

SUN Spots

OFFICIAL NEWSLETTER OF THE SASKATCHEWAN UNION OF NURSES

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**New SUN
commercials
hit the airwaves!**

see page 5 for details

SUN Members: Stand Up and Stand Out

SUN members across Saskatchewan are embracing the idea of wearing white to show their pride in their profession and draw attention to patient safety.

By simply wearing white to work, patients and families in communities across the province can now easily identify who their RN, RPN or NP is, recognize their registered nurses' commitment to the nursing profession, and recognize the value registered nurses bring to the healthcare team.

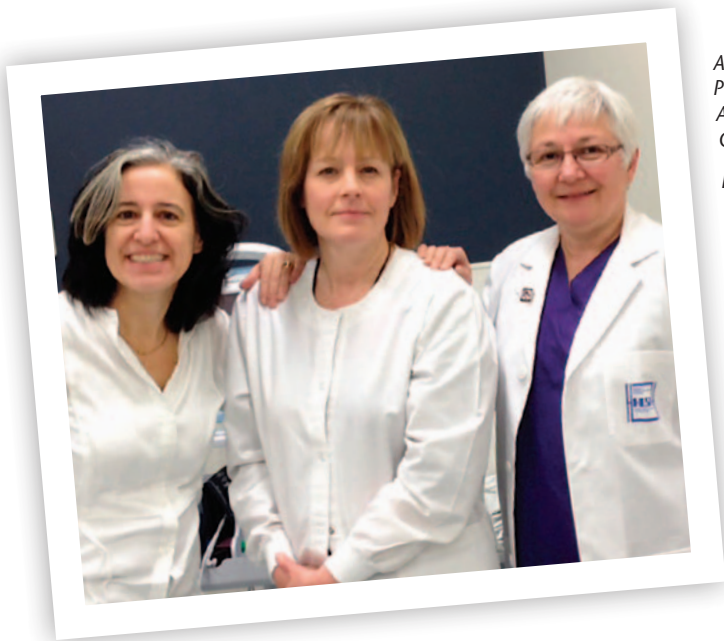
Thank you to all the SUN members who have sent us their photos! You all look amazing! Check out SUN's Facebook page for more photos of SUN members wearing their white tops.



*Above right, left to right:
Alex Bowie, RN
Marilyn McNally, RN
Royal University Hospital
Saskatoon, SUN Local 75*



*At right, left to right:
Linda Mckay, RN
Adele Lavergne, RN
Deanna Larson, RN
Madeline Matice, RN
Yvette Thomas, RN
Sharon Olson, RN
Leslie Brooks, RN
Sharon Otte, RN
Flo Doucette, RN
Kelly Lloyd, RN
Pineland Homecare
Prince Albert Parkland Health
Region, SUN Local 299*



At left, left to right: Barb Beurivage, RN(NP), Pam VanDeVorst, RN, and Donna Huntley, RN; Academic Family Medicine Unit at Regina Centre Crossing, SUN Local 106.

Below, left to right: Leia Peters, RN, and Kaitlin Wasnik, RN; Pasqua Hospital (Regina), SUN Local 105.



I wear white to show that I am proud to call myself a Registered Nurse. It is reassuring to know that I have obtained the necessary skills to assess patients and make decisions that positively affect their care and outcome. Wearing our RN pins and white scrub tops lets everyone know how proud we really are!

Kaitlin Wasnik, RN Pasqua Hospital, Regina



At left, front to back: Lois Linder, RN
Cindy Halvorson, RN
Shannon Napper, RN
Fran Murch, RN
Brenda Groves, RN
Cabri Health Centre,
SUN Local 61





Wearing white means that I stand out as a professional nurse, signifying knowledge, skill, confidence, reliability and pride as part of the healthcare team and setting.

Ali Cayabyab, RN
Pioneer Village, Regina

Above left, left to right: Amy Slingsby, RN, Jessica Powers, RN, Kimberly Hunter, RN; Regina General Hospital, SUN Local 106, during filming of new commercials.

Above, left to right: Sarah Pacis, RN, and Ali Cayabyab, RN; Regina Pioneer Village, SUN Local 255.

At left, left to right: Sheila Bear, RN, Susanne Cyr-Philipchuk, RN, and Lesline Joseph, RN; Kamsack Hospital, SUN Local 78.

For me wearing white means being proud of who I am ... a Registered Nurse. In nursing the lines have been blurred. Our roles are at times unclear. I have never been uncertain of my role and responsibilities as a Registered Nurse, however, other health care providers and even some managers would have us believe that others could provide the same type of care as a Registered Nurse. Wearing white means **STANDING OUT**.

Susanne Cyr Philipchuk, RN
Kamsack Hospital, Kamsack

Pride is Contagious

Keep sending us photos of you and your fellow SUN members wearing white to show your pride in your profession.

When sending your photos to sun.communications@sun-nurses.sk.ca tell us what wearing white means to you as a SUN member.

New SUN Commercials Hit Airwaves During 2014 Olympic Games

It was an action packed two (2) days but it was so much fun! On January 18 and 19, 2014, seven (7) SUN members took part in filming the next round of SUN commercials showcasing the expert training and expert care of Saskatchewan's registered nurses.

Watch for the new commercials airing during the Opening and Closing Ceremonies of the Sochi Olympic Games; the Academy Awards; Country Music Awards; plus prime programming including — Grey's Anatomy, Local News, Criminal Minds, Amazing Race, Big Bang Theory, Masterchef Canada, Heartland, Dragon's Den, The National, Stanley Cup Playoffs, Coronation Street, Survivor, NCIS, Entertainment Tonight, Hawaii Five-0. Watch for SUN's new commercials on CBC, CTV, Global and City TV channels in your area. ***Making The Difference*** commercials and social media clips can all be viewed on the makingthedifference.ca website under the Videos section.

Why does SUN advertise?

SUN's annual public opinion survey, conducted in August 2011, indicated the general public believed there was a strong need for registered nurses in the healthcare system and their communities. However, the public could not tell the difference between a registered nurse and an LPN or other care providers. The lines were becoming blurred, making it hard for patients to know who was taking care of them or their loved ones. This was concerning to SUN, as we were seeing registered nurse positions disappearing and being replaced by other healthcare providers as a cost saving measure by health regions. If the public believed there was no difference between the two providers, how can we demonstrate that registered nurses are a critical piece of their health care? We needed to find a way to educate the public and the key decision makers in the province that registered nurses play a vital role on the healthcare team and in reducing costs for the system.

The ***Making The Difference*** campaign was launched in January 2012, as a long-term campaign designed to educate the public on the role and value of registered nurses. Through the campaign we demonstrate that Registered Nurses (RNs), Registered Psychiatric Nurses (RPNs), and Registered Nurse (Nurse Practitioner)s (RNs(NP)s) have the expert training, knowledge and skills to make a difference to patients and their families, and the healthcare system itself. The focus of the



campaign is to draw attention to the expert training and expert care that registered nurses provide; it is about focusing on the depth and breadth of the critical skills registered nurses possess. Supporting the campaign is a mountain of evidence based research indicating registered nurses improve patient outcomes and safety, reduce morbidity rates, deliver cost-effective care, etc.

For SUN members, the ***Making The Difference*** campaign is a great opportunity to showcase the excellent care, professional advice, and resources registered nurses provide to advance and enhance the quality of care our patients receive. The campaign gives SUN members a renewed sense of pride in their profession, their skills and the difference they do make in their patients' lives and their communities. The pride SUN members exhibit draws more attention to their expert skills/training and expert care than any campaign ever will.

Finally, the ***Making The Difference*** campaign is also a way for SUN to assist in the recruiting of future registered nurses in Saskatchewan. Each year, on behalf of SUN, members spend time talking to high school students across the province about the profession. Being able to visually portray the role registered nurses play on the healthcare team is just another way to pique the interest of future nurses.

Safety Alert System – Stop the Line

SUN was asked to participate in the Lean 3P event regarding the safety alert system. 3P stands for production, preparation, and process. People were invited from all over the province to create and implement a Safety Alert System (SAS) for the province. The SAS will be instituted at St. Paul's Hospital in Saskatoon on March 11, 2014, followed by the rest of the Saskatoon Health Region and then in other regions across Saskatchewan.

The group of 60 people met from December 2 to 6, 2013, for the 3P on SAS. The group included front line workers, patient safety specialists, client representatives, patient advisors, union representatives, physicians, senior leaders and board members. The group also included representatives from the Ministry of Health, Saskatchewan Cancer Agency, Health Quality Council, eHealth, 3S Health, long term care and affiliates.

The group designed a process map for reporting, triaging and responding to patient or staff safety issues and concerns. The final process map identifies four levels of triage, and an appropriate response time for each level with a feedback loop built in to inform and consult the person reporting the incident about what was done to resolve the incident. The team also discussed building mistake proofing into the process to help prevent incidents from happening again.

Now the Region's project team has to work on the details and logistics of the process developed during the 3P so that the Safety Alert System is ready to go live in March 2014.

Implementing a Safety Alert System includes examining the current state of patient and staff safety systems and moving to a more streamlined and timely process. The many current forms and required documentation will be examined and streamlined. The timeliness of responses will be set out in the process. The level of management required to be on the scene will be identified including a time frame for such assistance. The huge numbers of forms currently in use in the system will be examined in order to streamline

the process. Medication errors, near misses, falls, incident reports, and any form that deals with patient or staff safety will be reviewed.

As the Occupational Health and Safety Officer for SUN, my immediate response to the Lean terminology "Stop the Line" is equating "stop the line" to Section 23 of the current *Occupational Health and Safety Act*, which outlines the right of every worker in this province to refuse work that they believe to be unusually dangerous to themselves or others.

Stop the Line in the Lean process goes beyond the belief that something is "unusually dangerous" and refers to stopping any action or event that is a safety issue to anyone in the healthcare workplace. A Safety Alert System (SAS) system requires any employee or physician, and invites patients and families, who encounter a situation that is likely to harm a patient, employee or physician, to fix the problem if possible, make an immediate report and to cease any activity that could cause further harm (stopping the line).

The goals of staff and patient safety are not new to nursing. Critical thinking and problem solving are part of the nursing process. Florence Nightingale was instrumental in changing the face of hospital management, architecture and patient-centred care, stating in *Notes on Hospitals*: "It may seem a strange principle to enunciate as the very first requirement in a Hospital that it should do the sick no harm." We can expand on these words by adding that the health care workplace should do the workers no harm.

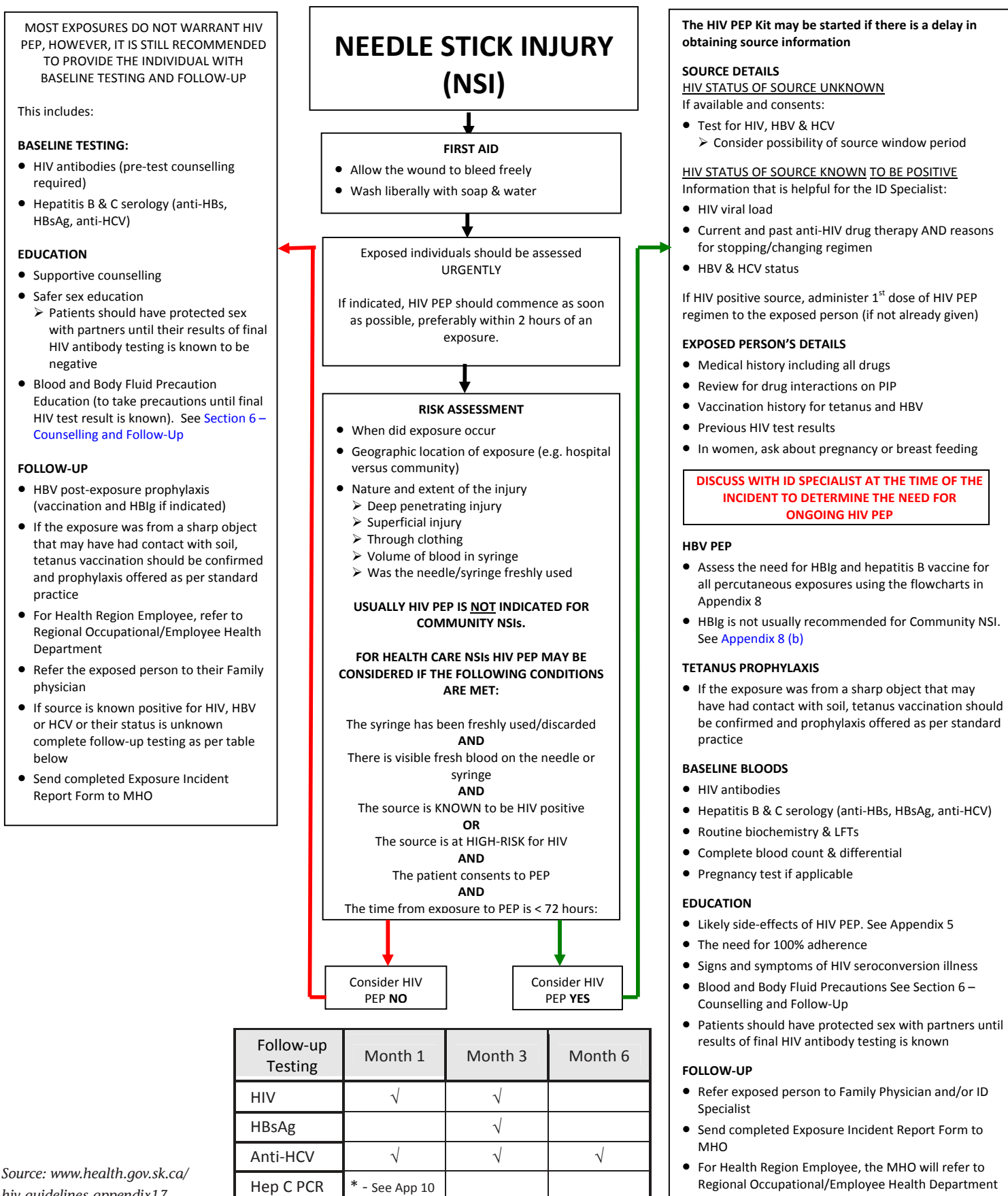
It will be exciting to participate in the development of the SAS and front-line workers should provide their input whenever possible. Improving safety in healthcare will mean zero harm to patients, clients and residents and zero harm to employees and physicians.

Norma Wallace, OH&S Officer



Needle Stick Injuries: The Health and Safety section of the December issue of SUNSpots talked about what to do when exposed to Blood and Body Fluids during the treatment of a patient. The chart on the next page is additional information outlining the guidelines for managing exposure due to a Needle Stick Injury.

Guidelines for the Management of Exposures to Blood and Body Fluids



Follow-up Testing	Month 1	Month 3	Month 6
HIV	√	√	
HBsAg		√	
Anti-HCV	√	√	√
Hep C PCR	* - See App 10		

Source: www.health.gov.sk.ca/hiv-guidelines-appendix17

Summary of Offence Ticket (SOT): List of Safety Offences DECREASED

As SUN members are aware, *The Summary Offences Procedure Regulations* allows OH&S Officers (OHO) to issue Summary Offence Tickets (SOTs) to employers, contractors, supervisors, and workers who have violated specific sections of the OH&S legislation. Recent changes to *The Summary Offences Procedure Regulations* have significantly decreased the list of possible OH&S offences for which workers and employers can be ticketed and fined. <http://www.qp.gov.sk.ca/documents/English/Regulations/Regulations/S63-1R2.pdf>



These most recent changes amend *The Summary Offences Procedure Regulations* to:

- designate occupational health officers authorized by the Minister of Labour Relations and Workplace Safety for the purpose of issuing tickets for offences under *The Occupational Health and Safety Act, 1993* and *The Occupational Health and Safety Regulations, 1996*;
- provide that offences under the OH&S Act and the OH&S regulations may proceed by way of a summons ticket with a voluntary payment (guilty plea) option; and
- **reduce the overall number of offences for which OH&S tickets may be issued.**

SUN has opposed the introduction of SOTs in OH&S since introduced by the government in Saskatchewan in November 2012. Although it is unfortunate that SOTs will continue, the current change decreases the list of 71 offences that could result in a ticket to a list of 12 offences.

In the previous Regulations, the government included Section 17(2) of the Regulations as an offence for which a \$400 ticket to supervisors may be issued. Section 17(2) of the Regulations requires that supervisors ensure workers comply with the OH&S Act or Regulations. The potential for fining

charge nurses created a great deal of concern in the SUN membership. This Section has been removed from the list of potential offences. Just to clarify — the requirement in Section 17(2) is still in place; it is only the potential for an SOT that has been removed. **As a worker who takes on supervisory roles, it is imperative that you receive supervisor safety training from your employer in order for you to competently supervise the work of others.**

In summary, here are the OH&S offences included in *The Summary Offences Procedure Regulations* effective December 2013:

Table 49 – Offences related to the OH&S Act:

1. Section 35(b): Failure to submit a written progress report – related to a contravention – \$600 fine (likely to the employer);
2. Section 73(1): Failure to submit information requested by the director – related to a request from the director for information – \$600 fine (likely to the employer).

Table 50 – Offences related to the OH&S Regulations:

1. Section 87(1)(a): Failure to supply approved personal protective equipment – \$1,000 fine (employer or contractor);
2. Section 87(1)(b): Failure to ensure that workers use personal protective equipment – \$1,000 fine (employer or contractor);
3. **Section 87(4)(a): Failure to use provided personal protective equipment – \$250 fine (workers).**
4. Offences in bullets 4 to 10 are not specific to SUN members although they would apply if construction/renovations were occurring as they are related to fall protection, openings in floors, machine safety, excavation cave-ins, and confined space entry.

Note: The Section references listed above will be changing under the Saskatchewan Employment Act, upon proclamation.

If you are aware of any tickets issued in your workplace please advise your ERO. Working safely is everyone's priority.

Norma Wallace, OH&S Officer

Note: There will be a period of time where tickets will not be issued as the process/education is provided by the Labour Relations and Workplace Safety OH&S Division of the government. The OH&S Division will identify the enforcement date on their website. <http://www.lrws.gov.sk.ca/ohs>

The Power of Your Voice: Sharing Your Patient Safety Concerns Does Make A Difference

SUN members continue to contact SUN Provincial to express their concern for patient safety. Thank you for taking a stand and speaking up for safe patient care. One of the most valuable tools SUN has been able to use in demonstrating the negative impact the abolishment and replacement of registered nurses has on patient safety, is the stories SUN members have been sharing.

These member stories have been able to provide specific instances and details outlining those moments when patients were put at risk or harmed due to a registered nurse not at the point of care. Your stories help to build a stronger, safer healthcare team.

SUN is committed to continuing to work with the Government and regulatory bodies to formulate proactive and workable patient safety and nurse staffing strategies and address your concerns connected to patient safety and the abolishment, replacement, and vacancy management of registered nurse positions.

Recognizing the connection between patient safety and your professional obligations, SUN will continue to field and respond to member concerns in this regard, as well as capture your patient safety stories. You can share your stories with SUN through



the on-line form on our website at <http://sun-nurses.sk.ca/professional-practice/share-your-story>. Please be specific. We can assure you that patient and member confidentiality will be protected.

White SUN Uniforms Available To View On-line

We have two (2) women's styles available plus one unisex style. Each scrub comes with the SUN logo embroidered on the sleeve and your RN, RPN or NP designation (embroidered).

In addition to the scrub tops we also have women's and unisex style lab coats available for purchase (includes logo and designation).

Recognizing not all SUN members wear a scrub top or lab coat, SUN is currently exploring other clothing options for sale at the 2014 Annual Meeting.

Download your order form today at <http://sun-nurses.sk.ca/index/wear-white/uniforms>

Cash or cheque only — payment must accompany order form before processing.



Building Healthy Communities

One of the most rewarding parts of being a union is being able to give back to the communities where your members and their families live and work. Building strong, healthy communities is one of SUN's core values and we are proud to be able to support so many important causes each year. Recently SUN has connected with four (4) unique organizations — each serving a different purpose with a common goal of building a healthier community.

Annual Community Support Donation – Swift Current

sccyi.ca • sw-homes.ca

As per Membership Policy 030-M-2007, SUN annually presents a community based organization with a \$50,000 donation to assist with the capital expenses for projects that will have a long-term benefit in the community.

On January 6, 2014, SUN First Vice-President Denise Dick presented \$20,000 to the Swift Current Community Youth Initiative (SCCYI) and \$30,000 to Southwest Homes. The SCCYI makes youth related resources, programs and counselling readily available, affordable and easily accessible to the community. South West Homes empowers people with intellectual disabilities to achieve their goals and be valued members of the community.

Southwest Homes plans to use the donation to purchase a new wheelchair-accessible van. In a January 9, 2014, interview with the Prairie Post newspaper, Southwest Homes Residential Programs

Co-ordinator Deanna Budd said the vehicle will make a real difference to participants in the Supported Independent Living Program (SILP) as well as individuals living in one of the seven residences that are managed by the organization. "It's hard to articulate and to put in words just how big an impact this has on our clients," she said. "It just opens up so many opportunities for them." The new vehicle will replace an existing one, which will be used as a back-up vehicle to cope with the demand for transport services.

In the same interview with the Prairie Post, SCCYI Executive Director Jim Magee said the donation came just at the right moment to purchase furniture for the organization's downtown drop-in location, The Center. "It was perfect timing actually," he mentioned. "It will be very helpful in allowing us to replenish our furniture and get us back to where we like to be."

<http://www.prairiepost.com/news/swift-current/item/5400-sun-donation-benefits-two-organizations-in-swift-current.html>

Station 20 West

station20west.org

On December 11, 2013, the Saskatchewan Union of Nurses (SUN) and Station 20 West announced an expansion of their partnership Wednesday, which will see greater collaboration on health education and outreach programs as means to address the root causes of health problems in Saskatoon's Westside Core neighborhoods. In addition, SUN announced



Left to right: Denise Dick, SUN First Vice-President, presents SCCYI Executive Director, Jim Magee, with SUN's 2013 Community Support donation.

the forgiveness of a \$250,000 loan extended to the project in 2009.

Station 20 West is a Community Enterprise Centre in the Heart of Saskatoon's Westside Core Neighborhoods. The centre is part of a larger neighborhood revitalization site that includes 55 units of affordable housing and a library.

"Station 20 West is really about building strong, healthy communities and taking action against health inequities at a grassroots level; something that is incredibly important to both SUN and our members," says SUN President, Tracy Zambory. "Raising a community up and empowering them, through education, to be able to play an active part in their own health really fits with the holistic approach that is central to registered nursing care."

A focus of this partnership will be exploring opportunities for cooperation on health education. This has been identified as a key component to addressing the socioeconomic conditions that are the cause of the health disparities currently seen between the city's poorest and most affluent neighborhoods.

"We applaud SUN's progressive community orientation and are very enthusiastic about our expanded educational partnership going forward," says Valerie Veillard, Chair, Station 20 West Board of Directors.

Station 20 West opened its doors in fall 2012 with a vision to provide people living in some of Saskatoon's most vulnerable communities, access to a basic necessity of life; food security. Today the

centre meets multiple community needs; combining housing, employment, new mother and food security programs with neighborhood health offices.

"SUN's initial commitment of a \$100,000 donation and \$250,000 loan in 2009 came at a critical time that helped propel Station 20 West forward," says Veillard. "Today's decision to forgive the \$250,000 loan puts us in a good position to continue and further our goals of working with the community to address disparities as well as ensure the viability of the Good Food Junction Co-op — a not-for-profit grocery store serving Saskatoon's core neighborhoods."

"There is a lot we can learn from Station 20 West and I am so proud SUN will continue to stand behind this important project," notes Zambory. "It's certainly a sustainable and portable model for what we can and should be doing to combat health and social challenges in communities across the province."

Farmland Legacies Legacy of One Project farmlandlegacies.org

Even during a booming economy, there is still a high demand on our community food banks in this province. In Regina and Saskatoon alone, over 250,000 individuals used the services of their local food bank in 2013; 43% of which were children.

The Legacy of One project is built on the philosophy that when each one of us does a little, it adds up to so much more than what you can do alone. The project's goal is to develop sustainable agriculture to provide a renewable source of nutritious protein to food banks across Saskatchewan.

In January 2014, the SUN Board of Directors approved a \$9,000 donation (based on approximately one dollar per member) in support of the Legacy of One project.

Farmland Legacies is headquartered on a working organic farm nestled just south of Little Quill Lake near Wynyard, Saskatchewan. This location, referred to as "the Home Quarter", aims to be a model for sustainable land use and agriculture.

SUN is proud to be in a position where we can serve our members to the fullest as well as support the communities in which our members call home. On a continual basis, SUN explores the opportunity to build healthy communities both at home and abroad.

Denise Dick, SUN First Vice-President, presents Southwest Homes with SUN's 2013 Community Support donation.



2014 SUN Annual Meeting

Forty Years of Strength & Solidarity



Photo courtesy City of Yorkton

April 30 – May 2, 2014 | Gallagher Centre, Yorkton

Talk to your Local President or SUN District Council Chair today about funding opportunities.

Hotel Accommodations – for a list of available hotels visit:

sun-nurses.sk.ca/communications/events-calendar/annual-meeting-2014

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