- accept the responsibility of chair of the Hearing Tribunal after approximately one year

Questions

If you have questions about the work of the Hearing Tribunal or the expectations of members, please contact:

Sue Chandler, Complaints Director
toll free at 1.800.252.9392, ext. 519 or in Edmonton 453.0519
schandler@nurses.ab.ca

How to Apply

- Obtain an application form at www.nurses.ab.ca.
- Contact Lella Blumer toll free at 1.800.252.9392 ext. 513, in Edmonton 453.0513 or lblumer@nurses.ab.ca.
- Request an application by fax: 780.452.3276.

Application deadline for the Competence Committee, Hearing Tribunal,
CARNAs committee members for travel expenses related to committee meetings and offers a salary replacement/per diem to compensate members for time away from work. Orientation and ongoing education is provided to all committee members.

**Registration Committee**

**Two members needed**

**Terms beginning Oct. 1, 2007**

The Registration Committee is composed of seven RN members who review applications for registration and initial or renewed practice permits. They also consider requests for exemption to the application of a standard registration committee policy due to extraordinary circumstances. The committee members are responsible for determining if an applicant/member has met the legislated registration requirements and whether a danger to the public would result from the applicant engaging in, or continuing to engage in, nursing as an RN or nurse practitioner. The committee may approve, defer, or deny eligibility for registration and/or practice permits. The committee may also identify needed conditions or restrictions that should be placed on a permit in the interest of protecting the public.

**Qualifications**

CARNAs attempts to achieve broad representation of membership by appointing members from a variety of practice settings and geographic regions. Preference will be given to applicants who:

- have a minimum of three years nursing experience
- practice in acute care, community-based care or administration
- reside in the Edmonton/West, Northwest or Northeast regions

**Expectations of Members**

- serve a three-year term
- attend a minimum of 10 meetings per year
- attend a full-day orientation session
- participate in urgent teleconferences when required
- accept the responsibility of chair or vice-chair after sufficient exposure to role and responsibilities.

**Questions**

If you have questions about the work of the Registration Committee or the Registration Review Committee or the expectations of members, please contact:

Rita Wright, Registrar
toll free at 1.800.252.9392, ext. 506 or in Edmonton 453.0506
wright@nurses.ab.ca

**Registration Review Committee**

**One member needed**

**Term beginning Oct. 1, 2007**

The Registration Review Committee is composed of up to seven RN members who have been delegated by Provincial Council to hear reviews of decisions made by the registrar, Registration Committee, assistant registrar—continuing competence, or the Competence Committee. Responsibilities include conducting a formal hearing of the applicant/member’s reason for requesting the review, hearing sworn testimony and reviewing documents submitted by both the applicant/member and CARNA. After hearing submissions from both parties and considering the applicable legislation, regulations, bylaws, and policies, the committee members may decide to:

- confirm, reverse, or vary the original decision
- refer the matter back to the original staff member or committee to make further assessment and decision
- make a new order necessary for a Review Committee’s decision.

**Qualifications**

CARNAs attempts to achieve broad representation of membership by appointing members from a variety of practice settings and geographic regions. Preference will be given to applicants who:

- have a minimum of ten years nursing experience
- practice in community health or nursing education/research
- reside in the Edmonton/West or South regions
- have previously served on the Registration Committee

**Expectations of Members**

- serve a three-year term
- attend meetings on an as needed basis
- review documents in advance of review and attend an orientation session prior to review hearings
- volunteer on a rotating basis to draft and finalize decisions of the committee

Important notice to current members of CARNA regulatory committees:

The CARNA bylaws state that individuals may only serve on one regulatory committee at a time. Current members of regulatory committees are not eligible to apply for these positions until their current term expires.
MEMBERS WANTED!

How to Apply
• Obtain an application form at www.nurses.ab.ca.
• Contact: Diane Wozniak at 453.0525 or toll free 1.800.252.9392 ext. 525.
• Request an application by fax: 780.452.3276.

Elections and Resolutions Committee

Three members
Term beginning Oct. 1, 2007
The Elections and Resolutions Committee (ERC) is responsible for:

a) recommending a slate of qualified candidates for members of Provincial Council and president-elect, whenever an election for that office is required
b) developing the rules governing the CARNA campaign and election process, for review and approval by Provincial Council
c) providing support for members submitting resolutions for CARNA’s annual general meeting
d) supporting the development of resolutions for proposal at the 2008 CNA Biennium for Provincial Council’s consideration
e) soliciting names of members interested in becoming members of ERC to be considered by Provincial Council

Qualifications
CARN attempts to achieve broad representation of CARN membership by appointing members from a variety of geographic regions. Preference will be given to RNs working in regions outside of Edmonton and Calgary.

Expectations of Members
• serve a two-year term
• prepare for meetings and teleconferences
• attend four to six teleconferences and up to two face-to-face meetings in Edmonton
• network to generate nominations

Questions
If you have questions about the work of the Committee or the expectations of members, please contact:
Margaret Ward-Jack
Director, Communications
TEL: 453.0515 or toll free 1.800.252.9392 ext. 515
E-MAIL: mwardjack@nurses.ab.ca

Awards Selection Committee

Two members
Term beginning Oct. 1, 2007
The CARNA Awards Selection Committee is an operational committee composed of five volunteer RN members and the executive director. The committee reviews criteria, reviews nominations and selects qualified recipients for the CARNA annual awards program.

Qualifications
To complement the composition of the committee, preference will be given to RNs working in clinical practice or administration.

Expectations of Members
• serve a two-year term Oct. 1, 2007
• prepare for meetings and teleconferences
• review nomination submissions and objectively apply award criteria
• participate in two to four meetings per year

Questions
If you have questions about the work of the committee or the expectations of members, please contact:
Rachel Champagne
Manager, Communications
TEL: 453.0516, or toll free 1.800.252.9392, ext. 516
E-MAIL: rchampagne@nurses.ab.ca

Application deadline for the Elections and Resolutions and Awards Selection Committee is Aug. 24, 2007
Notice of Proposed Change to Bylaws

Approved for publication by Provincial Council at its regular meeting held on May 31-June 1, 2007

There are currently two CARNA bylaws dealing with an absence in the office of the president and president-elect at the same time. However, the bylaws were drafted prior to CARNA’s Business Contingency Plan and the current focus on planning for a pandemic or other emergency situation. In such a situation, a significant portion of the population may be affected and Provincial Council may not be able to meet its quorum requirements or carry out business in the manner prescribed in the bylaws. The following amendments are proposed to allow Council to proceed with Council business in extraordinary circumstances.

<table>
<thead>
<tr>
<th>CURRENT CARNA BYLAW</th>
<th>PROPOSED REVISION</th>
<th>RATIONALE</th>
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<tr>
<td>6.8 Absence or Inability to Act (1) In the absence of the President or inability of the President to act, the President-Elect shall assume the functions, duties, powers and responsibilities of the President. (2) In the absence or inability of the President and the President-Elect to act, Provincial Council will determine who shall perform the functions, duties, powers and responsibilities of the President.</td>
<td>6.7 Absence or Inability to Act (1) In the absence of the President or inability of the President to act, the President-Elect shall assume the functions, duties, powers and responsibilities of the President. (2) In the absence or inability of the President and the President-Elect to act, Provincial Council will determine who shall perform the functions, duties, powers and responsibilities of the President.</td>
<td>No change other than re-numbering – Current bylaw 6.8 would most likely be the first step in dealing with an emergency vacancy in the office of President and President-Elect, so it should come first.</td>
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<tr>
<td>6.7 Vacancy of President or President-Elect Position: Other If no person is willing or able to serve as President or President-Elect in accordance with these Bylaws or circumstances arise making it impossible to comply with these Bylaws, Provincial Council may make such appointments or arrangements as it considers necessary in the circumstances.</td>
<td>6.8 Vacancy of President or President-Elect Position: Other If no person is willing or able to serve as President or President-Elect in accordance with these Bylaws, or circumstances arise making it impossible to comply with these Bylaws, the remaining members of Provincial Council may make such appointments or arrangements as they consider necessary in the circumstances.</td>
<td>Addresses the situation in which Council quorum will not be reached, and grants the remaining members of Council the authority to determine how Council will carry out its role and responsibilities.</td>
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As a CARNA member, you have 60 days to provide input to your Provincial Council member before the proposed revision is submitted to Council for final approval. For more information, please contact CARNA at 451.0043 or toll free 1.800.252.9392, or access the CARNA website at www.nurses.ab.ca.
Welcome to the 21st century of professional nursing in Alberta!

OUR MEETING TODAY IS TAKING PLACE PRIOR TO

a historic inter-disciplinary conference involving the professions representing physicians, pharmacists and registered nurses (RNs).

This conference supports the vision of the future presented in the 2006 report, ‘Towards 2020,’ published by CNA and Health Canada. The report positions nursing within a future health system based on inter-professional primary care teams and collaborative patient-centred approaches to health.

The collaboration demonstrated in this conference is just one example of the way the College and Association of Registered Nurses of Alberta (CARNA), your regulatory body and professional association, is helping to shape the future of the RN profession on your behalf.

As RNs, we are part of a self-regulated profession with a primary purpose of protecting the public. We have accepted responsibility to govern ourselves and to ensure that we meet the standards we have set for ourselves. CARNA develops and implements the tools of self-regulation – registration, continuing competence and conduct – which give us the legitimacy to call ourselves “professionals” in the true meaning of the word.

Your decision to attend this annual general meeting is one way you are demonstrating your commitment to your profession. I also encourage you to read the annual report for more information about the many ways CARNA is furthering the profession of registered nursing in Alberta. Please note: the CARNA annual report is available online at www.nurses.ab.ca.

As president of CARNA, I would also like to formally thank the many RNs in Alberta who volunteer to serve on CARNA committees and Provincial Council. Without your dedication, we could not meet the expectations of a self-regulating profession.

I am going to take a moment to talk about the three strategic focus areas that Provincial Council has identified to guide the work of the organization.

The first strategic focus is ensuring that the public receives safe, competent and ethical care from RNs. It recognizes the importance of CARNA’s on-going regulatory mandate and the resources required to accomplish it.

The second priority, building the capacity of the registered nursing profession, recognizes the urgency of addressing workplace issues which are affecting recruitment and retention of RNs.

I want you to know that CARNA is working continually with government, employers and other stakeholders to develop strategies to address these challenges. We are committed to advocating for change that enhances patient care, including changes that contribute to quality work environments. This priority also acknowledges the importance of removing barriers to RNs fulfilling their role and helping to ensure they have the knowledge required to assume new roles within the health system.

The third priority is to align the resources of the organization with achievement of its mandate. This involves identifying criteria to assist Provincial Council and staff in decision-making not only in the major planning process but when opportunities arise on a day-to-day basis.

CARNA is not only a regulatory body but your professional association. RNs are leaders collectively at the provincial level through CARNA which gives you a means of ensuring that the nursing perspective is incorporated into health policy provincially and nationally.

During my term as president of CARNA, I have had the opportunity to visit with RNs throughout the province. It is inspiring to learn about the many innovations and positive contributions RNs are making throughout the health-care system. I have noticed that the RNs who tell me that they enjoy their work have some common characteristics.

First of all, these RNs are confident in their own knowledge and skills which allows them to fully contribute to the health-care team and fulfill their role as RNs.

These RNs are also flexible. Our practice as RNs needs to continually evolve. RNs today are expected to be knowledge workers, to competently lead the nursing team, to provide consultation to other team members, and provide direct care when client acuity and complexity are high. We also need to work effectively on inter-disciplinary teams.

Also, these RNs work in environments that support nursing and recognize the contribution that nursing makes to quality patient care and positive patient outcomes.

“As registered nurses, we are part of a self-regulated profession with a primary purpose of protecting the public. We have accepted the responsibility to govern ourselves and to ensure that we meet the standards we have set for ourselves.”

The key to effective collaboration is to understand and respect our own role as RNs. By making conscious decisions about our role as RNs today, we can help to shape the evolution of our own profession for the decades to come. We have to value our unique ability to synthesize aspects of patient care, health promotion and patient advocacy that are shared by other health professions into a role that is uniquely our own.

We also need to understand that we are leaders. Leadership is inherent in the role of the RN at the direct care level. Direct care involves making decisions and innovations that contribute to safer patient care and improved outcomes.

As RNs, we assess, diagnose and provide treatment/interventions or make referrals on a regular basis. These activities, integral to our role as RNs, are also areas where we can demonstrate leadership by proactively promoting health, preventing further injury or illness and teaching self-care to clients. It is part of the role of the RN to consider the whole person and
to understand the impact of injury and illness on their lives. The pressures facing our health-care system are creating windows of opportunity. Collectively, we are being forced to innovate because the system cannot be sustained if we continue doing things the same way. We have an opportunity to address long-standing issues about the way health services are delivered and to maximize scopes of practice for all health providers.

It is important for us, as individual RNs, not to feel powerless in the face of the changes we see and the challenges we face. We can offer substantive ideas about how care can be improved, how care environments might be safer, how the continuum of care might be smoother, and in general how to create a better health-care system for all. We can be even more effective if we sharpen our leadership skills in order to be heard as credible voices advocating for improvements in patient care.

“By making conscious decisions about our role as RNs today, we can help to shape the evolution of our own profession for the decades to come.”

Public opinion surveys regularly identify nurses as one of the most trusted groups of professionals. The public values the care and nurturing that we provide and it is true that caring and nurturing provide the context within which we apply our knowledge as RNs.

In their book, The Complexities of Care: Nursing Reconsidered, Nelson and Gordon suggest that we diminish the value of our contribution when we focus on caring and nurturing without mentioning the knowledge required to focus on the needs of others. We need to balance these two aspects of our profession.

Being an RN is so much more than a list of tasks—even though those tasks may be essential to perform. There may be tasks that RNs perform in your practice setting that could… or should… be performed by other providers or support staff. Sometimes we fall into doing these tasks because we think that it “saves time” or there really isn’t anybody else to complete them on our shift.

But if we don’t ask ourselves each time whether or not there is a better, more efficient use of our knowledge, we are inadvertently devaluing our own professional role.

Administrators are unlikely to consider providing more non-nursing supports if all of the tasks can always be done by nurses themselves. We need to stop burning ourselves out by continuing to try to “do it all.” We need to create environments where we can focus our energy on fulfilling the role of the RN.

There are also actions we can take, as individual RNs, that strengthen our leadership role and make our contribution more visible within the health system. It is important to realize that our individual behaviours and attitudes contribute to the perceptions our health colleagues and the public develop about the role of the RN.

This year, the Canadian Nurses Association has chosen the theme Think you know nursing? Take a closer look for National Nursing Week. It is our job as RNs to find ways to articulate what it is that nursing is and does so that others can understand the role of RNs. We need to help others recognize the assessment and decision making; inclusion of the whole person and family in care; and the knowledge that is being applied within the context of care and nurturing.

Similarly, we must help others distinguish us as RNs from the myriad of people with whom they interact in the health-care system. We need to find other ways of making sure that the RN is visible. We want to be recognized and valued for the care we give, the knowledge that we have and the significant contribution that we make to the health of our fellow citizens.

Please wear your RN pin whenever you are in your workplace. When you introduce yourself to your client/patient/community group, remember to tell them that you are a registered nurse. By doing these two things, you can begin to “make visible the work of registered nursing.”

Finally, ask questions. It is imperative that we think about and question our practices, our behaviours and the system in which we work so that we can grow and develop.

Just as we accept our responsibility for assessing our individual RN practice, CARNAs accepts its responsibility to ensure that the role of RNs is understood, articulated, valued and promoted in our health-care system.

At the same time, CARNAs is working proactively with government and other health professions to promote collaborative, inter-disciplinary practice, primary health care and full scope of practice for RNs. We will also support government’s efforts to address determinants of health which have such significant impact on population health and the demand for health resources.

A few weeks ago, CARNAs executive director and I attended a health workforce summit at the invitation of three provincial cabinet ministers: the minister of Health and Wellness, the minister of Advanced Education and Technology and the minister of Employment, Immigration and Industry.

This is a very hopeful indication that our government is recognizing that only a coordinated approach can address the daunting challenges facing health care today. Through CARNAs, RNs have a voice in the development of policy and strategies to surmount these issues.

I am confident that we, as RNs, can play a pivotal role by providing solutions to many of the problems in health care today. We need to seize the future and make it our own. A health system based on improving health, educating individuals in self-care, and coordinating care for individuals, families and communities is an environment where RNs, working to their full scope of knowledge, education and skill, can thrive.

We need to challenge ourselves individually and as a profession to make our full contribution to health in Alberta…and to make our vision of the future a reality.

Finally, I would like to thank the members of CARNAs for giving me the opportunity to serve as your president. I have been privileged to meet many of you, to bring your concerns to the attention of decision-makers and to ensure that the public can continue to have confidence in the profession of registered nursing in Alberta. Thank you for your support, your feedback and your confidence in my ability to represent you.
Remember that it is the legislated and professional responsibility of practicing members to obtain the new practice permit before the existing permit expires.

Watch for your Renewal Form
In late July, CARNA will send a notice to all members to renew their membership with CARNA for Oct. 1, 2007-Sept. 30, 2008. Members who agreed to use the online system will be notified by e-mail.

Give Online Renewal a Try
More than 15,000 members renewed online last year and CARNA encourages all members to use the online renewal system. It would be helpful if experienced users helped members who may be less comfortable online learn how easy online renewal actually is. Returning users will notice that online renewal looks a little different this year because CARNA has upgraded its information systems to capture member information in a format more consistent with the Health Professions Act (HPA) requirements. You need an e-mail address to renew online so if you don’t already have an e-mail address through your online provider, you can obtain a free e-mail address from services such as hotmail. All the information contained in the printed guide mailed out with the application will be available to you online when you are renewing.

The majority of members are eligible to renew online. However, the following members will not be able to renew online:
• anyone who answers “Yes” to being disciplined, being found guilty of a criminal conviction but not yet pardoned, or having a fitness to practice condition
• anyone who has been suspended by conduct or agreed to a voluntary undertaking not to work

RENEW BY SEPT. 30, 2007
It’s time to renew your CARNA Practic
Sept. 30 Deadline

Members are responsible for ensuring that CARNA receives the completed application form and fee (when membership is being maintained) prior to the deadline regardless of the method chosen for delivery (electronic, mail, courier, etc.). For this year only, CARNA will accept applications up to 4:30 pm Mountain Standard Time on Monday, Oct. 1, 2007 because Sept. 30 falls on a Sunday.

If a member held a practice permit in 2006-2007 and CARNA does not receive a completed form by the deadline, CARNA will, in accordance with Section 39 of HPA, suspend the member and notify the member and their employer(s) of the suspension in writing. The member will be unable to practice nursing in Alberta or use the title RN, CGN, or NP until each of the following prerequisites are met:

a) CARNA receives the form and fee plus an additional reinstatement fee of $50
b) CARNA confirms all requirements are met
c) CARNA issues a practice permit

Members are encouraged to avoid suspended status and paying reinstatement fees by completing their renewal application well in advance of the deadline date.

24-hr Telephone Help Line

This year, CARNA is introducing a 24-hour telephone support system to reduce delays in responding to member inquiries. Between August 15, 2007 and October 15, 2007 members can obtain answers to the most frequently asked questions by accessing an automated telephone messaging system. Members are also encouraged to check the Frequently Asked Questions under the Member Info section of the new CARNA website. If you don’t find the answer to your question, contact CARNA at 1.800.252.9392. If you are leaving a message, please leave only one message. Leaving multiple messages with various members of the registration services team leads to duplication of effort and reduces service to all members. Registration staff will typically return telephone messages within 24-48 hours.

Recommended Timeline to Receive Your Permit Before Your Current Permit Expires on Sept. 30

<table>
<thead>
<tr>
<th>Date</th>
<th>Task Description</th>
</tr>
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<tbody>
<tr>
<td>By July 30</td>
<td>Prepare to report your continuing competence activities for the current practice year and priority indicators for upcoming practice year.</td>
</tr>
<tr>
<td>By Aug. 15</td>
<td>If you have not received your notice to renew your registration, contact CARNA registration services at 1.800.252.9392.</td>
</tr>
<tr>
<td>By Aug. 30</td>
<td>Go over the application form and guide. Check the new information regarding mandatory reporting of continuing competence for all members who held RN, CGN or NP status during 2006-07, requirements to update your personal information during the year and options related to a leave of absence.</td>
</tr>
<tr>
<td>By Sept. 1</td>
<td>Submit the renewal form and fee online, by mail or in person.</td>
</tr>
<tr>
<td>By Sept. 15</td>
<td>If you submitted your form by Sept. 1 and you have yet not received your permit, log on to the CARNA website and access your “Profile Update” to find the status of your application. If you are uncertain about what you need to do, contact CARNA at 1.800.252.9392.</td>
</tr>
<tr>
<td>By Sept. 30</td>
<td>Show your employer(s) the front and reverse side of your practice permit. (Note the reverse side records any HPA conditions CARNA has placed on a permit).</td>
</tr>
<tr>
<td>On Oct. 2</td>
<td>If you have not received or been issued a permit from CARNA, enter the CARNA website and access your member profile. If you see “Suspected,” you must notify your employer(s) that you are unable to work. Do not continue to work or you will be in contravention of legislation and risk placing your employer(s) in contravention of HPA. Additionally, without a CARNA permit, you will not have liability protection through the Canadian Nurses Protective Society (CNPS) plan.</td>
</tr>
</tbody>
</table>
Continuing Competence Program Requirements

CARNAs Continuing Competence Program requirements are mandatory for all individuals holding or applying for a CARNa RN, NP and/or GN practice permit.

If you held a CARNa practice permit for any portion of the year between Oct. 1, 2006 and Sept. 30, 2007 and/or if you are applying for a practice permit for any portion of the upcoming practice year between Oct. 1, 2006 and Sept. 30, 2007, you must report on appropriate continuing competence activities.

What Happens if a Member Fails to Meet the Continuing Competence Program Requirements at Renewal?

Members who do not meet the continuing competence requirements are not considered by CARNa to be in good standing because they are in breach of their obligations under HPA. According to HPA, compliance with continuing competence requirements is mandatory and failure or refusal to meet these requirements is defined as unprofessional conduct. CARNa has developed processes to manage the membership status and practice permits of individuals who fail to meet the Continuing Competence Program requirements based on the type of membership option selected by the applicant at renewal. A process has been developed for the following three situations:

1) The member is requesting to renew their practice permit.
2) The member is requesting a change from regulated to non-regulated membership (associate member, retired nurse member).
3) The member is not renewing their CARNa membership.

Members Requesting a Practice Permit

CARNa will issue a practice permit conditional to meeting the Continuing Competence Program requirements within 60 days to any member who, for any reason, does not meet the continuing competence requirements on their application for registration renewal. CARNa will advise the member that failure to meet the legislated continuing competence requirements within the 60 days will result in suspension of their CARNa practice permit and notification of the suspension to their employer(s). Members have the right to request an appeal within 30 days of CARNa imposing a condition.

If, after 60 days, the member does not meet the continuing competence requirements, CARNa will notify the member that their practice permit has been suspended. Members have 30 days to request a review of the suspension. When the member meets the outstanding requirement, the suspension will be removed and CARNa will issue a practice permit to the member. If the member does not meet the outstanding requirement by Oct. 1, 2008, CARNa will cancel their membership for non-compliance with continuing competence requirements.

Members applying for a change from regulated to non-regulated membership

CARNa can only process and issue membership to individuals who are in good standing and therefore, all members who held a practice permit during the 2006-2007 practice year are required to report on continuing competence activities. CARNa is unable to process a request from a regulated member for non-regulated membership until the member meets all outstanding Continuing Competence Program requirements. CARNa will notify them that they are currently ineligible for non-regulated membership as they are not a member in good standing and will return the fee submitted with the application for non-regulated membership.

CARNa will encourage a suspended member to access the support staff available to help them comply with the outstanding requirement. When the member meets the outstanding requirement, CARNa will process their request for non-practicing membership and restore their status in good standing upon receipt of the fee for non-practicing membership. If the member does not meet the requirement before Oct. 1, 2008, CARNa will be required to record the member’s status as “Cancelled due to non-compliance with continuing competence requirements.”

Individuals who select not to renew their CARNa membership

A process similar to the one for members who are requesting a change from regulated to non-regulated membership will be applied to individuals who choose not to renew their membership but fail to meet the Continuing Competence Program requirements.

Options for Members on or beginning a Leave of Absence

If you are on a leave of absence before Oct. 1, 2007 or are planning to be on a leave of absence (LOA) at any time between Oct. 1, 2007 and Sept. 30, 2008 and you are uncertain what you should do about registration renewal, consider the options in the chart on the opposite page.

LOA and Membership Fees

Your membership fees support all the processes necessary to regulate the profession of registered nursing throughout the year in the interest of the public receiving safe, competent, ethical care. The expenses incurred by CARNa to regulate the profession are not reduced by the amount of time individual members practice during the year and therefore membership fees are not prorated on a monthly basis. However, in April, the Canadian Nurses Association does reduce the fees paid
by CARNA for each regulated member and those savings are passed on to members applying for a practice permit after May 1. Since 1983, Provincial Council has supported this single reduced fee for members who register anytime between May 1 and Sept 30. The fee approved by Council is 67 percent of the full membership fee.

Update your Registration Profile throughout the year

According to HPA, members have a responsibility to notify CARNA as soon as possible of any changes occurring during the year related to the member’s personal information such as address, telephone number and employer information. To make it easier for you to meet this responsibility, you will now have online access to your personal profile throughout the year to update this information through the CARNA website www.nurses.ab.ca. Changes to your family name and date of birth must be supported by documentation and cannot be made independently online. If at any time during the year you change your family name, please complete a “Request for Name Change” posted on the website and submit the form to CARNA by mail along with the supporting documentation.

If you have any questions, contact CARNA toll free at 1.800.252.9392 or 453.0043 in Edmonton. 

### Options for Members on or beginning a Leave of Absence

<table>
<thead>
<tr>
<th>Timing of LOA</th>
<th>Applying for Membership</th>
<th>Eligibility to Practice</th>
<th>2008 Membership Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>If you will practice anytime between Oct. 1, 2007 and April 30, 2008 prior to the start of your LOA.</td>
<td>Apply for a regulated member’s practice permit (RN, CGN, NP).</td>
<td>Eligible to legally practice nursing in Alberta as an RN, CGN or NP between Oct. 1, 2007-Sept. 30, 2008.</td>
<td>RN: $381.60</td>
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<td>NP: $408.10</td>
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<td>CGN: $328.60</td>
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<tr>
<td>If you are on LOA as of, or before Oct. 1, 2007 and you return to practice on or after May 1, 2008 or your return to practice is unknown.</td>
<td>Apply for non-regulated member status as an Associate Member. If you decide to return to nursing practice later in the year, you can apply for regulated membership by completing a registration change of status form. You will be accountable for meeting the continuing competence requirements once the practice permit is in effect.</td>
<td>You are not entitled to practice nursing as an Associate Member. If eligible, you will be issued a membership card as an Associate Member and will receive ongoing information from CARNA such as Alberta RN to remain informed about Alberta nursing practice.</td>
<td>Associate Member: $37.10</td>
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<td>Obtaining a practice permit between May 1 and Sept. 30:</td>
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<td></td>
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<td>RN: $255.67</td>
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<td>NP: $282.17</td>
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<tr>
<td></td>
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<td>CGN: $220.16</td>
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<tr>
<td>If you are not practicing as of, or before Oct. 1, 2007 and you are not sure when you will return to practice.</td>
<td>You may want to apply for membership as “Associate Member” to continue to receive ongoing information as above.</td>
<td>As above.</td>
<td>Associate Member: $37.10</td>
</tr>
<tr>
<td></td>
<td>You may choose “not renewing.” If you select Non-Renewing status, you must submit a completed form including reporting your activities for the Continuing Competence Program for 2006-07. Members who do not renew and do not submit a completed form will not obtain status of former member in good standing.</td>
<td>Your status with CARNA converts to former member and you will no longer receive ongoing information from CARNA. If at a later date, you decide to return to practice, you will apply as a former member in good standing.</td>
<td>No fee for non-renewing.</td>
</tr>
</tbody>
</table>
In support of members celebrating National Nursing Week, the College and Association of Registered Nurses of Alberta (CARNA) distributed more than 600 nursing week celebration kits to members across Alberta. This year’s addition of crepe streamers was popular and was even used in a ribbon cutting ceremony.

A sample letter of proclamation, event ideas and tips for generating media interest were also available to CARNA members on the CARNA website.

Nursing Week Recognized in the Legislature

On May 7, 2007 CARNA, along with the College of Licensed Practical Nurses of Alberta and the College of Registered Psychiatric Nurses of Alberta was on hand in the legislature to hear National Nursing Week announced.

Honourable Dave Hancock, Minister of Health and Wellness acknowledged that National Nursing Week is a special time to recognize the indispensable knowledge and compassionate care that Albertan’s trust and depend on from members of the nursing profession.
1. In keeping with the “Putting on the Ritz” theme of the Calgary/West nurses dinner that was held on May 7, 2007, Rose Warnock and Ann Warnock Matheron came wearing ritz crackers on their nametags. The dinner was held at the Red and White Club. Organizers showed an audio-visual presentation featuring some of the thousands of RNs practicing in Calgary/West including those featured in photos 2 and 3.

2. Christine Vis and Michelle Demen at the trauma unit in the Foothills Medical Centre.


5,6. The Northwest Health Centre in High Level celebrated nursing week with a pancake breakfast, obstacle course, pie throwing contests, scavenger hunt and wheelchair races.
On May 10, 2007 more than 200 family, friends and colleagues gathered at the Shaw Conference Centre in Edmonton to pay tribute to the recipients of the CARNA Awards of Excellence. This year’s event introduced TD Meloche Monnex as a major sponsor for the event and two new post-graduate scholarships.

A late seating in the legislature thwarted the scheduled greetings by Minister of Health and Wellness Dave Hancock. Assistant Deputy Minister, Health Human Resources, Alberta Health and Wellness Mr. Richard Butler attended on behalf of the Minister.

During the evening, the CARNA Awards and the six major scholarships awarded by ARNET were presented and a special tribute was made to the estimated 50 CARNA Long Service Award recipients in attendance. These members took advantage of discounted gala tickets offered for the first time to the more than 800 registered nurse (RN) members who graduated 30 years ago.

(I to r) CARNA President Sheila A. McKay, Danelle Schuetzle, Cathy Carter-Snell, CARNA Executive Director Mary-Anne Robinson, Cynthia Luna, Patricia Marck, Brenda Willis and Caroline Hatcher.

Michelle Childs (l) and Brad Albrecht accepted the Lifetime Achievement Award from Sheila A. McKay and Mary-Anne Robinson (r) on behalf of their aunt, Sharon Chadwick.

2007 CARNA TD Meloche Monnex Scholarship recipient Nancy Bedingfield (r) with Louis Guay, VP Affinity Programs—Edmonton and Lone St. Croix, VP Affinity Programs—Calgary.
2007 Nursing Excellence in Administration recipient Caroline Marie Hatcher.

Danelle Schuetzle (second from right) with Peace Country Health’s Tim Guest, Jane Manning, Dianne Calvert-Simms, Shawn Terlson and Tracey Parsons.

Brenda Willis accepted the 2007 Partner in Health Award on behalf of the Consultants for Special Needs Programming at the Edmonton Catholic School District.

Patricia Marck accepts her 2007 Award for Nursing Excellence in Research.

Cynthia Luna, recipient of the 2007 Award of Nursing Excellence in Clinical Practice.

Cathy Carter-Snell, recipient of the 2007 Award for Nursing Excellence in Education.

James Veenstra (centre) accepts the 2007 CARNA TD Meloche Monnex Scholarship from (l to r) Joanne Penner Herron, Chair of the ARNET Board of Directors, Sheila Elliott, Chair of the ARNET Allocations Committee, Lone St. Croix, VP Affinity Programs – Calgary and Louis Guay, VP Affinity Programs – Edmonton.
2007 ARNET Scholarship Recipients

The Alberta Registered Nurses Educational Trust (ARNET) is pleased to announce this year’s recipients of the prestigious Alberta Registered Nurses Educational Trust Annual Scholarships.

The Annual Scholarships are awarded to registered nurses who best exemplify ARNET’s commitment to promoting nursing excellence. Scholarships are awarded based on superior academic achievement and the applicant’s strengths in nursing leadership, nursing research, professional contributions, administration, education and/or nursing practice.

Through the generosity of our donors, ARNET awarded three new scholarship funds this year—the CARNA TD Meloche Monnex; the Sisters of Service Centennial and the Karen Polowick Scholarship for Nursing Leadership increased the number of annual scholarships awarded to 34.

With the faculty of nursing at the University of Alberta providing matching scholarship supports to qualifying full time graduate students, a total of $90,500 in scholarship supports were distributed in this year’s competition. Please join us in congratulating the 2007 ARNET scholarship recipients and expressing our sincere thanks to our donors who made this possible.

CARNAP Presidents Scholarship
Barbara Proudfoot
Nelly Oelke
Deanna Koot

ARNET Board of Directors Scholarship
Janet Black
Andrea Pritchard
Janice McNeil

2007 ARNET Scholarship
Christina West
Kathryn Gordon
Carrie McDonagh
Andrea Van Damme
Tammy Troute-Wood
Pamela King-Jesso
Linda Brinks
Eileen Trevoy
Sarah Malo
Dorothy Dooley
Tracy Mitchell
Colleen Cuthbert
Tara Christiansen
Lorelei Sawchuk
Carla Sparrow
Sandra Pyra
Jean Groft
Claudia Steinke
Heather Kunyk
Safiya Nanji
Catherine Laing

CARNATD Meloche Monnex Scholarship
Nancy Bedingfield
James Veenstra

Davidson Memorial Scholarship
Nicole Pitre

Mac Smith Memorial Scholarship
Kimberly Thompson

International Conference on Community Health Nursing Research Scholarship
Caroline Porr

Sisters of Service Centennial Scholarship
Amanda Embleton

Karen Polowick Scholarship for Nursing Leadership
Kimberly Shapkin

Applications for the 2008 ARNET Scholarships will be available Jan. 1, 2008 with an application deadline of March 1st. Information regarding alternate educational funding supports is available on the CARNA website at www.nurses.ab.ca or by contacting the ARNET office at 1.800.252.9392 extension 547.
Exceptional Treatment by Foothills Staff Featured in Physician’s Blog

Saskatoon urologist Kishore Visvanathan is blogging about his office’s efforts to shorten wait times for appointments. Each week, Kishore shares stories about the project—the challenges and victories, the obstacles and the “aha’s”—as he and his colleagues work to drive down their backlog and push up the satisfaction of patients, referring physicians, and their own team.

In his May 11, 2007 entry, Dr. Visvanathan talks of the exceptional treatment he and his family received at the Foothills Medical Centre.

Friday, May 11, 2007 Entry

Saskatoon Health Region’s vision is “Healthiest people, healthiest communities, exceptional service.” Exceptional service. What does that mean in health care? As a member of the region’s patient- and family-centred care steering group, answering that question was my homework last week.

I decided on the literal interpretation of exceptional, that is, “beyond what is expected.” A friend of mine who’s a businessman describes exceptional customer service (somewhat cynically) as: “Underpromise, overdeliver.” It shouldn’t be hard to “overdeliver” in health care. Let’s face it: we’ve set the bar pretty low. Expectations are so dismal that they’re clichés:

- Check your dignity at the hospital door.
- It’ll be cold.
- It’s going to hurt.
- Wait to see the busy specialist.
- You’re the doctor.

I was pretty satisfied with my interpretation when I presented it to the group. Two days later though, I discovered I had wasted their time. My understanding was dry and rote-like. At that point, I had no idea of the true power of exceptional service. I was about to learn a lesson no textbook could teach.

My brother called from Calgary. Our father had developed a sudden postoperative complication and had been transferred to the ICU. A short time later, the intensivist called me to explain the situation. I took the next flight out.

I arrived at the Foothills Medical Centre late at night and fumbled around until I found a parkade. There was still a light on in the attending’s office, so I walked over to ask for directions to the hospital entrance. The sign on the door read “Parking office closed.” I waved tentatively at the woman seated inside.

**EXPECTATION:** Scowl, finger jabbed at “Closed” sign.

**ACTUAL:** She smiled and unlocked the door. “There’s another parking lot right across from the hospital entrance—it’ll be more convenient for you. I’ll open the exit gate so you don’t have to pay here.”

**Wow! LESSON FOR ME:** First impressions count. Every impression counts.

I walked through the ER doors and looked for a sign that would lead me to the ICU. Two admitting clerks stood chatting and laughing behind a plexiglass divider. “Excuse me…”

**EXPECTATION:** Annoyed look, turning reluctantly away from conversation with friend.

**ACTUAL:** Smile. “Can I help you?”

**LESSON:** Everyone in the system, not just “care providers,” contributes to exceptional service.

I joined my family at my father’s bedside. Our experience in the ICU exceeded all expectations. In this hectic, high-tech place, the staff made every effort to make us feel welcome and comfortable. They were truly committed to patient- and family-centred care.

- “Visit anytime.”
- “If you wake up in the night and are worried about him, just phone and I’ll let you know how he’s doing.”
- “You can stay right there. I’ll work around you.”

At one point, late at night, my father took a critical turn and required an emergency procedure.

**EXPECTATION:** Go back to the waiting room. We’ll call you when we’re done.

**ACTUAL:** “You’re welcome to stay here. Just have a seat by the nurse’s desk.”

It must have been nerve-wracking for the staff to carry out the procedure (which proved challenging) with the patient’s son, a surgeon, scrutinizing their every move.

**LESSON:** If you commit to patient- and family-centred care, you’re in all the way. No bailing out when the going gets tough.

It wasn’t a flawless experience, however. One respiratory tech strolled up to the bedside, munching on a cookie and making glib comments. Petty of me to be bothered by this, perhaps, but that initial experience coloured my impression of his ability and professionalism.

**LESSON:** Consider your words and actions from the point of view of your patient and their family. You are always “on stage.”

Two days later, I was taking a walk outside when my cellphone rang. It was my father’s surgeon. “I just wanted to let you know that I’ll be out of town for a few days, but I’ve made arrangements for your father’s post-op care when he’s transferred to the ward. I’ve talked to the ICU doctors and he seems to be making very good progress. I’m sorry to leave like this, but my father just passed away and I have to drive down to the States.”

Let me repeat that…

The man’s father had just died. He had a 15-hour drive ahead of him and a busy surgical practice to rearrange. He took the time to make arrangements for my father’s care and then called me personally.

Now that’s exceptional.

I felt humbled by this doctor’s commitment to his patients. Could I ever match it? I was overwhelmed.

I hung my head and wept.

**P.S. To the staff at Foothills:** Thank you for the lessons you taught through your truly exceptional service.

To read more of the blog, go to www.hqc.sk.ca and click on “Adventures in Improving Access.”

www.nurses.ab.ca  |  July 2007 Volume 63 No 6  |  Alberta RN
I believe that we can become unhealthy when we mistake what we do for a living for who we are or if we view what we do for a living as just a job. Having spent time doing both, I did not like how I felt behind either of these facades.

On examination of my life, I realized that I had immersed myself into nursing, letting it become my identity. I forgot, or never understood, that it is I who give substance to my nursing role not the other way around. I’m not sure if my sense of self was lost because I was so young when I entered into nurses’ training or simply because I hadn’t developed a good sense of who I was (possibly a combination of both).

I got caught in the imagery of nursing, believing that it was something greater than I and that I needed to stay within its realm in order to be whole. I lived, breathed and existed as a living as just a job. Having spent time doing both, I did not think there might be something wrong with me if I could not treat nursing as just a job. I didn’t know how to shut off my need to know, my need to improve my workplace and my need to be needed.

As I experimented in changing how I viewed my role as a nurse, I felt the sting of criticism. When I would turn down a shift or not want to stay overtime, I struggled with my old self saying “Where’s your compassion? Where’s your sense of duty?” I would hear others ask, “Where is your professionalism?”

There had to be a way to express the zeal I felt for nursing without losing my sense of self or rejecting all I loved about it. Tussling with my own inner demons and watching other nurses face theirs has given me ample opportunity to learn about my passions and who I am. I needed to find the real me as I had been hidden from view, not just from others but from myself as well.

I struggled through two bouts of meningitis, being off work for only a few weeks each time. I continued to believe that I would cease to be if I couldn’t stay in nursing. Eventually, the illness took another form and I developed a bone tumour in my lower leg and became physically unable to continue work as an emergency room nurse.

At the same time that I was going through the investigation and diagnosis for the bone tumour, I was elected local union president. As I helped other nurses through the back-to-work process, I saw how they were defining themselves similarly to me. In their struggle to deal with illnesses and disabilities, they were also grappling with the concept of who they were if not a nurse. I understood they were feeling lost and scared because nursing was all they knew and all of who they thought they were.

I realized that nursing is only an outlet for my passions. It is healthy to be passionate and display it in what I do.

I fought to overcome my illness, quickly slipping back into persona believing that if it was taken from me I would perish. This viral illness flared up every couple of years and I struggled through two bouts of meningitis, being off work for only a few weeks each time. I continued to believe that I would cease to be if I couldn’t stay in nursing. Eventually, the illness took another form and I developed a bone tumour in my lower leg and became physically unable to continue work as an emergency room nurse.

I believe that we can become unhealthy when we mistake what we do for a living for who we are or if we view what we do for a living as just a job. Having spent time doing both, I did not like how I felt behind either of these facades.

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I sought to reform my thinking and view nursing in a different light. I fought to overcome my illness, quickly slipping back into persona believing that if it was taken from me I would perish. This viral illness flared up every couple of years and I struggled through two bouts of meningitis, being off work for only a few weeks each time. I continued to believe that I would cease to be if I couldn’t stay in nursing. Eventually, the illness took another form and I developed a bone tumour in my lower leg and became physically unable to continue work as an emergency room nurse.

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I saddened me to watch these wonderful women who were mothers, daughters, wives and strong members of our community questioning their value based on whether they could perform their nursing functions. That’s when I realized that I was doing exactly the same thing.

With much time spent on reflection and examination of my thoughts and feelings, I began to uncover and understand the real me. I realize that nursing is only an outlet for my passions.

It is healthy to be passionate and display it in what I do.

Nursing is just one of the ways I am choosing to showcase my passion about my purpose in life.

Nursing does not define who I am and it is not just a job. Nursing is one of the vehicles I use to express what I value: to live, to learn, to love, to laugh, to contribute. I display passion in all that I do.
**ACCOLADES**

**Neretta Cummings**

The Operating Room Nursing Association of Canada has conferred the first ever Muriel Shewchuk Operating Room Nursing Award of Excellence to registered nurse (RN) Neretta Cummings.

Cummings graduated from the Guelph school of nursing in 1956 and has practiced as an RN for the past 50 years. She has been a staff nurse, charge nurse, coordinator, manager and director. As a director of nursing in a rural hospital, she was responsible for formulating policies and procedures regarding patient safety concerns. Cummings has been involved in the provincial operating room nursing association since it began and she continues to be an active and supportive member.

The Muriel Shewchuk Operating Room Nursing Award of Excellence is a national award presented every two years. The recipient is selected from entries submitted by the Operating Room Nursing Association of Canada whose leadership has made an outstanding contribution to the profession of peri-operative nursing at the local, provincial/territorial, national or international level. Muriel Shewchuk retired from practice in 2005 after nearly 43 years of dedicated service.

**Bev Johnson**

On March 14, 2007 Bow Valley College presented Bev Johnson, RN with the Faculty of Excellence Award.

Johnson teaches in the licensed practical nursing program out of the Chinook Educational Consortium and its branches in Claresholm, Pincher Creek and the Crowsnest Pass. The consortium brings the program to students in their own community and allows Johnson to develop a close relationship with her students. Johnson is also CARNA’s Calgary/West regional coordinator.

**Maureen McQueen**

Maureen McQueen, RN, was selected by the Alberta Nursing Education Administrators (ANEa) as the recipient for the 2006-2007 ANEA Award for Leadership in Nursing Education – Registered Nursing Education.

McQueen is the undergraduate program course coordinator for the Centre for Nursing and Health Studies at Athabasca University. She took a leadership role in the conceptualization and implementation of Athabasca’s post-LPN BN program which enables licensed practical nurses to complete a bachelor of nursing degree in an online, distance delivery program.
Registered nurses are actively involved with many therapeutic products and as a result are in a unique and important position to contribute to adverse reaction reporting. Reporting of adverse reactions to health products such as drugs, natural health products, biologics (such as blood derived products, diagnostic and therapeutic vaccines, etc.) and radiopharmaceuticals can contribute to:

- the identification of previously unrecognized, rare or serious adverse reactions
- changes in product safety information
- information regarding benefits, risks or effectiveness of health products
- safety knowledge that benefits all Canadians

Health Canada is especially interested in reactions that are unexpected, serious or related to recently marketed health products (on the market for less than five years). Health Canada compiles and analyses the reported information and provides feedback to health professionals and consumers in the form of:

- advisories, warnings and recalls
- the Canadian Adverse Reaction Newsletter (CARN)
- Canadian Adverse Drug Reaction Monitoring Program (CADRMP)

By filing a report with the Canadian Adverse Reaction Monitoring Centre, reporters are indicating that there is a suspected association between the health product and the adverse reaction. Proof or certainty that the product caused the adverse reaction is not expected or required before filing a report. Adverse reactions can be reported one of three ways: online, by fax or by phone.

**Online reporting:** [http://www.healthcanada.gc.ca/arronline](http://www.healthcanada.gc.ca/arronline)
**Toll free fax line:** 1.866.678.6789
**Toll free phone:** 1.866.234.2345

Adverse reaction reporting forms are available on the MedEffect website at [www.healthcanada.gc.ca/medeffect](http://www.healthcanada.gc.ca/medeffect). The information provided is subject to the privacy provisions within the Privacy Act and the Access to Information Act.

To join Health Canada’s electronic mailing list, MedEffect e-notice and receive the CARN and health product advisories by email, go to [www.hc-sc.gc.ca/dhp-mps/medeff/subscribe-abonnement/index_e.html](http://www.hc-sc.gc.ca/dhp-mps/medeff/subscribe-abonnement/index_e.html)

To receive more information about the Canadian Adverse Reaction Monitoring Program or to arrange an information session, please call the toll free number.

The Canadian Nurses Protective Society advises RNs that in the event of any unusual occurrence or incident, to contact them at 1.800.267.3390.

### Physical Activity @ Work: Bringing Physical Activity Into the Workday

A new Physical Activity @ Work website helps employers, employees, workplace wellness coordinators and human resources advisors improve their workplace by encouraging physical activity at work.

Research shows that physical activity is good for business. Active employees can reduce companies’ levels of:

- turnover
- absenteeism
- injuries
- disability compensation
- health-care and life insurance costs

These easy-to-use sections on the Physical Activity @ Work website will help you make your workplace a better place to work:

- Step-by-step guide to planning workplace physical activity.
- A personal Activity Tracker that allows employees to set personal goals and to track their physical activity.
- Yoga @ Your Desk videos (in English and French).
- Benefits: The health and bottom-line benefits of bringing physical activity into the workday.
- Program ideas: Practical ways to make physical activity possible in your workplace.
- Success stories from a variety of Alberta companies who are “walking the talk” in their workplaces.
- Safety/risk management issues related to physical activity at work.

To visit the Physical Activity @ Work website visit: [http://centre4activeliving.ca/workplace/](http://centre4activeliving.ca/workplace/)

The Alberta Centre for Active Living is affiliated with the faculty of physical education and recreation at the University of Alberta and is supported by the Alberta Sport, Recreation, Parks & Wildlife Foundation and the Alberta Government.
IN MEMORIAM

Our deepest sympathy is extended to the family and friends of:

Campbell, Elizabeth “Betty” Margaret (Keating), a 1957 graduate of St. Martha’s school of nursing, Antigonish, N.S., who passed away in Bonnyville on March 31, 2007.

Docherty, Margaret “Peggy”, a 1945 graduate of the University of Alberta Hospital school of nursing, who passed away in Edmonton on April 9, 2007.

George, Patricia Ann (Robinson), a 1953 graduate of the University of Alberta Hospital school of nursing, who passed away in Edmonton on April 21, 2007.


Macdonald, Geraldine (O’Connor), a 1959 graduate of the Holy Cross Hospital school of nursing, who passed away in Calgary on April 25, 2007.

MacIntyre, Dorothy Mary (Muller), a 1953 graduate of the Edmonton General Hospital school of nursing, who passed away in Sherwood Park on March 10, 2007.

Pickard, Karen G. (Lenz), a 1963 graduate of the University of Alberta Hospital school of nursing, who passed away in Canmore on March 15, 2007.

Alberta Winner of CNA iPod Contest

Linda Jones, of Didsbury, Alta. is the Alberta winner of the Canadian Nurses Association’s (CNA) “Sign On, Join In” iPod contest. The contest was open to all RNs who registered on CNA’s online resource, NurseONE, between May 7 and May 27, 2007. Draws were held in June in each province and territory. Jones was one of 117 CARNA members eligible to win.

To find out how NurseONE can help you manage your career, enhance your decision-making and connect to colleagues, go to www.nurseone.ca.

Website for Nurses to Help Smokers Quit

The Registered Nurses Association of Ontario (RNAO) has launched a new website that highlights the key role nurses play in helping people quit smoking. The website gives nurses proven methods for discussing smoking habits and is based on the nursing best practices guideline Integrating Smoking Cessation into Daily Nursing Practice published by RNAO.

The website, www.tobaccofreernao.ca, received funding from the Ministry of Health Promotion, Smoke Free Ontario.

RN Library

The latest books, documents and audio-visual titles acquired by the CARNA Library. To reserve these and other titles, CARNA members can contact the library Monday through Friday, 9 a.m. to 4 p.m. at 1.800.252.9392 extension 533, or visit www.nurses.ab.ca any time to access the library catalogue and CINAHL (Cumulative Index to Nursing and Allied Health Literature database).


Canadian Agency for Drugs and Technology in Health. (2006). Emergency department overcrowding in Canada: What are the issues and what can be done? Ottawa, ON: Author. [WA540.2.C121085 2006]


Why Does CARNA Publish Disciplinary Decisions in Alberta RN?

The purposes of publication are to educate the membership and to provide for public safety. Most regulated health professions including Canadian nursing jurisdictions publish the outcome of their discipline proceedings. In Ontario, the College of Nurses of Ontario also publishes detailed information on their website. Since 1996, CARNA Bylaws have authorized the Hearing Tribunal under the Health Professions Act and previously, the Professional Conduct Committee under the Nursing Profession Act, to publish a summary of the member’s behaviour and of the sanctions ordered by the Hearing Tribunal.

Currently, in considering both sanction and publication, the Hearing Tribunal reviews the circumstances of the case in light of a number of factors which are mentioned in case law (Jaswal v. Newfoundland Medical Board [1996] N.J. No. 50). CARNA Counsel will address each factor and how those factors should be applied to arrive at the appropriate sanction and publication. The member and the member’s Counsel have the opportunity and are expected to speak on the issue of publication.

The factors that the tribunal is asked to consider include:

- the nature and gravity of proven allegations
- age and experience of the RN
- previous character of the RN, including presence or absence of prior complaints or prior discipline findings
- age and mental condition of any patient(s) involved
- number of times behaviour occurred
- the role of the RN in acknowledging what had occurred
- whether the offending RN has already suffered other serious financial or other penalties as a result of the behaviour
- impact on any patient(s) involved
- circumstances that may have contributed to the event e.g. short-staffed
- the need to promote specific and general deterrence and thereby, to protect the public and ensure the safe and proper practice of registered nursing
- the need to maintain the public’s confidence in the integrity of the registered nursing profession
- the degree to which the behaviour is found to fall outside the range of permitted conduct
- the range of sanctions or publication in other situations

Most hearings in the last couple of years have been by “consent” and, in the majority of cases, the member in question has consented to both the sanction and the publication.

CARNA Member: D’Arcey West
Registration Number: 64,349

The Hearing Tribunal made a finding of unprofessional conduct against D’Arcey West number 64,349 who sexually assaulted a female patient in an emergency department of a hospital. The Hearing Tribunal issued a reprimand and cancelled the CARNA registration and practice permit of D’Arcey West.

CARNA Member: Y.B.
Registration Number: 49,371

A member, Y.B. registration number 49,371, has been suspended as a consequence of termination of a supervised practice by her employer. This termination resulted in a breach of the order of the Professional Conduct Committee. The original order stated that if a supervised practice was terminated that would result in publication of the suspension.

CARNA Member
Registration Number: 59,535

The Hearing Tribunal made a finding of unprofessional conduct against member number 59,535 who incorrectly documented administering a drug to a patient that had not been given, administering medication to a patient without a physician’s order, and failing to document the administration of that medication. The Hearing Tribunal gave the member a reprimand, ordered him to pay a fine of $250 and successfully pass courses in basic medication administration and charting by a deadline. Failure to comply with the order will result in the suspension of his CARNA practice permit. Conditions shall appear on the member’s practice permit.

CARNA Member
Registration Number: 68,808

The Hearing Tribunal made a finding regarding a complaint lodged pursuant to the Nursing Profession Act of unskilled practice and professional misconduct against member number 68,808 who pilfered propofol and self-injected, causing her to collapse in her workplace; and failed to follow the employer’s protocol for wastage of morphine. The Tribunal issued a reprimand, and required an undertaking from the member to not work until given permission by a Hearing Tribunal after providing proof of attendance at residential treatment and medical letters confirming fitness to practice. Thereafter the member may work in a setting where she has no access to narcotics, and provide further medical letters and annual proof to CARNA that she continues to work in a setting with no access to narcotics OR she may do 960 hours of supervised practice and provide further medical reports and proof of clear drug screens during the supervised practice and for 24 months following. The member may have her registration reinstated without restrictions after complying with all the require-
ments of the order. Failure to comply with the undertaking or order shall result in suspension. NOTE: Conditions arising from a complaint lodged under the Nursing Profession Act do not appear on the member’s practice permit.

CARN A Member
Registration Number: 47,846

The Hearing Tribunal made a finding of unprofessional conduct against member number 47,846 who made comments to a multicultural guest panel, at her place of employment in front of staff, that were considered to be derogatory, hateful and discriminatory about minorities; and who repeatedly made comments to staff expressing views that immigrants from certain visible minorities are a drain on the health care resources, and who on one occasion left a letter at the nursing station expressing the view that immigrants from certain visible minorities are a drain on the health care system and should not be allowed into Canada. The Hearing Tribunal gave the member a reprimand for unprofessional conduct. In addition, the Tribunal ordered the member to pay of f ine of $5000. The Tribunal took into account the member had been terminated from her job and had been unemployed for four months following the dismissal, thereby sustaining some financial loss, and therefore ordered a suspension of one week, as opposed to a longer suspension. The member is also required to research and submit a research paper on ‘The Nursing of Patients of Multicultural Backgrounds and the Impact of Culture on the Provision of Nursing Care.’ Among other things, the paper must demonstrate an understanding of the applicable sections of the nursing practice standards and code of ethics, must demonstrate insight into the unacceptability of the member’s behaviours and must demonstrate an understanding of why those around her would be offended; and must explain in detail steps the member will take to remediate her practice. For two years, the member must send in annual performance evaluations from all employers which must be satisfactory and specifically comment on her practice as it relates to the code of ethics for registered nurses, section number 1 of ‘Justice’. The performance evaluation must indicate that the member has not by her comments to any person (whether staff or patient) or actions toward any person (whether staff or patient) indicated any dislike, prejudice or discrimination toward any person or group of persons based on: race, ethnicity, culture, spiritual beliefs, social or marital status, sex, sexual orientation, age, health status, lifestyle, mental or physical disability, ability to pay for health services. Conditions shall appear on the member’s practice permit. Failure to comply with this order shall result in suspension of CARN A practice permit.

CARN A Member

The Hearing Tribunal made a finding of unprofessional conduct against a member who administered the wrong drug to a patient with low potassium; administered an incorrect dose of Morphine; incorrectly calculated a newborn’s weight when converting from pounds to kilograms; and incorrectly set up an IV and administered KCL at an accelerated rate contrary to the employer’s policy and standard practice. The Hearing Tribunal gave the member a reprimand, and ordered that he complete a medication administration course and a medical surgical nursing specialty course, and to complete 600 hours of supervised practice. Failure to comply with the order will result in the suspension of his CARN A practice permit.

CARN A Member

The Hearing Tribunal made a finding of unprofessional conduct of unskilled practice against a member who failed to adequately assess, triage, reassess and document on patients. The Hearing Tribunal gave the member a reprimand and ordered that she pass a responsible nursing course, a health assessment course, and provide employer evaluations. Failure to comply with the order shall result in suspension of the member’s CARN A practice permit. NOTE: Conditions arising from a complaint lodged under the Nursing Profession Act do not appear on the member’s practice permit.

CARN A Member

The Hearing Tribunal made a finding of professional misconduct against member number 46,332 arising from a complaint lodged under the Nursing Profession Act, whereby the member failed to fulfill her obligations for committed shifts by frequently cancelling; and failed to return narcotic keys taken home by mistake, and gave differing reasons for failing to return them. The member admitted to problems with oral prescription medications and alcohol. The Tribunal ordered the member to provide an undertaking to not practice as an RN until she had provided a satisfactory medical report confirming she is safe to practice; and thereafter a further medical report and report from a counselor confirming she has addressed personal issues. The Tribunal also ordered a course in professional responsibilities by a deadline. Failure to comply with the order shall result in suspension of CARN A practice permit. NOTE: Conditions arising from a complaint lodged under the Nursing Profession Act do not appear on the member’s practice permit.

CARN A Member

The Hearing Tribunal made a finding of unprofessional conduct against a member who took injectable midazolam (Versed) belonging to her employer from the work site and expressed an intention to use that Versed for a relative of the member who was in a long-term care setting to alleviate agitation at a scheduled dental appointment. The Versed was not used for that purpose. The Hearing Tribunal took into account the member had accepted responsibility and had been disciplined for failing to return them. The member admitted to problems with oral prescription medications and alcohol. The Tribunal ordered the member to provide an undertaking to not practice as an RN until she had provided a satisfactory medical report confirming she is safe to practice; and thereafter a further medical report and report from a counselor confirming she has addressed personal issues. The Tribunal also ordered a course in professional responsibilities by a deadline. Failure to comply with the order shall result in suspension of CARN A practice permit. NOTE: Conditions arising from a complaint lodged under the Nursing Profession Act do not appear on the member’s practice permit.

CARN A Member

The Hearing Tribunal made a finding of unprofessional conduct against a member who administered the wrong drug to a patient who was in a long-term care setting to alleviate agitation at a scheduled dental appointment. The member admitted to problems with oral prescription medications and alcohol. The Tribunal ordered the member to provide an undertaking to not practice as an RN until she had provided a satisfactory medical report confirming she is safe to practice; and thereafter a further medical report and report from a counselor confirming she has addressed personal issues. The Tribunal also ordered a course in professional responsibilities by a deadline. Failure to comply with the order shall result in suspension of CARN A practice permit. NOTE: Conditions arising from a complaint lodged under the Nursing Profession Act do not appear on the member’s practice permit.
**DEALING WITH GRIEF CONFERENCE**
Oct. 29, 2007. Edmonton
CONTACT: Alberta Funeral Services Association, 1.800.803.8809, afsa@shaw.ca, www.afsa.ca

**ARE YOU ON TRACK WITH YOUR CONTINUING COMPETENCE DOCUMENTATION?**
Nov. 8, 2007. 1300-1500 hrs
CARNa Provincial Office Room 113C
CONTACT: CARNa Regional Coordinator, Penny Davis, 780.484.7668, pdavis@nurses.ab.ca. Register by Nov. 2, 2007

**CALGARY/WEST**
**10TH BIENNIAL BURN CONFERENCE**
20 Years of Burn Care: Committed to Excellence
CONTACT: Courtney.Culham@calgaryhealthregion.ca, www.cabn.ca/BurnCare2007conference

**2007 CAAPN BIENNIAL CONFERENCE**
Evidence and Practice: The Road to the Future
Oct. 3-5, 2007. Banff
CONTACT: Dr. Kathleen Hunter, Kathleen.Hunter@ualberta.ca, www.albertanps.ca

**ARE YOU ON TRACK WITH YOUR CONTINUING COMPETENCE DOCUMENTATION?**
Oct. 12, 2007. 1400-1530 hrs
High River Hospital Board Room
CONTACT: CARNa Regional Coordinator, Bev Johnson, 403.625.3260, bjohnson@nurses.ab.ca

**DEALING WITH GRIEF CONFERENCE**
CONTACT: Alberta Funeral Services Association, 1.800.803.8809, afsa@shaw.ca, www.afsa.ca

**2ND INTERNATIONAL GLOBAL PERSPECTIVES ON CHRONIC DISEASE PREVENTION AND MANAGEMENT CONFERENCE**
CONTACT: Sandra, cdm.conference@calgaryhealthregion.ca, www.cdmcalgary.ca

**DAVID THOMPSON HEALTH REGION’S 3RD ANNUAL QUALITY DAY**
From Evidence to Action
CONTACT: 403.343.4553, educationregistration@dthr.ab.ca, www.dthr.ab.ca

**OPERATING ROOM NURSES OF ALBERTA 25TH ANNUAL CONFERENCE**
Achieving Milestones in Perioperative Nursing
CONTACT: Kim McLennan-Robbins, kmrobbins@cha.ab.ca

**ARE YOU ON TRACK WITH YOUR CONTINUING COMPETENCE DOCUMENTATION?**
Nov. 21, 2007. 1330-1500 hrs
Red Deer Bremner Avenue Community Health Centre. C.G. More Room B
CONTACT: Kathleen Waterhouse, 780.539.9470, kwaterhouse@nurses.ab.ca. Register by Oct. 9, 2007.

**CENTRAL**

**DAVID THOMPSON HEALTH REGION’S 3RD ANNUAL QUALITY DAY**
From Evidence to Action
CONTACT: 403.343.4553, educationregistration@dthr.ab.ca, www.dthr.ab.ca

**ARE YOU ON TRACK WITH YOUR CONTINUING COMPETENCE DOCUMENTATION?**
Nov. 21, 2007. 1330-1500 hrs
Red Deer Bremner Avenue Community Health Centre. C.G. More Room B
CONTACT: Kathleen.Waterhouse@nurses.ab.ca. Register by Oct. 9, 2007.

**NORTH WEST**

**ARE YOU ON TRACK WITH YOUR CONTINUING COMPETENCE DOCUMENTATION?**
Oct. 16, 2007. 1500-1700 hrs
Telehealth Sessions
CONTACT: CARNa Regional Coordinator Kathleen Waterhouse, 780.539.9470, kwaterhouse@nurses.ab.ca. Register by Oct. 9, 2007.

**NATIONAL**

**INTERNATIONAL BIENNIAL CONFERENCE ON THE NURSE’S ROLE IN THE CRIMINAL JUSTICE SYSTEM**
Custody and Caring

**FOURTH WESTERN NURSE LEADERS FORUM**
Leading the Way: The Challenge of Leadership
Oct. 15-17, 2007. Winnipeg

**NATIONAL FORUM ON CANCER CARE**
Improving Access and Minimizing Disparities
Nov. 1-3, 2007. Vancouver
CONTACT: Kei Yamaguchi, 604.822.7524, ipad@interchange.ubc.ca, www.interprofessional.ubc.ca

**HOME CARE SUMMIT 2007**
Embracing the Future
Dec. 2-4, 2007. Victoria
CONTACT: Canadian Home Care Association, chca@cdnhomecare.ca, www.cdnhomecare.ca

**THIRD NATIONAL BIENNIAL CONFERENCE ON ADOLESCENTS AND ADULTS WITH FETAL ALCOHOL SPECTRUM DISORDER**
FASD and Mental Health: The Wisdom of Practice
April 10-12, 2008. Vancouver.
CONTACT: UBC Interprofessional Continuing Education, 604.822.7524, ipad@interchange.ubc.ca, www.interprofessional.ubc.ca
INTERNATIONAL NURSING RESEARCH CONFERENCE
Facing the Challenge of Health Care Systems in Transition
CONTACT: Orly Toren, orlyto@sheba.health.gov.il, www.d-convention.com/israelnursing

CARN A SPECIALTY PRACTICE GROUPS
Contact your CARNA regional coordinator or go to www.nurses.ab.ca.

Submission deadline for Alberta RN September 2007 is August 1.
For an up-to-date listing of reunions, visit www.nurses.ab.ca under Education and Events.

The Edmonton Morgentaler Clinic has an opening for a competent and compassionate Registered Nurse who respects a woman’s right to reproductive choice.
We work as a team of professionals to provide abortions and other related services in an atmosphere of respect and dignity using the most modern methods and equipment.
Our clinic offers casual/ part-time day shifts with the opportunity for flexible scheduling at competitive wages.
If you are interested in joining our team of professionals, please fax your resume to Kim at (780) 489-3379 or email it to kimc@edmontonmorgentaler.ca

Compassionate RN for Friendly Dental Office In Edm, AB, for IV Sedations, PT Days only, 2/week, please send resumes Fx: (780)482-4889, Ph: (780)482-4800 Email: sleep@magathan.com

R.N. Required P/T for dental office, to assist with Gen. Anaes. I.V. Sed. Ph: Dr. B. Mather 780.423.0971

Reunions

Holy Cross Hospital
Class of 1977 • 30-year Reunion
Sept. 20-21, 2007
CONTACT: Cathy Sobuliak, csobuliak@shaw.ca or Nancy Salthammer, nancy.salthammer@calgaryhealthregion.ca

Misericordia Community Hospital
Class of 1977 • 30-year Reunion
November 2007
CONTACT: Arlene Robertson, 780.484.1089, robertson.larry@gmail.com; Yvonne Verklan, 780.929.8222, yvoller@gmail.com

Mount Royal College
Class of 1986 • 20-year +1 Reunion
Sept. 15, 2007
CONTACT: Joanne (Zerk) Cabrera, joanne.cabrera@calgaryhealthregion.ca; Deborah (Mandryk) Chernichko, deborah.chernichko@calgaryhealthregion.ca

University of Alberta Hospital
Class of September 1967 • 40-year Reunion
Oct. 12-14, 2007
CONTACT: Sharon Yuen, Sharon.m.yuen@shaw.ca

University of Alberta Hospital
Class of September 1957 • 50-year Reunion
Fall 2007
CONTACT: Betty-Lou (Craig) Kindleman, 780.973.6457, bettylou@compusmart.ab.ca; Bunny (Johnston) Johnson, jedojo@shaw.ca

University of Calgary
Class of 1997 Conjoint Nursing Program • 10-year Reunion
Fall 2007
CONTACT: Anna (Alfon) Farrell, anna.farrell@shaw.ca

Submission deadline for Alberta RN September 2007 is August 1.
For an up-to-date listing of reunions, visit www.nurses.ab.ca under Education and Events.
Clinical Care Director

Joseph Creek Care Village, a progressive 102-bed Residential Care Village in Cranbrook, is seeking an experienced professional to lead its care team into the future. Located in the spectacular four-season playground of the southeast corner of BC, Cranbrook is a growing community that allows you to work where you play.

An exceptional opportunity exists for an energetic individual who is committed to ensuring our residents receive quality, compassionate care. The Clinical Care Director is responsible for the assessment, planning, implementation and evaluation of resident care.

Please include a cover letter with three work references and send to:

Employee Relations Department, Golden Life Management
1800 Willowbrook Drive, Cranbrook, BC, V1C 7H9
Fax to Deb 250.489.2673 or e-mail Careers@Goldenlife.ca

Also accepting applications for RN and LPN positions at all locations www.goldenlife.ca

Alexander First Nation Health Services

Employment Opportunity

COMMUNITY HEALTH NURSE

Alexander Health Services is seeking a Community Health Nurse, who under the direction of the Health Director will manage the Community Health Team to deliver health promotion and disease prevention Programs.

Duties & Responsibilities:
- Deliver immunization services to community members of all ages
- Deliver pre & post natal care; manage the CPNP Program
- Participate in community development planning of Emergency Preparedness, Pandemic Flu, Community Health Plan
- Liasse with other Alexander Band Departments (School, Daycare, Headstart) and assist them as needed in areas of concern related to Public Health and Disease Prevention
- Develop Public Health policies and procedures
- Promote healthy living awareness in the community through workshops, presentations, and other educational media
- Educate and inform the community of current national and regional public health issues that impact community members
- Maintain accurate records, documents and reports

Professional Qualifications:
- Baccalaureate Degree with experience in Community Health
- Current Registration with CARNA, and BLS
- Valid Alberta Drivers License
- Current Immunization Certificate

Other Qualifications as assets:
- Knowledge of Cree Language or culture
- International Health and or Community Development experience

We Offer:
- Salary based on UNA guidelines; Health Benefits through Great West Life
- Alternative Therapies for self care such as massage, acupuncture
- Healthy Team and work environment
- Vehicle and gas support
- Professional Development through Alberta Region First Nations & Inuit Health Branch, Health Canada

Please submit resumes to:
Beth Holmes, Home Care Nurse
Alexander Health Services,
PO Box 3570, Morinville, AB. T8R 1S3
Ph: (780) 939-4787 or Fx: (780) 939-2951
(Alexander is 25 minutes from Stony Plain AB.
and also 25 minutes from St. Albert)

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Fax (780) 484-6531 Email hred@medicentres.com
or
#401, 3508 - 32 Avenue, N.E. Calgary, Alberta T1X 6J2
Fax (403) 250-6730 Email hrcal@medicentres.com

Only applicants being considered for interviews will be contacted.
opportunities

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Toll Free 1-866-534-7218
www.norquest.ca

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or tollfree 1.866.355.8355

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Every nurse should have professional liability protection.

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1-800-267-3390 www.cnps.ca
Bayshore Home Health is a Canadian-owned company that is a leader in home and community health service. We promote a culture based on respect, continuous learning and improvement, and valuing our employees’ individuality and contributions.

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Casual RNs

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*Emails must state “RESUME” in subject line.

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Our nurses are required to work within a professional team responsible for providing high standards of personal and emergency care for up to 1400 passengers and crew.

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To apply, please send a detailed CV together with contact details of three medical referees to:

To apply, please send a detailed CV together with contact details of three medical referees to:

www.shipsmurse.com


calgary health region

Are you looking to apply your critical care skills in a unique environment?

The Alberta Poison and Drug Information Service (PADIS) is seeking nurses with adult or pediatric Emergency or ICU experience to join our multidisciplinary team of nurses, pharmacists and physicians. In this role, you will:

- Develop in-depth specialty expertise in acute and occupational toxicology and drug information;
- Apply your critical thinking, communication and clinical skills in an intellectually challenging and unique environment in the delivery of poison/medication care to the public and consultation services to health care professionals throughout Alberta and Saskatchewan via telecare;
- Work in a supportive, performance-based environment;
- Subsequently pursue skills in self-management, project management, and participate in education outreach and prevention programs.

Relocation reimbursement may be available.

For details, contact Dr. Ingrid Vaca, Grace Button, Lorraine Shopik at (403) 944-6800 or email us at padis.admin@calgaryhealthregion.ca

Please provide a contact phone number so we can personally follow up with you. You may also check our website at www.calgaryhealthregion.ca for information on these and other opportunities.

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INFORMATION 403-284-6867
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http://conted.mtroyal.ca

The Good Samaritan Society is a not-for-profit, charitable care-giving organization. Established in 1949, The Good Samaritan Society offers long-term care, assisted living, community involvement programs and other specialized care services in innovative and caring environments.

Registered Nurses

We welcome you to consider career opportunities available within our growing and evolving organization. As a registered nurse in one of our many facilities, you will ensure residents receive safe, quality care that is managed with a focus on customer satisfaction and continual quality improvement. These positions utilize the full scope of practice that meets CANNA Practice Standards and Code of Ethics. A Gerontology Certificate and/or recent in-place care experience, especially within an aging-in-place model of care, would be considered assets to your current registration with CANNA.

Please visit our website at www.gsms.org to learn more about the rewarding career opportunities available to you!

Or you may submit your resume directly to:

The Good Samaritan Society
1111 75 Street, Edmonton T6E 4G8
Fax: 780.439.3747 E-mail: csccareers@gsm.org

A current & valid criminal record is required for all new employees.

As a Good Samaritan Society employee, we offer all applicants with work experience competitive salaries and benefits.

The Good Samaritan Society is an equal opportunity employer and encourages applications from all qualified individuals.
fast-track your career...

think Opportunity

Take your career to a new level with MacEwan’s new Post-Basic Nursing Practice program, focusing on Hospice Palliative Care and Gerontological Nursing. This innovative new program, offered through distance delivery, provides you with the opportunity to balance your studies with professional commitments and family responsibilities.

Societal demographics, such as our aging population, have created an unprecedented need for nurses to specialize in these key areas.

Fast-track your career - apply now for September enrolment.

For more information call Marilyn Romansky, toll free 1.800.661.6878, direct at 780.497.5727 or email romanskykm@macewan.ca.

www.macewan.ca

Will you join us because of who you are?
Or what you could become?

Healthcare opportunities in Consulting
The Health Services Group at Deloitte includes more than 100 professionals across Canada. Our client work has allowed us to be instrumental in shaping the ongoing evolution of the Canadian health care system.

Our client work has ranged from advising provincial governments and health authorities on strategic planning to advising on technology implementation to large health insurance companies.

Join us.
Our Edmonton Consulting practice is looking for a professional RN with 3 to 5 years of clinical or operational experience and a relevant Master’s Degree to manage healthcare engagements in the areas of strategic planning, e-health, performance and operational management and clinical analysis.

Interested? Apply online today!
For additional details, visit www.deloitte.ca and search reference number CA151984C

Choosing Your Own Adventure

ASPIN REGIONAL HEALTH is a dynamic and progressive region that offers a full range of health services. Our staff members enjoy a wide variety of recreational opportunities, an excellent educational system and easy access to the very best scenery of Alberta. We are currently recruiting for:

NURSING POSITIONS (RNs) – VARIOUS LOCATIONS
A number of Nursing positions are presently available in a variety of disciplines for Registered Nurses within Aspen Regional Health. Various shifts are being offered, including part-time, full-time, permanent and temporary.

For detailed information regarding these positions, visit our Web site at www.aspennrh.ha.ab.ca

Aspenn Regional Health
Human Resources, Box 993, Drayton Valley, AB T7E 1W9 Fax: (780) 947-2660.
E-mail: jobs@aspennrh.ha.ab.ca
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Healthy Minds/Healthy Children:
Online Professional Development
in Children's Mental Health

Accredited, online modules are $90 each and include:
- A narrated PowerPoint presentation by local experts
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- Links to resources

Presenters are experienced practitioners, including nurses, social workers, psychologists, psychiatrists, paediatricians and more.
Upcoming monthly topics (Sep/Oct - May/08) include:
- Depression
- Eating Disorders
- Bipolar Disorder
- Learning Disabilities
- Managing Anxiety
- Attachment Issues
- FASD
- Bullying
- Substance Abuse
- Autism
- Childhood Trauma
- And more!

For more information contact:
Healthy Minds/Healthy Children
(403) 220-4310
kristy.piotrowski@calgaryhealthregion.ca
or visit our website at: http://hmhc.ca/online.htm

California, USA
We have a range of positions available for registered Nurses
in hospitals across California.
We are particularly looking for nurses with experience in the following areas:
Critical Care, Medi/Surg, L & D, OR and Emergency.
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You’ve cared for everyone else, now let us take care of you.

Master of Nursing in Aging
As the population ages, there is a growing demand for researchers, educators, practitioners, planners, and administrators with a background in aging. This new degree, offered in collaboration with the Alberta Centre on Aging, will help address this demand.

Graduates can work directly with older persons in a wide variety of programs and services in the community. They can also work on behalf of older persons in areas such as research, advocacy, and teaching about aging.

For more information see our website:
www.nursing.ualberta.ca
I came for the job.
I stayed for the team.

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Toll-Free in North America: 1.800.565.1727

Find out more and apply:
www.vch.ca/careers

Exciting opportunities await you in Southern Alberta

Picture yourself in Chinook. A variety of recreational facilities are available for all ages in the communities we serve and a short drive opens up unlimited opportunities for endless outdoor recreation. Some of the world’s most magnificent scenery is our backdrop, including the Rocky Mountains and three UNESCO world heritage sites. And with approximately 2,400 sunshine hours per year, Southern Alberta has the warmest winter and annual mean temperatures on the prairies.

Chinook Health and Southern Alberta Family Physicians through Chinook Primary Care Network have exciting career opportunities for:
• Evaluation Coordinators • Project Coordinators • Registered Nurses • Licensed Practical Nurses

Interested in finding out more? Visit the websites or call 1-877-333-3431
Chinook Health Website: www.chr.ab.ca
Chinook Primary Care Website: www.chinookprimarycarenetwork.ab.ca

The Best of Health for Everyone
opportunities

Possible

Alberta’s Cancer Free Future

The Alberta Cancer Board and Foundation believe a Cancer Free Future is possible.
We are working towards measurable goals to prevent cancers, save lives and eliminate suffering by coordinating and funding collaborative cancer research and by providing evidence-based prevention, screening, diagnosis, treatment and care.

The Alberta Cancer Board has
Inpatient, Outpatient, Day Care unit
and management positions available.
For details go to albertacancer.ca


MacEwan

think Occupational
Health Nursing

MacEwan’s Occupational Health Nursing program focuses on protecting workers from hazards in their work, promoting worker’s health, preventing illness and injuries, and placing workers in jobs suited to their physical mental, and psychosocial abilities.

This program allows you to develop new skills at your own pace and in your own home with a self-directed and unique program for registered nurses. Distance delivery gives you the option to complete the entire certificate (30 credits) through independent study at your convenience while balancing your professional commitments.

Find out more.
Call 780-497-5727 or visit
www.macewan.ca/ohn

People make a difference

The Ottawa Hospital is a compassionate provider of patient-centred health services with an emphasis on tertiary-level and specialty care. As one of Canada’s largest teaching hospitals, and among Ottawa’s largest employers, The Ottawa Hospital is a diverse multi-campus organization employing over 11,000 health care professionals.

Situated in our Nation’s Capital, Ottawa is a paradise for outdoor enthusiasts, home of the Rideau Canal and 10 minutes to the spectacular Gatineau Hills. Ottawa is also a city rich in arts, culture (home to 12 National Museums) and entertainment, with festivals galore (Tulip, Blues, Winterlude) and Scotiabank Place, which hosts music’s biggest stars, figure skating, family entertainment and our NHL team the Ottawa Senators. The city is also ranked the most affordable city in Canada to live.

The Ottawa Hospital is responding to the needs of the growing community through a $171-million investment in capital development which will provide increased access to patient care.

We are now recruiting Nursing Professionals (Registered Nurses, Clinical Managers, Advanced Practice Nurses, etc.) to fill permanent Full-Time and Part-Time positions in: Cardiology, Critical Care, Geriatrics, Medicine, Mental Health, Nephrology, Perinatology, Perioperative, Rehabilitation and Surgery. We offer an extensive and comprehensive orientation and an attractive benefit package. Relocation assistance may be provided.

Our core values of compassion, a commitment to quality, working together and respect for the individual are the building blocks of our vision to be nationally recognized as the academic health sciences centre of choice. If you share our values and vision, join The Ottawa Hospital team and play a part in making a difference.

To find out more about our exciting opportunities, visit our website or call our Nursing Hotline at 1-877-580-6290 for more information.
WANTED – Hard Working, Part Time RNs To Help Complete Our Office Team!!

Are you:
1. A people person who has great nursing skills?
2. One who wants to have fun when they are working – yet one who goes about their job quietly and eagerly?
3. One who has not been burned out by the health care system?
4. One who still feels they can make a difference and works hard every day to prove it?

If so, read on:
I am a cosmetic dermatologist and I run a very busy cosmetic surgery centre in Edmonton, but……I cannot run my centre by myself, so I am looking for a few special nurses who would like to share my vision and help me with my centre. If you are intelligent, able to deal with a fast pace and a number of different procedures, can roll with the punches and have a good sense of humor, I would love to talk with you.

I offer competitive wages, real day time hours (hours that make you feel human, again), a paid lunch hour, and to top it off – I also offer profit sharing.

Please fax your resume to (780) 425-1217 today!
opportunities

...been nursing away?

it’s time to come home to NL

Here is a great opportunity to come home to NL to work in an exciting new area of practice. Clinidata is the largest service provider of telehealth services in Canada, including the new HealthLine serving NL. At our main St. Anthony centre and satellite centres in Stephenville and Corner Brook, we provide help to people in NL who call a 1-888 number for advice on health symptoms, health questions or information about community health services.

Registered Nurses

Clinidata is seeking RNs who are looking for a positive change in career and lifestyle, to fill full and part-time positions in our 3 new NL telehealth centres. We provide specialized orientation and training in telehealth, to blend with your current expertise. You bring a minimum of three years RN experience, basic computer skills, and are a member of NNAc (or eligible).

Contact us, quoting file #8-8701:

Clinidata Human Resources
Phone: 1-877-877-8755  Fax: 1-709-677-4194
Email: jobs@clinidata.com  www.clinidata.com

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Relocation assistance and signing bonuses, plus:
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- full benefit coverage tailored to your needs
- up to $3000 support for work-related courses
- healthy, supportive nursing environment
- variety of flexible rotation options

Clinidata

FACULTY POSITIONS - School of Nursing

Grant MacEwan College in Edmonton is responding to the dynamic growth of the region with a new Bachelor of Science in Nursing (BScN) program, starting in September 2007. Located in the new $60 million Robbins Health Learning Centre, the program will prepare outstanding nursing graduates who contribute to the health and well-being of communities and commit to excellence in professional practice. Health promotion, prevention of illness/injury and restoration of health will be integrated throughout theory and practice courses.

Applications are invited for faculty positions offering competitive salaries and excellent benefits. Requirements include a graduate degree in nursing or PhD preparation, excellence in nursing practice, and experience in teaching. Research experience is an asset. Applications are also invited for clinical term positions. Requirements include a baccalaureate degree in Nursing and clinical expertise.

For more information, please refer to our website at www.MacEwan.ca/careers or contact Dr. Charlotte Pooler, Director, Baccalaureate Nursing Program, at 780.472.3627 or PoolerC@macewan.ca

www.MacEwan.ca
REGISTERED NURSES
Competitive Salary with Benefits

The Sherwood Park - Strathcona County Primary Care Network (PCN), a newly established joint venture between community family physicians and Capital Health, seeks organized, skilled, and energetic nurses to work with other health care providers in our Multidisciplinary Care Clinic. This PCN clinic will provide a variety of programming to address the needs of referred patients with chronic, complex, and/or specialized needs in a multidisciplinary setting. In addition, some team-provided ‘in home’ services will be scheduled periodically outside of normal daytime clinic hours.

Reporting to the Clinic Manager, your key responsibilities will be to:
• Work with the attending physicians to provide direct patient care,
• Communicate and collaborate with health care services and resources in providing and coordinating patient care and follow-up,
• Participate in team conferences,
• Provide relevant patient education to prevent and manage clinical conditions,
• Identify needs and set priorities in collaboration with the team,
• Participate in evaluation of the clinic and its services, and
• Assist in planning, developing, budgeting, and monitoring for services provided.

Requirements include:
• Five years or more of related nursing experience,
• Current CARNA Registration, CPR, and BCLS,
• Ability to coordinate activities with various physicians,
• Initiative, accountability, decision-making, interpersonal, and communication skills,
• Demonstrated ability and willingness to work in a dynamic environment that requires flexibility and balancing of competing priorities,
• Experience in a clinic setting or community setting, and
• Valid drivers license and access to a vehicle for a prescheduled periodic basis.

Preferred candidates will also possess:
• Baccalaureate degree in Nursing,
• Experience working in a team setting with other health professionals,
• Advanced skills in caring for patients with chronic, complex, and/or specialized needs, and
• Experience in establishing protocols for program startups, especially developing plans and priorities when workload varies.

Your resume and a cover letter addressing the above requirements should be directed to Dave Ludwick, Business Manager, at sherwoodparkpcn@sharc.ca no later than August 12, 2007.

The PCN will help coordinate job-sharing for these positions. Only candidates to be interviewed will be contacted.
CANADA’S PREMIER WOUND CARE CONFERENCE
London, Ontario • November 1–4, 2007

The 13th Annual Conference of the
Canadian Association of Wound Care

Do You Measure Up?
Assessing and Measuring Outcomes

A Multidisciplinary Conference for
- Nurses • General Practitioners •
- Enterostomal Therapists • Chiropodists •
- Dermatologists • Dietitians •
- Occupational Therapists • Orthotists •
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- Plastic Surgeons • Podiatrists •

A stellar international faculty, great social
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to list here. Visit the CAWC Web site for
complete information.

Join us for the
Wound Care Event of the Year!

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First Nations and Inuit Health Branch
Health Canada
Treaty 7 Zone Office
#310, 9911 Chiila Boulevard
Tsuu Tina, AB T2W 6H6
Phone: (403) 292-6190
Fax: (403) 292-6154
www.healthcanada.gc.ca/nursingjobs
Capital Health
EDMONTON AREA

Building Canada's Health Capital

CAPITAL HEALTH is a dynamic organization with world-class facilities, health professionals and health services. As Canada’s largest academic health region, Capital Health has established an international reputation for groundbreaking innovation and advances in medicine and the delivery of patient care. Dedicated professionals provide public health, community health, acute care, home care, long-term care and rehabilitative care, and mental health services to one million residents within its boundaries.

To save a life, to get closer to a cure, to teach, to learn, to give someone a second chance and to make an impact...

This is why you chose a career in Nursing. But to make the greatest impact, you need the best tools, the best resources and the strength of a dedicated team on your side. Capital Health is your destination of choice for people-centered services, research, education and innovation.

Nursing opportunities currently exist for RNs, RPNs and ADVANCED PRACTICE NURSES to join a workforce that is 10,000 strong, in areas that span the entire continuum of health services. Exercise choice in a range of practice settings with a variety of shift schedules, career opportunities and educational resources at your door. All of this is offered in a region and province that leads the country in growth and economic opportunity.

Successful candidates may be eligible for extended orientation to specialty areas, relocation assistance and temporary housing.

Our staff enjoy a vibrant and diverse setting, a strong local economy, high calibre training and, most importantly, the opportunity to raise the bar.

Interested candidates are asked to apply, quoting Competition # DG-18007-RR, to:
Capital Health, Regional Recruitment
Fax: (780) 735-0545. E-mail: careers@cha.ab.ca

COME RAISE THE BAR. VISIT WWW.CAPITALHEALTH.CA
12 Lead ECG Analysis

With

SUSAN BENGIVINGO, RN

Topics:

First... The Basics of Electrocardiography
  • ECG Waves & Intervals
  • Special Orientation of the 12 Lead ECG
  • Lead Placement

A Framework for 12 Lead ECG Interpretation
  • Measurements
  • Rate & Rhythm Analysis
  • Conduction Analysis
  • Waveform Description
  • Interpretation
  • Comparison with Previous ECG

Characteristics of the Normal 12 Lead ECG

Rhythm and Conduction Abnormalities
  • Selected Arrhythmias
  • Block, Bundle Branch Block, and Hemi Blocks
  • Axis Deviation

Changes in the 12 Lead ECG in Myocardial Infarction
  • Identifying Ischemia & Infarction Patterns
  • Identifying Infarct Location
  • Inferior MI, Anterior MI
  • MI & Bundle Branch Block
  • ST Elevation MI & Non ST Elevation MI (STEMI & NSTEMI)

Uses of the 15 & 18 Lead ECG

This one day workshop is designed for those staff who have experience in basic Lead II ECG interpretation and wish to learn how to analyze and interpret 12 lead ECGs. The workshop will focus on the “need to know” subjects of 12 Lead Electrocardiography and will include basic electrophysiology, a framework for interpretation, a review of the normal 12 Lead ECG, abnormalities, and recognition of ECG changes seen in myocardial ischemia and infarction.

Who Should Attend?
  • Critical Care Nurses; Coronary Care Nurses
  • Emergency Nurses in Urban & Rural Settings; EMT-P’s
  • Nurse Practitioners; Outpost Nurses
  • Experience in Lead II Interpretations is Required

How to Register

Save $20 on your registration fee when you register and pay prior to August 6th, and $10 prior to September 4th! (Price includes lunch!)

WEB:  www.nursinglinks.ca
CALL:  1.866.738.4823 or 240.7845 in Calgary
FAX:  1.866.566.6028 or 240.7849 in Calgary
E-MAIL:  registration@nursinglinks.ca
MAIL:  #22, 2526 Battleford Ave. SW, Calgary, AB T3E 7J4

Further Information

Should you have any questions or require assistance with registration, please call Conference Registration at Executive Links Inc. toll-free at 1-866-738-4823.

Cancellations

Refunds will be given for written cancellations received ten days prior to the conference date, less an administration fee of $25.00. Refunds cannot be given after this date; however, delegate substitutions are welcome without prior notification.

If Executive Links Inc. is forced to cancel a conference, liability is limited to reimbursement of paid conference fees. Executive Links Inc. reserves the right to change program date, meeting place, speakers or content without further notice and assumes no liability for these changes.

To read our policies in more detail, please visit: www.nursinglinks.ca

Registration Form (Fax to 1.866.566.6028 or 240.7849 in Calgary)

Yes! Please register me for the 12 Lead ECG Analysis workshop in:

<table>
<thead>
<tr>
<th>City</th>
<th>Conference Date</th>
<th>Venue</th>
</tr>
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<tr>
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<td>October 2, 2007</td>
<td>Ramada Hotel Kingsway</td>
</tr>
<tr>
<td>Calgary</td>
<td>October 9, 2007</td>
<td>Radisson Hotel NE</td>
</tr>
</tbody>
</table>

Name: ___________________________ Specialty: ___________________________
Organization: ___________________________
Home Address: __________________
City: _______ Prov: _____ Postal: _______
Home Phone: (____) ______ Fax: (____) ______
E-Mail: ___________________________

☐ Please send me e-mail notices of upcoming conferences.

Conference Fees:

| $139.95 + $8.34 GST = $147.34 |
| $149.95 + $8.94 GST = $157.94 |
| $159.95 + $9.54 GST = $168.54 |

GST Registration # 864410998

Price includes conference sessions, lunch, coffee breaks, and handouts. REGISTRATION IS NOT COMPLETE WITHOUT PAYMENT

☐ Please charge my:  ☐ VISA  ☐ M/C  ☐ AMEX
Cardholder’s Name: ___________________________ Exp: __________

Signature: ___________________________

☐ Cheque or money order payable to Executive Links enclosed
No postdated cheques please

☐ My employer has approved funding. Please invoice:
Attention: ___________________________ Title: ___________________________
Fax: (____) ______ Phone: (____) ______
Infectious Diseases Update
Shampoos, Tattoos, and Barbeques: What’s New in the World of Infectious Disease?


**Register Early to Avoid Disappointment**

This one day seminar provides an up-to-the-minute overview and update on current issues in the world of infectious diseases. Major infectious disease trends will be reviewed, including: global warming and travel, bioterrorism, food-borne illnesses, infectious agents and their relationship to acute and chronic disease. You will learn how many diseases can be transmitted via tattooing, how long a tick has to be attached before you can acquire Lyme Disease, and how infectious agents may be implicated in cardiovascular disease and autoimmune diseases. New vaccines, new diseases, and new drugs will also be reviewed. A seminar you don’t want to miss!

WHO SHOULD ATTEND?

* RNs, LPNs; All Front Line Nursing Staff
* Infection Control & Occupational Health Nurses
* Population Health Staff; Educators; Managers

HOW TO REGISTER

Save $20 on your registration fee when you register and pay prior to August 13th and $10 prior to September 17th! (Price includes lunch!)

WEB:  www.nursinglinks.ca
CALL:  1.866.738.4823 or 403.240.7845 in Calgary
FAX:  1.866.566.6028 or 403.240.7849 in Calgary
E-MAIL:  registration@nursinglinks.ca
MAIL:  #22, 2526 Battlefield Ave. SW, Calgary, AB T3E 7J4

FURTHER INFORMATION

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To read our policies in more detail, please visit: www.nursinglinks.ca

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Barb Bancroft, RN, MSN, PNP

Immunizations And Vaccines: The “Need To Know” Info
- Pediatric & Adult Immunization
- DTAP, Zostavax; HPV Vaccines
- Meningococcal Vaccine

Global Warming, Global Travel, & The Patient With Travel History
- The Implications of Migration of Mosquitoes Away From The Equator
- Infectious Diseases and Airplanes - What’s The Risk?
- Transportation of Food Across Borders - Is There a Problem?

Major Food-borne Illnesses & Their Sources; Treatment
- The Dreaded E. Coli O157:H7; Salmonella
- Campylobacter jejuni; Listeria Monocytogenes

The Perils Of Antibiotic Misuse, Overuse, & Abuse
- Drug Resistance - MRSA
- Mutations Of Bacteria - the Difficult C. Difficile

Infectious Disease Trends Throughout the World that Show Up In Your Patient Population
- The Role of Sexual Transmission
- HIV Infection; HPV Infection
- Hepatitis Infections; Syphilis & Others

Will I Know It When I See It? The Presentation, Pathophysiology and Rx of Specific Infectious Diseases
- SARS; Avian Flu
- MRSA; C. Difficile
- Pertussis

Fido, Boots, & Rex: The Risk Of Infectious Illness From Pets
- Exotic Pets; Dogs from Puppy Mills; Pocket Pets; Reptiles; Bites

Barb Bancroft is a widely acclaimed nursing teacher who has taught courses on Advanced Pathophysiology, Pharmacology, and Physical Assessment to both graduate and undergraduate students. Also certified as a Pediatric Nurse Practitioner, she has held faculty positions at the University of Virginia, the University of Arkansas, Loyola University of Chicago, and St. Xavier University of Chicago. Barb is known for her extensive knowledge of pathophysiology and as one of the most dynamic nursing speakers in North America today. Delivering her material with equal parts of evidence based practice, practical application, and humour, she has taught numerous seminars on clinical and health maintenance topics to healthcare professionals, including the Association for Practitioners for Infection Control, The Emergency Nurses Association, the American Academy of Nurse Practitioners, and more.

Registration Form (Fax to 1.866.566.6028 or 403.240.7849)

Yes! Please register me for the Infectious Diseases workshop in:

<table>
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<td>Radisson Hotel NE</td>
</tr>
<tr>
<td>Edmonton</td>
<td>Oct. 16, 2007</td>
<td>Ramada Hotel on Kingsway</td>
</tr>
</tbody>
</table>

Name: ___________________________ Title: ___________________________
Organization: ___________________________ Specialty: ___________________________
Home Address: ___________________________ City: ___________________________ Prov.: ______ Postal: ______
Home Phone: (____) Fax: (____)
E-Mail: ___________________________ Please send me e-mail notices of upcoming conferences.

Conference Fees:
- $139.00 + $8.34 GST = $147.34
- $149.00 + $8.94 GST = $157.94
- $159.00 + $9.54 GST = $168.54

Price includes conference sessions, lunch, coffee breaks, and handouts.
REGISTRATION IS NOT COMPLETE WITHOUT PAYMENT

Please charge my: □ VISA □ M/C □ AMEX

Cardholder’s Name: ___________________________ Card Number: ___________________________ Exp: ______ /
Signature: __________________________________________

Cheque or money order payable to Executive Links enclosed

No postdated cheques please

My employer has approved funding. Please invoice:
Attention: ___________________________ Title: ___________________________
Fax: (____) Phone: (____)
The S.T.A.B.L.E. Program

0730 to 1630 hrs

** Please note **
** start time **

** EXECUTIVE LINKS **

Topics:

Introduction to the S.T.A.B.L.E. Program
Principles of SAFE Care and SUGAR Module
- Issues of Patient Safety and Error Reduction in the Care of Infants
- Physiological Basis of Acidic and Anaerobic Metabolism
- Infants at Risk for Hypoglycemia; Monitoring Blood Sugar and Glucose Therapy
- Initial IV Therapy, Placement & Safe Use of Venous and Arterial Catheters

Temperature Module
- Infants at Risk of Hypothermia; Responses to Cold Stress; Heat Gain & Loss
- Methods to Re-warm Infants and How to Monitor During Warming

Airway Module
- Tests to Order in the Post-resuscitation / Pre-transport Period
- Signs of Mild, Moderate and Severe Respiratory Distress
- Blood gas Interpretation; Treating Acidotic Airway Challenges
- Intubation; X Rays for End-Tidal Position; Ventilatory Support

Blood Pressure Module
- Causes, Presentation and Treatment of Three Types of Shock
- Physical Examination for Shock, Mixing & Giving Dopamine

Lab Work Module
- Tests for Pre-Transport and Post Resuscitation
- Risk Factors for Infection; Clinical Signs of Sepsis; Antibiotic Treatment
- WBC, Calculation and Interpretation of Counts and Ratios

Emotional Support Module
- Families in Crisis; Ways to Support Parents of Sick Infants

Quality Improvement / Case Study
- Reducing Medical Error and Preventable Adverse Events in Infants

The S.T.A.B.L.E. Program is the first neonatal continuing education program to focus exclusively on the post-resuscitation/pre-transport stabilization care of sick newborns. First introduced in 1996 in the United States and Canada, S.T.A.B.L.E. has grown internationally. S.T.A.B.L.E. targets the post-resuscitation care of sick neonates and is therefore considered by many experts to be the follow-up, program to the American Academy of Pediatrics’ Neonatal Resuscitation Program (NRP). S.T.A.B.L.E. serves as a concise educational tool to organize the myriad of details necessary to stabilize and care for sick infants.

For Speaker Biographies Visit:
www.execulinks.net

Registration Form
(Fax to 1.866.566.6028 or 403.240.7849)

Yes! Please register me for the S.T.A.B.L.E. workshop in:

City  Conf. Date  Venue

☐ Calgary  Oct. 22, 2007  Carriage House Inn
☐ Edmonton  Oct. 23, 2007  Ramada Hotel on Kingsway

* Register early for the best available rate! *

Name:
Title:
Specialty:
Organization:
Home Address:
City:  Prov:  Postal:  
Home Phone:  Fax:
E-Mail:
☐ Please send me e-mail notices of upcoming conferences.

Conference Fees:
☐ $159.00 + $9.54 GST = $168.54
☐ $169.00 + $10.14 GST = $179.14
☐ $179.00 + $10.74 GST = $189.74

GST Registration #: 864410998

Price includes conference sessions, lunch, coffee breaks, and handouts. REGISTRATION IS NOT COMPLETE WITHOUT PAYMENT

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Who Should Attend?

* Physicians: Pediatric, ER, and Family Practice Physicians Including Residents
* Nurses: RNs working in L&D, postpartum, nursery, ER;
  Midwives, LPNs, Surgical Suite
* Others: Respiratory Therapists, EMTs and Paramedics

** Prior NRP Certification Highly Recommended **

EXECUTIVE LINKS

Further Information
Should you have any questions or require assistance with registration, please call Conference Registration at Executive Links Inc. toll-free at 1-866-738-4823.

Cancellations
Refunds will be given for written cancellations received ten days prior to the conference date, less an administration fee of $25.00. Refunds cannot be given after this date; however, delegate substitutions are welcome without prior notification.

If Executive Links Inc. is forced to cancel a conference, liability is limited to reimbursement of paid conference fees. Executive Links Inc. reserves the right to change program date, meeting place, speakers or content without further notice and assumes no liability for these changes.

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A group of registered nurses (RNs) in South Region showed me what leadership can look like, not in a formal sense, but leadership demonstrated in action. The clinical care coordinators working in the Chinook Primary Care Network are change agents who, in a very short period of time, have made a phenomenal difference by taking a more active role in what Albertans know as ‘a visit to the doctor.’ They have introduced operational efficiencies, chronic disease management programs, preventative health-care programs – and they are just getting started.

The Chinook Primary Care Network was only launched in March 2006.

The current support and interest for primary care networks (PCNs) in Alberta has focused on the funding agreement between government, regional health authorities and physician groups. The role of RNs in Alberta’s PCN initiative is not well understood by any of these groups. However, the valuable contributions made so far by the small number of RNs introduced into the Chinook PCN are helping to change that by improving the quality of care provided to patients in medical clinics.

For individual patients and physicians, the most welcome difference has been a decrease in wait times to access the clinic. Same day appointments have replaced the previous two- to three-month wait patients had come to expect thanks to RN expertise in triage and assessment.

RNs, however, are really excited about the opportunity to focus on client needs by identifying and targeting key health concerns of a clinic’s patient panel, or patient population. They are collaborating with an epidemiologist to create patient data profiles and analyze trends. Working closely with physicians, they are introducing best clinical practices, guidelines and regular screening tools in medical clinics. For example, RNs are encouraging a middle-aged male patient coming in with a strained wrist to have his blood pressure taken if his bp hasn’t been checked in the past year. If he’s over 50, he may be urged to have a prostate exam. Women in specific age categories or risk groups are being called in for PAP smears and breast cancer screening.

RNs have implemented a rigorous evaluation program to establish baselines for eight-10 disease prevention programs and developed indicators to provide concrete measures of the impact in the community. A diabetes registry has been developed to identify patients with diabetes and RNs have coordinated group education sessions. In a supportive environment, patients are learning, not only from RNs and other health professionals, but learning from each other. For physicians who couldn’t previously describe their patient population with objective data, these many contributions by RNs are proving invaluable to their practice and their patients. In many cases, these patients wouldn’t take these preventative health measures and symptoms could go undetected for years.

During a brief, but memorable evening coordinated by RN and Chinook Primary Care Facilitator Lisa Howard, I witnessed the excitement and passion these RNs felt in their new roles. They come from a variety of backgrounds and each of them exuded an excitement and passion for their ability to apply all their skills and knowledge to their practice. They also identified the type of barriers for RNs that persist in Alberta’s introduction of PCNs, namely the lack of job security, lack of benefits and lower pay for RNs practicing in medical clinics compared to RNs in other settings. These issues require the engagement of representatives from various levels of the health-care system, including CARNA.

It’s not a simple thing to alter a system that has been entrenched in our communities as long as we can remember. PCNs are only one component of CARNA’s vision of a primary health-care system in which the full contributions of every health-care provider, including those of RNs, support the delivery of publicly-funded, affordable, and effective health care for all Albertans. The few RNs I met in Chinook are determined to build an even better health-care system and provide examples of CARNA’s vision in action.

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Registration at Historic Tri-Profession Conference Sold Out

MAY 3 - 5, 2007

Conference organizers were forced to close registration early when more than 750 pharmacists, physicians and registered nurses registered for the unprecedented tri-profession conference, *Strengthening the Bond: Collaborating for Optimal Patient Care* at the Fairmont Banff Springs Hotel. The initial breakdown of registrants by profession indicated that 27% were pharmacists, 27% were registered nurses, 9% were physicians and 37% identified themselves as “other.”

The program provided participants with a better understanding of how other professionals work, the unique contributions of each profession to patient care and ideas on how health professionals can work in more meaningful ways with each other.

Tri-Profession Conference Steering Committee (l to r):  
Michael A. Gormley, Executive Director, Alberta Medical Association  
Greg Eberhart, Registrar, Alberta College of Pharmacists  
Mary-Anne Robinson, Executive Director, College and Association of Registered Nurses of Alberta  
Trevor Themann, Registrar, College of Physicians and Surgeons of Alberta  
Keith Stewart, Chief Executive Officer, Alberta Pharmacists’ Association

The Honourable Dave Hancock, Minister Alberta Health and Wellness delivered opening remarks at the conference.
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