

President's message

The issues for emergency nurses are not only increasing in number, but also in severity. Without a doubt, throughout the recent SARS outbreak, the public has heard, seen, or been directly exposed to observing how often health care workers in general, and in particular those working in emergency settings, truly put their own health and safety at risk daily. Across the country, emotions were heightened to know that the risk to our colleagues was intensifying....then sadness and tears to know that we had lost dedicated, committed colleagues to SARS. Our thoughts and prayers are extended to families impacted during this time. At the same time, our professional commitment is to work together to ensure improvements in establishing and promoting safer working environments with appropriate protective devices, education, and standards of care.

The work of NENA and its focus are definitely directed by the membership and issues in emergency care. Through the last year, great strides have been made to develop practice standards, emergency nurse core competencies, an emergency nurse orientation template (soon to be distributed) and position statements in collaboration with CAEP (Canadian Association of Emergency Physicians). This work is based on being responsive to the needs of the membership. To strengthen communication, work is also underway to further the development of the NENA website. Expertise in emergency nursing is in each of the members, and what better resource than being able to ask a question and obtain feedback nationally?

I have had the honour to work with remarkable NENA executive and provincial directors as I attended board of directors meetings for the last two years as the Emergency Nurse Interest Group of Alberta president. NENA members and leaders in previous years have all contributed to where emergency nursing in Canada is today. I believe that it is also the responsibility of each of us to guide and direct emergency nursing, through professional involvement and support of those provincial directors who

carry the voice of emergency nurses' concerns to a national forum and into the future. To promote change within our facilities, I would encourage each of us to utilize the NENA standards, position statements, competencies, emergency nurse orientation templates, and other

documents prepared nationally. It is with great enthusiasm and determination that I look forward to the next two years as the NENA president and commit to working for our members and their patients. ❏

Carla Policicchio,
RN, MA, BScN, ENC(C)

Introducing NENA's new president

Carla Policicchio is the NENA president for 2003 to 2005. Carla obtained her RN diploma from the Royal Alexandra School of Nursing in 1976 and has had a career based almost entirely in emergency nursing. Following a year as a staff nurse in emergency at the RAH, she returned to university and obtained her BScN with the focus being to become a clinical educator. She has since also completed a Master in Nursing (1992) concentrating on emergency nursing. Carla has held numerous positions within emergency during her career: emergency nursing instructor (RAH School of Nursing), clinical educator, contract lecturer with Health Sciences Outreach with Grant MacEwan College, joint appointment at the University of Alberta, educational nurse specialist, and clinical nurse specialist in emergency. Within the last three years, Carla has taken on a new role as emergency health leader at the Northeast Community Health Centre and opened the first free-standing emergency department in Canada. This has been considered one of the most exciting and rewarding aspects of her career.

Carla has had a long history of involvement in professional groups: three terms as president for the Emergency Nurse Interest Group of Alberta, ward representative for the Alberta Association of Registered Nurses and, currently, a member of the National Working Group for the Canadian Triage and Acuity Scale (CTAS). She was also one of the first individuals to bring both the Trauma Nursing Core Course (TNCC) and the Emergency Nursing Pediatric Course (ENPC) to the province of Alberta. Carla's areas of interest are issues related to triage, nursing workload, quality improvement, and clinical education.

Enthusiasm and commitment to emergency nursing will be applied to Carla's role as president of NENA. She assumed this role on July 1, 2003. Her focus as



president will be directed towards working collaboratively with the team of provincial directors and NENA executive to further advance the role of emergency nursing and advanced practice; to continue to develop national standards for emergency nursing; establish national benchmarks; build strong working relationships with other professional emergency associations; address practice issues nationally of emergency care and emergency nursing; and communicate effectively with NENA members. ❏

From the editor

As I write this message, summer vacation is winding down and preparations for returning to school have begun with the yearly ritual of buying school supplies. This year has been easier for me because I have one son in junior high and the oldest son beginning senior high school, so the years of "THE LIST" have passed. Now it is a bunch of loose leaf paper, a bunch of pens and pencils, and a few binders. Voila! I'm done. To be honest, I like this time of year - for me it is a time of hope, anticipation and some anxiety that this will be a great school year for my kids - that they will have friends, that they will

learn, and that they find the entire experience exciting. I approach September and the fall with the same sense of renewal that many people feel at the beginning of a new year!

So, it is with that sense of anticipation that I send to you this latest edition of **Outlook**. I am very pleased with the calibre of articles for this issue. There is no central theme, but rather a collection of articles that I think will appeal to you. Thanks to the section editors for their ongoing commitment to this journal and their continuing encouragement to nurses who submit the articles that you read.

It was also important to share some images from the national conference held in Regina, Saskatchewan this past May. The SENG planning committee did a fantastic job in organizing the conference. Those of us who were present learned from a variety of speakers, renewed old friendships and made some new friends. We hope to see you in PEI in May 2004.

PS: Another confession, I kinda miss "THE LIST" of school supplies! 🇨🇦

Yours in nursing,
Valerie Eden, RN, BSN, ENC(C), MDE

outlook

Letter to the editor

This will be a new feature for Outlook. I would encourage all of you to send in your letters, questions, tips, ideas. Many of our issues and the problems that we face daily are the same, whether you work in Victoria, BC or Grand Falls, NFLD.

The sharing of information is powerful. Trying to develop a new policy, looking for a new form? Request it here. This is your journal. It is a vehicle for communication for all of us. Use it. Please send your letters, etc., to: Valerie Eden, 34 Bow Street, Dartmouth, NS B2Y 4P6, or e-mail at: valeden@hfx.eastlink.ca

As past president of both the NSENA and NENA, I offer my profound congratulations and appreciation for the work you

both (Donna Arsenault and Valerie Eden) have contributed to the NSENA Newsletter and the NENA Newsletter "Outlook". Both of these productions have come so far and have become very professional in appearance.

I am no longer in nursing due to health reasons, but I watch for my newsletters on a regular basis and I continue to find the articles very stimulating and informative.

Emergency nurses around our province and country should be very thankful for your time commitment and your energy that is given to both these productions.

Good Luck in the future and Best Wishes as always!

PS. Hello to all my fellow peers and friends from the past. I miss seeing you all! 🇨🇦

Bev Mullin (Loder)

Bursary Winners

Sheila Early, BC
Jacqueline Lavoie, BC
Maria Decoste, NS
Bob Lawson, Sask
Alison Bulmer, NB
Cavell Bolger, NFLD/Lab
Erica Battram, Ont
Dale Byran, Ont
Bonnie Briere, Sask
Lisa Powell, Man
Angela Bachynski, Man

A special congratulations to the Awards of Excellence Winners! They are:

For Nursing Practice

Barbara Peters, BC
Bonnie Briere, Sask
Janice Spivey, Ont
Linda Hutchins, NS

For Education

Joy Durand, NS 🇨🇦

Revised position statements

Revised position statements, standards and new core competencies are available for purchase by non-NENA members for \$20.00 per document. For orders of 20 copies or more, 15% will be reduced from the total cost. Just make sure that you note this when you place your order. Send orders to Jerry Bell, 10 Laval Drive, Regina, SK S4V 0H1 🇨🇦

Emergency Nurses Week - October 5-11, 2003.

This year's theme: "Emergency Nurses: We make a difference... starting with you!"

NENA's annual report 2003

Historical perspective

The National Emergency Nurses' Affiliation Inc. was formed in 1981.

General structure

There are nine active provincial groups along with independent members from Quebec and/or living outside of Canada.

The NENA board of directors meets twice a year, in the spring and fall. The spring board of directors meeting is held in conjunction with the AGM and an educational conference. Odd years are in conjunction with the national conference and even years with a regional/provincial conference.

National Trauma Committee Report

From January to June 2003, there were 978 TNCC participants, an increase from 2002. However, SARS affected some of the courses which were cancelled. National Trauma Committee (NTC) plans to reschedule some of these classes because there are instructors who need to complete courses in order to maintain their instructor status.

TNCC course volume is up from the previous years with a total of 56 booked courses to date, with the highest numbers in Ontario, BC and Alberta.

ENPC activity has increased with 511 participants in a total of 31 booked courses. Highest increase has been in BC, Manitoba, Nova Scotia and Ontario.

The Course in Advanced Trauma Nursing (CATN) activity is down with 24 participants to date. It is believed that the decrease in numbers is partially due to course revision process.

Currently, there are 322 instructors, with the majority of instructors in Ontario, BC and Alberta

There are three new members on NTC. They are: Sue Yantha (Ontario), Diane Loiseau (Ontario), and Carole Rush (Alberta).

**Submitted by Pat Walsh
Chairperson, NTC**

Objectives

The mission of NENA is:

"To represent the Canadian Emergency Nursing Specialty"

The values of NENA are:

- All individuals have the right to quality health care
- Essential components of emergency nursing practice are wellness promotion and injury prevention
- Continuing education and professional development are

fundamental to emergency practice

- Research guides emergency nursing practice

The goals of NENA are to:

- Strengthen the communication network
- Provide direction for clinical practice of emergency nurses
- Promote research-based practice
- Support and disseminate education

NENA 2001-2002 year-end financial report

INCOME	Actual	Budget	Variance
Fundraising	\$915.00	\$900.00	\$15.00
Grants	\$500.00	\$1,000.00	(\$500.00)
Indirect Fees: ENPC	\$9,070.00	\$19,080.00	(\$10,010.00)
Indirect Fees: TNCC	\$44,464.68	\$31,920.00	\$12,544.68
Indirect Fees: CATN	\$630.00	\$1,200.00	(\$570.00)
Interest Income	\$0.00	\$150.00	(\$150.00)
Member Fees	\$26,660.00	\$25,680.00	\$980.00
Advertising	\$1,294.70	\$0.00	\$1,294.70
Misc. Income	\$16,971.80	\$0.00	\$16,971.80
TOTAL INCOME :	\$100,506.18	\$79,930.00	\$20,576.80

EXPENSES:	Actual	Budget	Variance
Awards	\$0.00	\$0.00	\$0.00
Advertising	\$0.00	\$0.00	\$0.00
Bank Charges	\$343.14	\$200.00	(\$143.14)
Board Meetings	\$25,438.83	\$13,400.00	(\$12,038.83)
Bursaries	\$2,500.00	\$4,500.00	\$2,000.00
CNA Fees	\$214.00	\$230.00	\$16.00
Committee Meetings	\$15,143.49	\$8,250.00	(\$6,893.49)
Gifts	\$60.00	\$300.00	(\$270.00)
Interest Paid	\$0.00	\$0.00	\$0.00
Legal	\$30.00	\$300.00	(\$270.00)
Liaison Meetings	\$21,542.32	\$0.00	(\$21,542.32)
Office Expense	\$13,174.87	\$6,250.00	(\$6,924.87)
Programs	\$500.00	\$4,000.00	\$3,500.00
Promotions	\$3,299.07	\$1,575.00	(\$1,724.07)
Public Relations	\$11,389.77	\$4,150.00	(\$7,239.77)
Reimbursements: ENPC	\$2,750.00	\$6,360.00	(\$3,610.00)
Reimbursements: TNCC	\$13,380.00	\$10,640.00	(\$2,740.00)
Reimbursements: CATN	\$210.00	\$400.00	(\$190.00)
Misc	\$304.00		\$304.00
TOTAL EXPENSES:	\$110,220.44	\$60,555.00	(\$49,665.44)
INCOME/LOSS POSITION:		(\$9,714.26)	

Membership

As of March 31, 2003 there were 1,507 members of NENA, with the following provincial breakdown:

Alberta	123
British Columbia	241
Manitoba.....	185
New Brunswick	77
Newfoundland/Labrador	45
Nova Scotia	127
Ontario.....	579
(255 who are RNAO members)	
Prince Edward Island	23
Saskatchewan	103
Independent	4

Total1,507

Present special projects and activities (publications, research, conferences, certification, etc.)

Joint work and publication of “**Access to Acute Care in the Setting of Emergency Department Overcrowding**” with the Canadian Association of Emergency Physicians (CAEP)

Two NENA position statements, which are in the process of being printed:

- NENA Overcrowding Position Statement
- NENA Ambulance Diversion Position Statement

“**NENA Emergency Nurse Orientation Template**” was developed with the intent that it be adapted and incorporated into individual emergency department orientation packages across the country. Presently in the process of being printed.


Joint work with CAEP on development of an education program for Paediatric CTAS (Canadian Triage Acuity Scale). This education session took place in Toronto in November 2002 with representatives from all provinces, excluding Quebec. Provincial courses on Paediatric CTAS are in the process of commencing.

In May 2003, our AGM will be taking place in Regina, SK in conjunction with our national conference “*Emergency Nursing - A Kaleidoscope*”

Events of the past year (annual meeting, surveys, etc.)

The AGM of 2002 took place in Moncton, NB at a regional emergency conference. Executive positions up for election were that of president-elect and communications officer. Both positions were filled by acclamation. At the upcoming AGM of 2003, two executive positions will be up for election. They are the positions of treasurer and secretary. Executive positions in NENA turn over on July 1 of each year as deemed by the term of the position.

Issues of concern

- Romanow Report and response to it
- Political/Media Action
- Adult CTAS Educators
- Funding for triage education at both the provincial and federal level
- Workload volume
- Models of Care: Experience versus Competencies 

**Anne Cessford, President, NENA
April 6, 2003**

outlook

Conference watch

The Nuts and Bolts of ED Nursing

Come to the Island... for a weekend of “NUTS AND BOLTS” emergency nursing in Charlottetown, Prince Edward Island. May 14-16, 2004. The conference will be held at the Best Western Hotel in Charlottetown and features a variety of pertinent topics in emergency nursing.

Topics include: sexual assault nurse examiner, 12 & 15 lead ecg’s and thrombolytics, obstetrical emergencies and deliveries, pediatric emergencies and case studies, acute ischemic stroke, spinal cord injuries, domestic violence, street drugs - what’s new, head injuries, extended roles of ER nurses, infection control in the ER, preparing for court, and many more.

The conference will include a famous fresh island lobster supper on Saturday evening (price pending). So come and enjoy our island hospitality! A block of rooms has been reserved at the Best Western Hotel, 238 Grafton Street, Charlottetown, PEI until April 15, 2004. Phone (902) 892-2461, Fax: (902) 566-9118, e-mail: salesbest@excite.com or visit the website www.bestwesternatlantic.com.

Conference Costs:

NENA Members: \$225.00; Non-NENA Members: \$275.00; Student Nurses: \$175.00; One Day Conference: \$175.00

Make cheque payable to: PEIENA, Box 2321, Charlottetown, PEI, C1A 8C1

For further information contact Celie Walsh-Gallison, Conference chair @ (902) 629-1462, or e-mail: nutsandbolts@isn.net

Emergency Nurses Interest Group of Alberta (ENIG)

- “Sex, Drugs and Rock and Roll in Emergency Nursing”

AGM and Emergency Nursing Conference, October 3-5, 2003, Delta Lodge, Kananaskis, Alberta.

There will be a Peds CTAS workshop on October 3 prior to the conference.

Send registration to Mona Krahn, Box 1895 Banff, AB, T1L 1B7, or e-mail for information at:

pamordon@telusplanet.net

The Third Halifax Symposium on Healthcare Safety

October 17-19, 2003, Pier 21 Conference Centre, Halifax, NS. Register on-line at: www.halifaxhealthcaresafety-symposium.ca, e-mail registration: symposium@accesswave.ca (Please put *registration* in the subject line)

Saskatchewan hosts the 2003 national conference

“You must be out of your mind!” our SENG president Bob Lawson was heard to say. While attending the national conference in Ottawa 2001, Jerry Bell had “volunteered” SENG to host the 2003 national conference. This was to be the first national conference ever hosted by Saskatchewan.

At the SENG annual meeting, the idea took root with members of the executive committee mulling over the possibilities. Gradually, with Jerry’s motivation, a timeframe from NENA, an extremely supportive sponsor, Hoffmann-La Roche, and the blessings of our manager, Helen Grimm, the conference took form.

Our first objective was to decide on a theme. Because of the many facets of emergency nursing, “Nursing, A Kaleidoscope” was chosen.

The second phase was a call for abstracts. Replies were received from as far away as Australia and Texas. Reading

the scope of topics was an eye opener and it was a challenge to choose what was appropriate for us. Committee members divided the chores that are so important to a conference of this magnitude. Tasks such as hotels, audio visual, food, displays and door prizes had to be decided upon. Monthly meetings were held that were increased to weekly. Gradually over the months, we saw a

clearer picture emerging. The level of excitement rose in proportion to the developments. Working closely with Dale Roberts (Hoffmann-La Roche) we zoned in on minute details, scenery, flags, name tags, etc. Little did we realize how many little unforeseen details would crop up. We were pleased with the variety and quality of door prizes that included a real kaleidoscope.



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Courriel : certification@cna-aiic.ca
Site web : www.cna-aiic.ca

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Our conference was preceded by a SANE workshop presented by Sheila Early, sexual assault nurse examiner, highlighting the role of nurses in examination of patients following sexual assault.

Then came the big weekend. An outstanding feature was the kaleidoscope projected on the screen

during all breaks and meals. Two observations noted were: first, the camaraderie of emergency nurses from all provinces and, secondly, the number of young nurses present. It bodes well for the future of emergency nursing.

The food was great and most things went without a hitch. Due to the expertise of Jerry, Bonnie and Bob, the

weekend proceeded smoothly and we were pleased with the outcome. The feedback from the evaluations was very positive.

Thank you to all committee members. And a very special thank you to all participants, many who travelled a great distance to attend. 



Left and above, some of the speakers, board members and participants at "Nursing, A Kaleidoscope" in Regina, Saskatchewan, May 2003.

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M28960

Filling in the gaps to build a strong foundation



Building the future:
an integrated strategy
for nursing
human resources
in Canada

Construire l'avenir :
une stratégie intégrée
pour les ressources
humaines infirmières
au Canada

Nurses are finally getting the attention they deserve. But not for the reason we'd like. With SARS behind us, and the West Nile Virus continuing to loom, Canadians are experiencing first-hand the effects of a system with too few nurses. A recent poll conducted for Maclean's Magazine showed that 95% of Canadians are aware there is an acute shortage of nurses. They know it, because they are feeling it.

We are working to change this situation.

Building the Future: an integrated strategy for nursing human resources in Canada is gathering the information that will help governments, educators, and employers make informed decisions on how to avoid a critical shortage in the future.

We have met with students in six cities; pilot tested our nurse occupational survey; met with nursing union activists in focus groups; and developed both the international nursing labour market report, and the inter-jurisdictional mobility of nurses in Canada report.

We are now conducting a national and international literature review; developing a survey of senior nurse managers; analyzing changing health care needs' impact on nursing; reviewing immigration and emigration trends; and analyzing career patterns.

And in the coming months, we will hold more focus groups across the country, perform key informant interviews, and develop a simulation model to project the number of nurses required to meet Canadians' health care needs.

We are doing this because we know that the only way to put an end to the shortage/surplus cycle is to create a long-term plan based on realistic information and projections. But this can't be done without the input of nurses.


This September, 39,000 licensed/registered practical nurses, registered nurses, and registered psychiatric nurses will receive our survey in the mail. The survey, which was originally scheduled to go out to 24,000 nurses this spring, was postponed to allow for an increase in the sample size. Expanding the sample size will not only provide information for each province and territory, but will provide consistent data to allow comparisons across Canada. In many instances, this survey will provide provinces and territories with new information to fill important gaps on nursing HR issues.

We urge nurses who receive our survey to fill it out. We know Canadian nurses work hard, and that their time is


limited, but we need their input to be able to make the kinds of changes that can help employers attract and retain nurses.

We want to make a difference for all nurses in Canada and to build a better health system for all Canadians.

Building the Future is a milestone project. It is the first national nursing study that is both endorsed and led by all the nursing stakeholder groups in Canada: professional nursing organizations, unions, employers, researchers, educators, physicians, provincial and territorial governments, Health Canada and Human Resources Development Canada.

For more information on *Building the Future*, please see www.buildingthefuture.ca. 



This photo of Cavell Bolger (left) and co-worker Ruth Cull was taken in March 2003 during the Labrador Winter Games which are held in Goose Bay every four years. Cavell writes: "All of the emergency nurses volunteer their time to do first aid for these events which last a week. Of course it happens in the winter when the temperature outside is always freezing cold. This particular day we were doing first aid for the snowmobile races with a temperature of -32° with a wind chill of about -38° to about -40°. We had a few frost bites and one snowmobile crash that day with minor injuries. TNCC sure comes in handy with these events." 

Goodbye and hello

✧ We say a special thank you to retiring board members: **Gail Colosimo** (New Brunswick) and **Cavell Bolger** (Newfoundland & Labrador) for their valuable contributions to NENA and to emergency nursing in Canada. While these two women may have been two of our quietest members, when they spoke we all listened. We wish both of you the very best in your future endeavours!

✧ We welcome to the board table **Alison Bulmer** (New Brunswick) and **Joanne Collins** (Newfoundland & Labrador) and we look forward to working with you over the next two years.

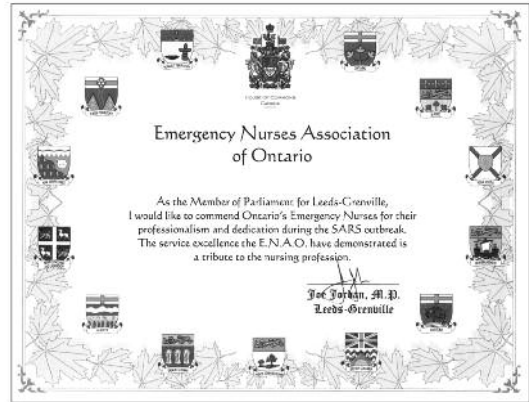
✧ To the emergency nurses of Ontario who were awarded a certificate of commendation (above) from the Member of Parliament for Leeds-Grenville, Joe Jordan, for their work during the SARS outbreak. Mr. Jordan, in his letter to Jan Spivey, ENAO president, stated, "I have heard nothing but positive reports on the handling of the situation by those, like yourselves, on the front line. Please accept the enclosed certificate as acknowledgement of my appreciation for your countless efforts in dealing with such a sensitive situation."

✧ To all Ontario nurses for working through the SARS crisis and who continue to deal with its continuing effects.

✧ To all the emergency nurses who successfully passed the certification exam.

✧ Special thanks to Susan Phillips who served as section editor of Trauma Corner for **Outlook**. Susan has taken a position as gerontology clinical nurse specialist. Congratulations Susan and good luck in your new position!

"Bouquets" is dedicated to celebrating the achievements of NENA members. If you would like to send a bouquet to a NENA member, contact the communication officer, Valerie Eden, 34 Bow Street, Dartmouth, NS, B2Y 4P6 (H) 902 461-1897; (W) 902 465-8340; fax: 902 465-8435; e-mail: valeden@hfx.eastlink.ca.



Pediatric CTAS courses available

Over the course of the last two years, a great deal of work has been dedicated to the development of a Peds CTAS provider and instructor manual. One of the most significant rewards was the strong collaboration which was evident between NENA, members of CAEP (Canadian Association of Emergency Physicians) and CPS (Canadian Pediatric Society). Representatives of each group joined in the task of developing a provider and instructor manual for the Peds CTAS guidelines. The members on the committee were: Dr. Anna Jarvis (CPS), Dr. David Warren (CPS), Valerie Eden (NENA), Debbie Cotton (NENA), Louise LeBlanc (independent member), Dr. Michael Murray (CAEP), Jerry Bell (NENA), and myself for NENA.

A provider/instructor course was held in Toronto during which time NENA and each province sponsored two members to attend and, ultimately, become instructors for the province as we begin dissemination of the course.

A process has been established for individuals who are interested in holding a Peds CTAS course at a facility. The administration of the courses will occur with both NENA and CAEP. The following steps have been identified to provide a Peds CTAS course:

1. All instructors will register their courses (date and location) either through Pat Walsh from NENA at (709) 292-2482 or "pwalsh@cwhc.nf.ca", or Tammy Hesson, CAEP Membership Services at (613) 523-3343 X 10, 1-800-463-11458 or "membership@caep.ca".
2. Instructors must provide a complete list of attendees, confirming the final list of names and addresses within 10 days after holding the course, along with the names of instructors who have been verified.
3. All instructors must purchase their own complete instructor package (\$90.00) including one provider's manual that can be copied for all attendees. Permission to copy the

provider's manual (for attendees only) will be given when Peds CTAS guidelines and pocketcards are ordered.

These materials must be ordered at least two weeks before the course. If materials need to be couriered, these costs will be additional.

4. Please note that a \$10.00 surcharge per attendee will apply to fund future endeavours on the part of the CTAS National Working Group (NWG).
5. In order to maintain a national standard, no changes to materials are permitted. However, any queries can be addressed to the Peds CTAS NWG that meets at the CAEP Annual Scientific Assembly.
6. Pat and Tammy will set up a protocol for this process to ensure that both organizations are fully aware of who the instructors are, who attends the courses, and who is a verified instructor.

Carla Policicchio, NENA President