

The NURSE ADVOCATE



By Nurses for Nurses

Issue 8, April 2014

CONTENTS

Nursing Strategy 1	2013-2015: First Year Achievements
HMC Becomes First 2	Organization in GCC to Receive ANCC Accreditation
Nursing Executive 3	Noticeboard
Domains of Practice within 5	the Scope and Competency Framework for Nurses and Midwives at HMC
Implementation of the 6	Canadian Triage and Acuity Scale
International Nursing News 6	
NICU Offer Support and 7	Education to Anxious New Parents
Nurse Researcher's 9	Abstract Shortlisted at the 4th Annual Child Research Day
New Nurse-led IV Therapy 10	Suite Opens its Doors
Ageing Gracefully: 10	One Nurse's Advice
Educational Resources 11	
The Nurse Spotlight 12	
Useful Links 13	
Crossword 13	(Answers from last month)

Nursing Strategy 2013-2015: First Year Achievements

By Professor Ann-Marie Cannaby – Executive Director of Corporate Nursing



*Professor Ann-Marie Cannaby
Executive Director of Corporate Nursing*

We have now completed the first year of the Nursing Strategy and have achieved many goals. I will be discussing all of the achievements at the Nursing Strategy: Year 1 feedback sessions, which will be held in early May, but I wanted to highlight two areas of outstanding achievement.

The nursing community, especially the staff in the Department of Nursing and Midwifery Education and Research (NMER), have worked incredibly hard to achieve ANCC accreditation. The American Nurses Credentialing Center (ANCC) is the world's largest and most prestigious nurse credentialing organization, and a subsidiary of the American Nurses Association (ANA). It was a natural decision that we looked to the ANCC to become our partner in this work.

To be accredited as a provider of

continuing nursing education by the ANCC is a tremendous accomplishment and a great source of pride for our nurses and the entire Corporation. Accreditation, as a provider of continuing nursing education, places HMC among an elite group. It demonstrates that HMC has met comprehensive, evidenced-based criteria centered on delivering internationally recognized standards of nursing education.

Secondly, there has been a great deal of work regarding the Scope of Practice for Registered Nursing across HMC. A scope of nursing practice is a way of describing what nurses are trained and competent to do. It describes the areas in which nurses have the knowledge, skills and experience to practice safely and effectively in the best interest of patients.

The HMC Scope of Practice for the Registered Nurse has been developed in consultation with the nurses across the organization. This topic is discussed in more detail on page 5 of this issue. Please visit the corporate nursing website <http://nursing.hamad.qa/en/index.aspx> to view the scope of practice for the registered nurse.

Recent efforts of the Corporate Nursing Department have also focused on improving communication and collaborations across the service, which is dispersed across eight

hospitals, clinics and the homecare service. In support of this goal, last year the Department launched both this nursing newsletter and a nursing microsite (<http://nursing.hamad.qa/>). Published monthly, The Nurse Advocate is written by nurses, for our nurses. This newsletter allows HMC's nurses to share stories and obtain current, relevant information

on topical subjects, in turn strengthening the nursing community through sharing development opportunities, stories of mutual interest and celebrating achievements. The microsite compliments the newsletter and is a focal point for all nursing-related topics. It includes education and research resources, news and other useful materials and is intended to be a forum for sharing good news

and showcasing the skills, dedication and commitment of HMC's nurses. Additionally, patients and members of the public are encouraged to view the microsite as a mechanism to gain insight into the nursing profession and the role that nurses play in providing the safest, most effective and compassionate patient care at HMC.

HMC Becomes First Organization in GCC to Receive Prestigious Nursing Accreditation



Hamad Medical Corporation has become the first organization in the GCC, and the third in the Middle East, to be accredited as a provider of continuing nursing education by the American Nurses Credentialing Center (ANCC).

The prestigious accreditation was obtained by HMC's Department of Nursing and Midwifery Education & Research in February and announced during the opening ceremony of the 1st AHS Continuing Education Symposium for Healthcare Educators, held at the Hilton Doha. The designation places HMC among an elite class of healthcare organizations located around the world and demonstrates the importance the Corporation places on supporting staff through providing professional development opportunities.

Professor Edward Hillhouse, Chief of Scientific, Academic and Faculty Affairs at HMC congratulated the Department

of Nursing and Midwifery Education & Research on the accreditation, stating "ANCC accreditation demonstrates HMC's commitment to providing safe, effective and compassionate care through developing well-trained clinical staff who practice according to the highest standards. It signifies our focus on integrating academic and health services to improve clinical outcomes for patients."

Professor Ann-Marie Cannaby, Executive Director of Corporate Nursing at HMC, added that the Department underwent an extensive evaluation prior to receiving the elite accreditation. She said accreditation allows HMC's nurses to gain access to the highest caliber of education, which in turn contributes to improved patient health outcomes.

"To be accredited as a provider of continuing nursing education by the ANCC is a tremendous accomplishment and a great source of pride for our nurses and

the entire Corporation. Accreditation as a provider of continuing nursing education places HMC amongst an elite group," said Professor Cannaby. "It demonstrates that HMC has met comprehensive, evidenced-based criteria centered on international standards."

Dr. Nabila Almeer, Deputy Chief of the Continuing Care Group and Supreme Council of Health Nursing Affairs, said accreditation is an important step in advancing the nursing profession in Qatar.

"Fifteen years ago I had a vision that continuing nursing education would be internationally accredited; this vision has come true. When we established the Department of Nursing and Midwifery Education & Research this was one of our objectives and achieving it has been made possible through the hard work and commitment of all our staff," said Dr. Almeer. "Obtaining ANCC accredited status is an important step in advancing the nursing profession in Qatar."

The ANCC accreditation is awarded for two years in the first instance and renewal demands ongoing adherence to rigorous standards. ANCC accreditation is a voluntary, peer-review process intended to strengthen and sustain the quality and integrity of continuing nursing education through defining standards for high performance. ANCC's internationally renowned credentialing programs certify and recognize individual nurses in specialty practice areas. As a subsidiary of the American Nurses Association (ANA), the ANCC is dedicated to the promotion of excellence in nursing and healthcare.



The nurse executive noticeboard is a forum to share the outcomes of the Nursing Executive Committee (NEC), which is the highest level committee in nursing and is attended by Corporate Nursing, AED's of Nursing from across HMC and Nursing Informatics.

Shared Governance Workshop Conducted

All facility Assistant Executive Directors and Directors of Nursing were in attendance on February 17 for the HMC Nursing Shared Governance Workshop. The Workshop provided an overview of the American Nurses Credentialing Centers (ANCC) Magnet recognition program as a precursor for a session on shared governance. The second portion of the workshop provided leadership guidance and an opportunity to critically review and revise the current committee governance structures. This was a timely exercise as it supports the Corporate Nursing Strategy's call for review, revision and implementation of facility agreed nursing governance structures.

Over the course of the coming six months, shared governance design teams will be working at local levels, with nurses from across all roles and settings, to build our facility-based shared governance structures. The Nurse Advocate will be reporting the progression of this initiative as it unfolds.

Welcoming Ms. Nadya Al Anzi Assistant Executive Director – Palace Nursing Corporate Nursing



Nadya is an accomplished professional with 17 years experience in healthcare, including nine years in the community healthcare setting. She was one of the original team members who established the Home Healthcare Service (HHCS) at HMC; the HHCS was one of the first community nursing services in the Middle East to be JCIA accredited and subsequently received a second accreditation in 2012. As part of Nadya's role at the HHCS she assisted with the implementation of case management and developed business cases for the expansion of the program.

In addition to her accomplishments as a case manager, nursing supervisor and Director of Nursing with the HHCS, Nadya has worked as a staff nurse in the orthopedic and neurosurgery units. Nadya's new role as AEDON in Corporate Nursing will involve the establishment of a formalized structure for the Palace Nursing Duty Service. In setting up

the Palace Duty Service, Nadya plans to pay particular attention to the professional requirements and educational needs of the nurses assigned to Palace Duty.

Welcoming Professor Richard Gray Assistant Executive Director – Research Corporate Nursing



Richard began his career in nursing in 1990 when he trained at King's College London and the Maudsley Hospital; both institutions have a strong history in research. Much of his early clinical career was spent at the Maudsley Hospital, where he developed his research interests. In 1995 he received his first small grant to complete a trial, testing if patient education enhanced adherence to treatment in patients with schizophrenia. He went on to complete a PhD in 2000 at the Institute of Psychiatry, King's College London and in 2001 he was awarded a Medical Research Council research training fellowship. This supported him in undertaking the largest ever trial of an adherence intervention in Schizophrenia;

the multi-center trial (QUATRO) involved 400 patients across Europe. In 2008, Richard became a Professor of Nursing Sciences and led a portfolio of research funded largely by the National Institute of Health Research in England. While in Qatar he says he hopes he can inspire world-class, nurse-led research that is 'made in Qatar'. Richard says the most important lesson for researchers, like clinicians, is the requirement to be tenacious, reflective and considered.

Welcoming Ms. Maureen Brown Assistant Executive Director – Midwifery Education Corporate Nursing

Maureen has joined the HMC team as the Assistant Executive Director of Nursing for Midwifery in Women's Hospital. Maureen is a seasoned professional with 34 years experience in healthcare. After completing her registered nurse training she worked in gynecology before specializing in midwifery. She worked as a labor suite sister before moving into midwifery education as a senior lecturer. In 2000, she became the Lead Midwife for Education (LME) at Coventry University, a role which is responsible to the professional body, the Nursing and Midwifery Council (NMC). In the United Kingdom, universities are unable to run programs of midwifery education without an LME; the LME is responsible for the quality of all midwifery educational programs.

Since 2007, Maureen has been

a midwifery reviewer for the NMC, assessing the quality of education and practice in the four countries of the UK. Maureen is also a Supervisor of Midwives and has a caseload of midwives with whom she has annual contact and is responsible for assessing their clinical competence to ensure they meet the requirements of the NMC. Maureen has also been instrumental in using technology to enhance the delivery of education. She has received a number of commendations for her innovative approach to teaching and learning. Maureen delivered the first ever live web chat in conjunction with a local hospital in the UK and was commended by the Department of Health. She has also launched a series of 'apps' looking at management of obstetric issues which are available internationally.

Six Facilities have joined National Database of Nursing Quality Indicators (NDNQI®)

Six of HMC's eight hospitals have successfully joined NDNQI®. It is expected that the remaining two hospitals will have membership by the end of April 2014. This initiative allows the collection and reporting of data for a number of nursing sensitive indicators which will, in turn, allow HMC to benchmark our care provision with 2,000 hospitals from around the world. Each hospital has already set up a process for collecting the process and outcome measures for pressure ulcers, restraint use, pediatric pain assessment and peripheral intravenous infiltration as well as for falls and falls with injury. The next initiative on the ambitious

agenda includes staffing turnover, nursing education and the much anticipated nursing satisfaction survey.

HMC Professional Code of Behavior and Ethics for Nurses and Midwives

A draft of the 'HMC Professional Code of Behavior and Ethics for Nurses and Midwives has been reviewed and approved by the Nursing Executive Committee (NEC). A robust awareness and education plan to introduce the Code to all nursing staff is currently being developed, with an anticipated launch in late 2014.

Scope of Practice for Nursing

The 'Registered Nurse Scope of Practice' was agreed and signed off by the NEC. The Scope of Practice is a competency framework for nursing built on five domains intrinsic to the role of the nurse; 1. Professional and ethical practice, 2. Clinical practice, 3. Leadership and management, 4. Education, learning and development, 5. Research and improvement. Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of the registered nurse. This document is to be used as a foundation for all registered nursing roles, professional development and performance appraisal. A formal introduction of the scope of practice will be introduced in the coming months.

Domains of Practice within the Scope and Competency Framework for Nurses and Midwives at HMC

By Professor Ann-Marie Cannaby, Executive Director of Corporate Nursing

The Corporate Nursing Department has been working to produce a Scope of Practice for the Registered Nurse, which has now been agreed at the Nursing Executive Committee and will be used across HMC. A scope of practice is a statement or document which defines the competencies, actions and processes that are permitted for the Registered Nurse. Simply put, it describes the remit in which a nurse can practice. The HMC Scope of Practice for a Registered Nurse is now available on the nursing website at http://nursing.hamad.qa/en/nursing_strategy/nursing_strategy.aspx

Work is also being undertaken to develop the Clinical Nurse Specialist and the Advance Practice Nurse Scope of practice for HMC.

These documents are based on feedback received from nurses during workshops held last year, and from experts in the field, and are based upon five domains which combine to encompass the role of every nurse across HMC.

The five domains or areas of practice for Nurses are:

- 1) Professional and ethical practice
- 2) Clinical practice
- 3) Leadership and management
- 4) Research and improvement
- 5) Education and training

Each domain has competency standards and performance criteria that define the requirements for practice. The HMC Registered Nurse Scope of Practice is to be used as a

foundation for all registered nursing roles, professional development and performance appraisals.

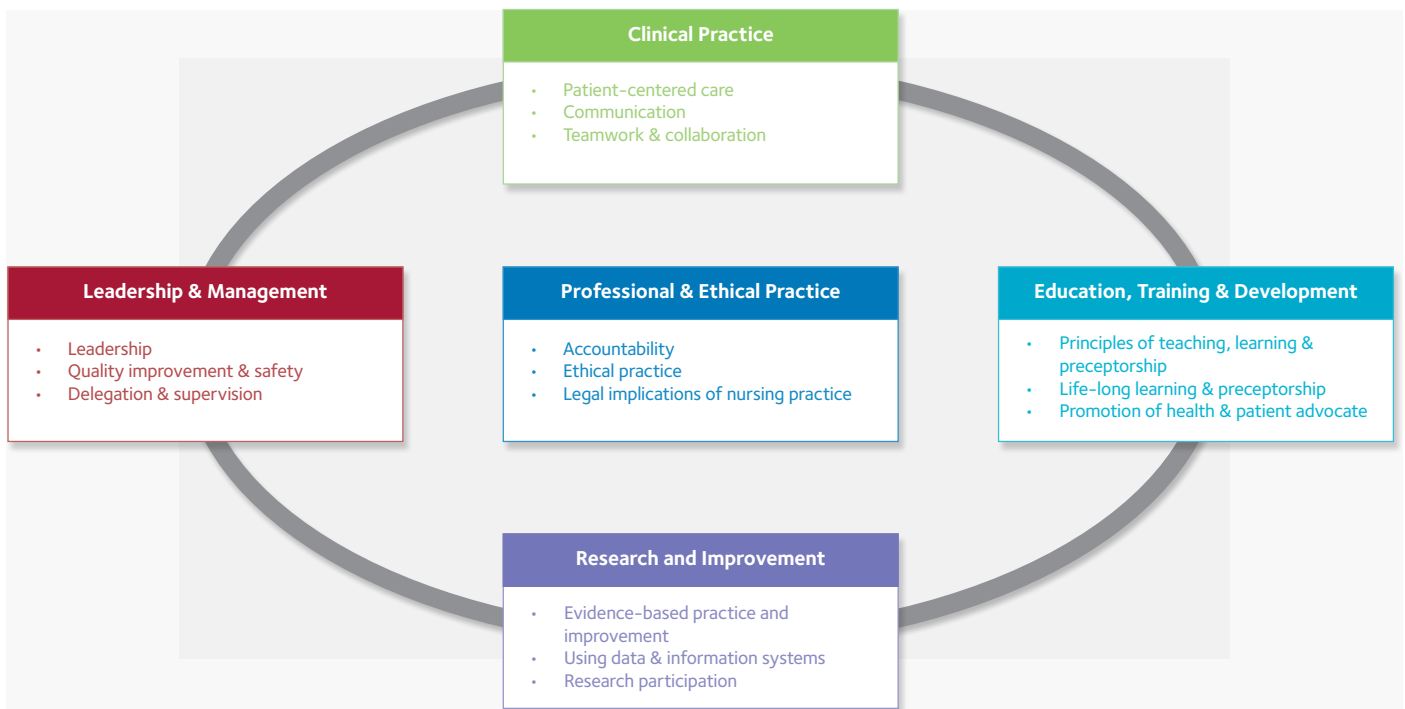
We have created a diagram to illustrate the domains of practice and the competency standards (see below).

The Career Framework for Nurses and Midwives is divided into four tracks:

- 1) Clinical
- 2) Management
- 3) Education
- 4) Research

The Corporate Nursing Department is presently reviewing competencies for each role within each track of the career framework.

Scope and Competency Framework for Nurses and Midwives at HMC



Implementation of the Canadian Triage and Acuity Scale

Researched by Afshin Ahmad Jahanian, CN, Emergency Department – AKH



Triage is one of the most important processes for nurses; it is related to prioritizing and screening serious injuries and acute medical cases, which is vital to the successful and timely treatment of our patients.

Qatar's population is dramatically increasing year by year. The number of patients we treat is also rising. Having an efficient triage system in order to optimize our service and avoid any delay in diagnosing and treating patients is a necessity due

to the large volumes of people.

An ideal triage system is one which prioritizes patient care according to severity and acuity within a suitable and acceptable time frame. The Canadian Triage and Acuity Scale (CTAS) is one of the most well-recognized and validated triage systems in the world and its ability to meet the aforementioned criteria is a key reason that HMC made the decision to introduce it. The CTAS system has two particularly

important aspects; firstly, it unifies the level of triage among staff and secondly, it allows for, and documents, continuous assessment and reassessment of patients while they are in the waiting area.

In order to introduce this system the necessary training needs to be provided to all concerned staff in advance. Initial training began with the appointment of a knowledgeable instructor, in this case from Saudi Arabia's King Faisal Hospital, to train the Emergency Department representatives from all HMC hospitals. Two representatives from each HMC hospital attended a two day 'train the trainer' program.

Al Khor will be the first of HMC's hospitals to implement this system in 2014. As such, a wider training program is currently taking place involving nurses from the Emergency Department, Pediatric Emergency Center, Obstetrics and Gynecology Emergency Room as well as labor room nurses.

International Nursing News

In this section we hope to bring to your attention some interesting nurse related articles from around the world.

• Certified Nurses Improve Care: Certified Nurses Day – March 19th, 2014

According to the Accreditation Board for Specialty Nursing Certification, a certification is "the formal recognition of [a] specialized knowledge, skills and experience demonstrated by the achievement of standards identified by a nursing specialty to promote optimal health outcomes. After

meeting defined eligibility criteria, a certification candidate achieves a nationally recognized credential through successful completion of a rigorous examination." Certification also allows nurses to experience personal growth – a way to choose a specialty they feel called to and be even more satisfied in their work.

Certified Nurses Day is March 19. This is a national day to honor and recognize the important achievement of nursing certification. March 19 honors the birthday of the late Margretta "Gretta" Madden Styles. Styles designed

the first comprehensive study of nurse credentialing in the 1970s. According to the American Nurses Association (ANA), Styles "was a nurse scholar who was renowned nationally and globally as a leader in nursing education, credentialing and international nursing." The American Nurses Credentialing Center and the ANA worked together in 2008 to create Certified Nurses Day, gaining support from leading nursing organizations and governments, including Congress.

Certified nurses have chosen to become certified to further their

knowledge, education and skills. Through certification they have dedicated themselves to lifelong learning to maintain and renew their specialty certification. So, next March 19, if you know a certified nurse, thank him or her for a commitment to the specialized area of nursing practice.

Source: Abridged version of: Marks, N 2014, Nurses notes: Certified Nurses Improve care, Missoulain, Missoula MO, viewed on 24 March 2014, http://missoulain.com/lifestyles/health-med-fit/nurse-s-notes-certified-nurses-improve-care/article_b76aae76-aea7-11e3-a52f-0019bb2963f4.html

- **AACN Applauds New International Study that Confirms Strong Link between Nursing Education and Patient Outcomes**

The American Association of Colleges of Nursing (AACN) applauds new research published in the February edition of *The Lancet*, which shows that patients experiencing complications after surgery are more likely to live if treated in hospitals with adequate nurse staffing levels and higher numbers of nurses prepared at the baccalaureate degree level. Following a review of more than 420,000 patient records in 300 hospitals spanning nine European countries, the study's authors found that a 10% increase in the proportion of nurses holding a bachelor's degree in an acute care setting is associated with a 7% decrease in the risk of death in discharged patients

following common surgeries, such as knee replacements, appendectomies and vascular procedures.

- In an article published in the March 2013 edition of *Health Affairs*, nurse researcher Ann Kutney-Lee and colleagues found that a 10% increase in the number of nurses educated at the baccalaureate level in hospitals was associated with an average reduction of 2.12 deaths for every 1,000 patients—and for a subset of patients with complications, an average reduction of 7.47 deaths per 1,000 patients.
- In the February 2013 edition of *Journal of Nursing Administration*, Dr. Mary Blegen and colleagues found that patients in hospitals with a higher percentage of RNs with baccalaureate degrees had lower incidents of congestive heart failure mortality, decubitus ulcers, failures to rescue and shorter lengths of stay.
- In a 2008 study University of Michigan professor Dr. Christopher Friese and colleagues examined the link between nursing education levels and the practice environment on outcomes for cancer patients undergoing surgery. Nurses prepared at the baccalaureate level were linked with lower mortality and failure-to-rescue rates.
- Researchers at the University of Toronto found that hospitals with higher proportions of

baccalaureate-prepared nurses tended to have lower 30-day mortality rates. The findings indicate that a 10% increase in the proportion of baccalaureate-prepared nurses was associated with nine fewer deaths for every 1,000 discharged patients.

Support for academic progression in nursing – a key recommendation in the Institute of Medicine's (IOM) 2010 report on the Future of Nursing: Leading Change, Advancing Health – is now widely embraced by most of the U.S. organizations, employers and opinion leaders interested in moving the nursing profession forward. The evidence-based findings in the IOM report present a clear argument for supporting national, state and local efforts to advance the formal education of today's registered nurse. Reaching the IOM report goal of preparing at least 80% of the nation's RN workforce at the baccalaureate or higher degree level by 2020 will require innovative solutions and collective action among all parties engaged in the development of future generations of nurses.

Source: Abridged version of: *Business Wire* 2014, AACN Applauds New AACN Applauds New International Study that Confirms Strong Link between Nursing Education and Patient Outcomes, New York, NY, viewed on 24 March 2014, http://www.businesswire.com/news/home/20140225007256/en/AACN-Applaud-International-Study-Confirms-Strong-Link#.Uy_6-c4Qvgs

NICU Offer Support and Education to Anxious New Parents

Researched by: Gisha Mathew SN- NICU Womens Hospital

When couples find out that they are expecting a baby, it is an exciting time. The soon to be parents begin to prepare themselves for the new arrival – both physically and psychologically. While many parents will have what is deemed a normal pregnancy, there are some that

experience a pregnancy journey fraught with difficulties, resulting in the premature separation of baby and mother. After premature separation the babies are given intensive care to sustain their lives. The separation of baby and mother often leads to anxiety and even

post-partum psychosis for some mothers. The Neonatal Intensive Care Unit (NICU) at Women's Hospital is equipped to deal with such conditions. As a tertiary level facility, it admits complicated cases from all other hospitals in Qatar. It serves all those who require highly



specialized care and aims to provide the safest, most effective and compassionate care possible.

The NICU is a highly sophisticated unit, staffed by expert practitioners and containing high-tech equipment. This can be a foreign environment to parents. This, along with the anxiety they have about the medical issues of their baby, can lead to feelings of hopelessness and despair. NICU staff are aware of this possibility from the outset and strive to provide family-centered care from the moment of entry to the time of discharge.

One of the NICU's family-centered initiatives is the availability of HUG Days (helping u grasp) which are held every Thursday from 10-11 am. These events are supported by a multidisciplinary team, which includes the nurse specialist, occupational therapist, physiotherapist, lactation nurse, social worker and case manager. Invitations to mothers are posted prior to the event so that they have enough notice to attend. The program is run year round with subjects (chosen by parents) repeated throughout the year. The following is a brief overview of the topics covered.

- **WELCOME TO THE NICU**

This topic covers the basics of the NICU. From infection control to who is who, to what the equipment surrounding the baby does. This is an introductory talk about the facility and is designed to alleviate some of

the anxiety and put parents in touch with the unit's available resources.

- **BREASTFEEDING**

This talk involves discussing the importance and advantages of breastfeeding and breast milk. It covers strategies to enhance milk production, storage and transportation. It also covers the basics of achieving successful breastfeeding sessions, and recognizing correct and adequate transfer of milk. This is a very popular subject, with lots of questions and interaction with the attending mothers.

- **BOTTLE FEEDING YOUR PREMATURE INFANT**

As not all babies are breastfed, this talk covers the basics of bottle feeding. Subjects such as choosing the 'right' formula, the correct preparation, the correct infection control practices, the different types of nipples and proper positioning and feeding are discussed.

- **GENERAL ISSUES OF PREMATURITY**

This talk covers the medical issues that are commonly seen in pre-term infants. The talk is in very simple and easy to understand language helping parents to get a basic understanding so that they are more receptive to the detailed explanations given by the medical team.

- **HANDLING AND POSITIONING**

Pre-term infants are prone to developmental delays and need

special positioning and handling techniques to avoid complications. This talk aims to teach parents different holding and positioning strategies.

- **CAR SEAT SAFETY/DISCHARGE PLANNING**

There is no happier time than when parents are told they can take their baby home. To ensure a smooth transfer home, this talk by our case manager covers infant safety regarding the correct use of car seats, infant bathing, infant sleeping positions to prevent SIDS, preparation of the home environment, immunization and strategies to track the various post-discharge appointments. This is another popular talk.

- **INTERACTING WITH YOUR PREMATURE INFANT**

Many people think that apart from crying, babies do not communicate much. However, evidence exists that suggests the contrary. During this talk, parents are taught how to recognize their infant's language: Is the baby stressed? Is the baby in pain? What is the best time to engage the baby socially? What should be done to calm a stressed baby? All these subjects are discussed and demonstrated to the parents.

Periodic surveys have shown that parents find these sessions helpful. Surveys have also afforded us an opportunity to find out what else is required by the parents. One of these suggestions was to have a separate session just for fathers. Therefore we organized our first father's group. Groups for fathers are now held periodically according to the interest shown. We thank the NICU management for supporting this initiative and for providing refreshments to the parents during these sessions. We hope it continues to evolve and to support parental needs and requests.

Nurse Researcher's Abstract Shortlisted at the 4th Annual Child Research Day

Researched by Ms. Ms. Johncy Paulose, SN, Al Maha, RH



4th Annual Child Health Research Day

Tuesday, 4 February 2014

Celebrating Collaborative Research
Featuring Child Health Researchers from Qatar
Supported by HMC Medical Research Center

Abstract Submission Deadline:

Thursday, 14 November 2013

Registration Deadline:

Thursday, 9 January 2014



The 4th Annual Child Health Research Day was held on Tuesday, 4 February 2014 at Hamad Medical Corporation's Hajar Auditorium. An encouraging number of researchers who are currently undertaking projects related to child health in Qatar, the GCC region or internationally, submitted abstracts for inclusion. Notably this event provided a platform for our young researchers (including nurses) to display their hard work, share their research endeavors and encourage others to follow.

Many nurses attended the program and one nurse-produced abstract was shortlisted. Competing with other clinicians, Ms. Angel Mary, from the Children's Rehabilitation Clinic (CR Clinic) at Rumailah Hospital, won second prize for her abstract on "Perception of the Quality of Parent-Child Interaction," which she

researched in the CR Clinic through direct observation and a questionnaire to families. She included 40 families in her study of parent-child interaction. She concluded her study explaining the importance of family participation in developing their child's physical and cognitive abilities and she recommended further studies to explore this topic in more detail.

Ms. Angel's abstract submission was fueled and facilitated by her decade of experience in the Neonatal Intensive Care Unit (NICU), which allowed her to observe systems and care and how they can be improved. The opportunity to conduct research came after joining Rumailah Hospital's Rehab Clinic. Ms. Angel noted that the friendly atmosphere, flexible Head Nurse, helpful Charge Nurse and colleagues and approachable DON, Ms. Badriya, all contributed to the support she

received in this venture.

"This study was my debut in research, so I was looking for professional guidance. Dr. Mahmoud gave me all the advice and support to take my idea forward. Thank you to all my colleagues who helped me in my research by getting the questionnaires promptly and honestly filled in. I believe there are more topics to be researched and we nurses must recognize that we are professional and skilled and in a position to do this. For me doing something for these children and their families is the greatest achievement," added Ms. Angel.

This is an encouraging and inspiring achievement for all nurses and a step in the right direction to creating a healthcare nurse-led research culture at HMC.

New Nurse-led IV Therapy Suite opens its Doors

Researched by: Cheryl Ann Rogers

On 9 February 2014 the new IV Therapy Suite opened its doors in Hamad Bin Khalifa Medical City (HBKMC). Originally the Suite was located at Hamad General Hospital (HGH) but was relocated to offer more space for our patients and improved facilities. The move required much collaborative work and planning from the whole team, who are all very proud to be part of the first entirely nurse-led unit at HMC.

The new facility offers both separate male and female waiting areas and treatment rooms. It also has a VIP room onsite, a storage room, main office, kitchen and rest rooms. The Suite has been designed with the patient in mind; it is a bright and well ventilated space with both recliner chairs and stretchers available as necessary.

The Suite facilitates an outpatient infusion service with a range of



specialties and is staffed by infusion nurses with extensive clinical experience, knowledge and skills. The nurses administer infusions following evidence-based protocols to ensure a high standard service at all times.

Ageing Gracefully: One Nurse's Advice

By Maria "Young" Gonzales-Lao, CN – WH



"There is a fountain of youth: it is your mind, your talents, the creativity you bring to your life and the lives of people you love. When you learn to tap this source you will truly have defeated your age."

Sophia Loren. Actress.

Some people may say that it is impolite to ask a person how old they are. Some people would never admit their real age when asked. There is, without doubt, a stigma that comes along with ageing

which leads people to deny they are getting old.

I celebrated my 50th birthday a few years ago and I wondered at the time if I looked my age. After being a nurse for more than 30 years, I am very aware that the combination of many years in a high pressure job, long hours and sacrifices can take their toll. With all of my experiences as a nurse it would be no surprise that I may look close to retirement age. But the truth is I feel young. Feeling young at heart is a choice and I firmly believe that you are what you choose to be. Regardless of my age, I choose to feel good about myself. I avoid negative people, thoughts, places and things. I find that maintaining a sense of humor plays an important part in staying young at heart – particularly during difficult times. Youth is also linked with being dynamic, which is why I also make the

effort to be adaptable and flexible at work – this approach has helped me survive the day on many occasions. When I have a bad day, I sigh just like everyone, but I know that the best thing is to just keep moving forward. Finally, I have the attitude of gratitude; I am thankful for my profession and of everything I have been able to achieve.

Maintaining a youthful attitude is without a doubt helpful, but age does catch up with us all. As a nurse in your 50s, you have to recognize and accept that you may have to start doing things differently. That is to say, recognize and accommodate your age but don't think of it as a negative; getting older can be as satisfying as being young. There are still opportunities to take advantage of. Always remember that as a nurse, at any age, you can make a difference to someone's life – your patient or your colleague.

14th Annual Meeting on Simulation in Healthcare: An Impression

By: Marwan Hamad, Educator, NER

A group of Nurse Educators from Hamad Medial Corporation (HMC), Ms. Amal Al Harbi, Ms. Wedad Al Najjar and Mr. Marwan Hamad, recently attended the 14th Annual International Meeting on Simulation in Healthcare (IMSH). The event took place between the 25 and 29 January in San Francisco, California. Their attendance at this educational conference marks HMC's commitment in moving towards an academic health system, as well as fulfilling the nursing vision of utilizing educational opportunities in order to support continuous professional development.

The focus of the conference was to connect people, institutions and simulation enthusiasts from around the world (from over 40 countries) and to share ideas and experiences. As the world's largest conference on simulation in healthcare, IMSH is the ideal place to interact, learn and network with the most prominent experts in the healthcare industry.

There were ten different topics ranging from basic to advanced themes. These included:

- Faculty Development
- Assessment
- Research
- IPE/Team Training
- Patient Safety/Quality
- Course and Curriculum Design and Implementation



- Program Evaluation/Outcome Measures
- Debriefing
- Administration
- Simulation Operations (Sim Ops)

The Nurse Educators in attendance found the event to be invaluable and informative as they were given the opportunity to take part in hands-on workshops relevant to simulation education, modalities, debrief and co-debrief educational theories behind simulation and inter-professional education simulation sessions, etc. Also the Educators had the opportunity to see the latest technologies in manikins, virtual learning and the value of low tech simulation verses a high fidelity environment in areas where resources are limited.

During the event the Educators were able to share their experiences from HMC with other professionals from around the world; they interacted with guest speakers

such as Dr. Pamela Jeffries, the Professor and Associate Dean for Academic Affairs at Johns Hopkins University School of Nursing. Pamela is nationally known for her research and work in developing simulations and online teaching and learning. Also present was Dr. David Gaba, Associate Dean for Immersive and Simulation-based Learning, and Director of the Center for Immersive and Simulation based Learning (CISL) at Stanford University School of Medicine.

The experience was an excellent learning opportunity for HMC's Nurse Educators. It allowed them to learn, share and connect with others in an engaged and enthusiastic way and laid the groundwork for future simulation capacity development. The information gathered at this event will be dispersed by the team to colleagues within HMC.



The Nurse Spotlight

Researched by: Ms. Noronha Daisy

HMC is fortunate to have a number of exceptional nurses. In the nurse spotlight we hope to share with you the achievements of our colleagues to celebrate their contributions to our profession.

This month we are celebrating.....



WHO: Ms. Fe C. Martinez
POSITION: Nurse Educator
HOSPITAL: NCCCR

Ms. Fe Martinez, also known as 'Sister Fe' or 'Fifi', is well respected by her peers. Her colleagues note that her organizational skills and her ability to create a lively and happy environment are among her most notable qualities. Her approach to nursing is grounded in the idea that she is helping others to help themselves. Fittingly, as a nurse educator, Ms Martinez's passion is teaching. She believes that sharing knowledge with others has the power to change attitudes from negative to positive. Ms Martinez is an inspiring nurse who offers an admirable combination of motivational and listening skills to her colleagues and friends.

Where are you from?

I was born in Marikina City in the Philippines to shoe-maker parents and I am very proud of my heritage. However, I have lived and worked in Qatar for 24 years, so I do consider Qatar to be my second home.

Tell us about your Nursing Experience?

I became a registered nurse in 1976, the same year I obtained my diploma in nursing. In 1977 I worked in the Cancer Institute at Philippine General Hospital for seven years. In 1984 I began working in a surgical unit in Saudi Arabia. I was there for five years and I progressed from staff nurse to head nurse to nursing house supervisor during that time.

How long have you worked at HMC and in what roles?

I have worked at HMC since 1989. The positions I have held during this time have been:

- Oncology Nurse – 1989 to 2000
- Medical Unit Head Nurse – 2000 to 2002
- Head Nurse (NCCCR) Ward 2 – 2004 to 2006
- Nursing House Supervisor (NCCCR) – 2006 to 2008
- Clinical Instructor (NCCCR) – 2008 to 2011
- Nurse Educator (NCCCR) – 2011 to present

What is the most challenging part of your job?

Nursing is a challenging role and has presented many different challenges to me over the years. When I began my career, and for a number of years thereafter, there was no standard practice, there were no approved policies and no guidelines for things such as handling cytotoxic drugs. At the time, staff education was not focused specifically on cancer care – even though I worked in oncology I had no official certification at the time. Similarly, active research didn't exist and dedicated care units were not available. The nursing world was a different place and it was difficult for different reasons. The introduction of all of those necessary things was also difficult.

What is the most rewarding part of your job?

The most rewarding element of my job comes from being with and caring for patients at a time when they most need it. When a patient begins a journey which they did not choose to take, it is fulfilling to offer them comfort. As a nurse, I can guide them through treatment and symptoms management. I can offer a shoulder to cry on and an understanding ear at the same time as providing the necessary education.

Is there anything else you would like to share with us?

I would like to say that I am thankful for the arrival of the Cancer Transformation Strategy project team, headed by Lord Darzi through the prime direction of Her Highness Sheika Moza bint Nasser. The project team has a focus on improving the journey of patients with cancer and their families. Great changes are taking place and cancer care has been placed as a high priority in Qatar.

I would also like to thank HMC for all of the experiences and learning opportunities I have been provided with over the years. I have had the privilege of working within a wonderful team. In my view, HMC is a learning institution.

Other notable achievements:

1. Presidential Awardee (1997) from President Fidel V. Ramos. I received the 'Kaakabay Award' (meaning assistance) for my work as an active volunteer providing free seminars to Overseas Filipino Workers (OFWs)
2. I am also proud to have received the Best Nurse Award from Hamad General Hospital.

USEFUL LINKS

Researched by Ms. Fatma Najji, HN – AWH

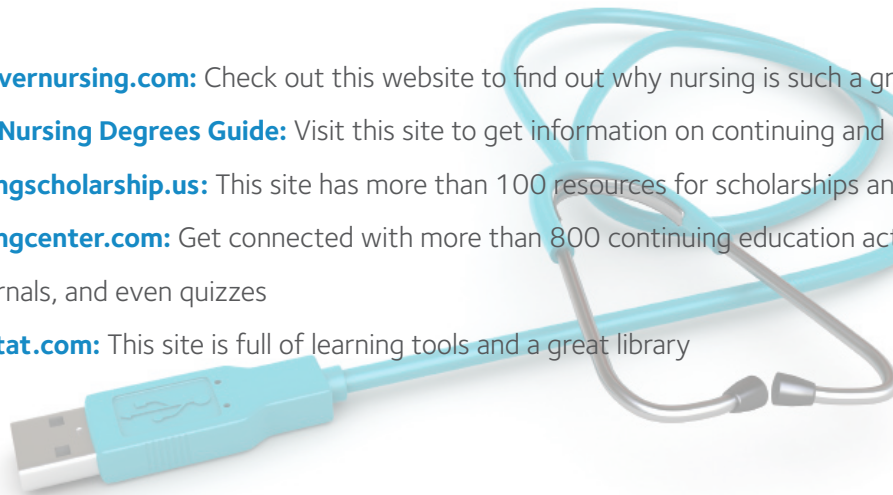
There are many useful resources available through the intranet for nurses to reference, enjoy and learn from. The sites listed below are a great for information about nurse related current events, research, or just general resources.

News and Reference

- www.nursezone.com: Get access to features, journals, and loads of resources through nursezone.com
- www.nurse.com: This site has everything, from education, community and nurse news
- rnjournal.com: This site indexes news and information in the healthcare and nursing world
- www.medscape.org/nurses: On this site, you'll find news and resources for nurses of all kinds

Education

- www.discovernursing.com: Check out this website to find out why nursing is such a great career
- **The Online Nursing Degrees Guide**: Visit this site to get information on continuing and online education.
- www.nursingscholarship.us: This site has more than 100 resources for scholarships and other financial aid
- www.nursingcenter.com: Get connected with more than 800 continuing education activities, loads of articles, journals, and even quizzes
- www.skillstat.com: This site is full of learning tools and a great library



Answers to February's Puzzle: Vital Signs Crossword

Across: 1. Diastolic, 2. Kussmaul's, 3. Systolic, 4. Strider, 5. BMR, 6. Increase, 7. Hypothalamus, 8. Stroke-volume.

Down: 9. Crackles, 10. Sa, 11. Pyrexia, 12. Pain, 13. Biots, 14. Pulse-pressure, 15. Metabolism.

In Collaboration with بالتعاون مع



Collaborating to achieve the safest, most effective healthcare for our patients

