



Oncology Nursing: Leading the Way

presented by:

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Head, Nursing and
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Management: Conquering Cancer in
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Better cancer services every step of the way

Vision Oncology Nursing Program

Working collaboratively to advance cancer control through excellence in oncology nursing

Outline

- Innovative roles for registered nurses
- Improving safety in regional systemic therapy programs
- Workforce research: national and Ontario studies
- Inter-professional Collaboration Project with Palliative Care
- Current projects to plan and support nursing resources
- Fostering collaboration through Communities of Practice

A Model of Collaboration to Introduce a New Nursing Role in Cancer Screening: Policy and Practice Partnership

RN-Performed Flexible Sigmoidoscopy

Better cancer services every step of the way

Project Team

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Regional Vice President, CCO

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Provincial Head, Nursing and Psychosocial Oncology CCO

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Former Senior Policy Analyst, Nursing Secretariat MOHLTC

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Program Director, Colorectal Cancer Screening Program CCO

Julie Gilbert

Manager Policy, Research & Analysis CCO

Karen Gayman*

Former Director of Nursing, University Health Network

** Former team members*

Background

- Ontario Task Force on Large Bowel Endoscopic Services (2005) recommended pilot work to explore the implementation of RN-performed flex sig in Ontario
- Initial pilot project established regulatory framework and resulted in training curriculum and assessment criteria (Dobrow, 2007)
- Dobrow, M., Cooper, MA., Gayman, K. Pennington, J., Matthews, J. and Rabeneck, L. (2007). Referring patients to nurses: Outcomes and evaluation of a nurse flexible sigmoidoscopy training program for colorectal cancer screening. Canadian Journal of Gastroenterology. May, 21(5):280-282

RN-Performed Flexible Sigmoidoscopy

- Pilot project supported by the Ontario Ministry of Health and Long-Term Care and Cancer Care Ontario (CCO)
- Objective:
 - To build capacity for colorectal screening
 - To increase opportunities for Registered Nurses through better use of their knowledge and skill

12-11: Patient Safety Issues: Key Components of Chemotherapy Labeling

- What prompted the initiation of this guideline?
 - Concerns around patient safety with respect to the chemotherapy labeling.
- Primary Objective:
 - To determine the necessary components of a good label for chemotherapy such that it will contain the necessary information and minimize delivery errors.



Regional Systemic Treatment Program: Implementation

Current State	Strategy
<ul style="list-style-type: none"> ▪ Complexity of care is increasing; current funding model does not reflect increasing complexity and associated workload ▪ Lack of an approach to systemic therapy education and certification 	<ul style="list-style-type: none"> ▪ Work in progress: nursing complexity model in development with Colin Preyra and ST nurse managers ▪ Chemotherapy competency education program to standardize approach
<ul style="list-style-type: none"> ▪ Impending nursing shortage 	<ul style="list-style-type: none"> ▪ Development of standardized chemotherapy education program for novice nurses and ongoing competency assessment ▪ Support for oncology nursing certification CON(C) to develop specialized oncology nurses
<ul style="list-style-type: none"> ▪ Staff safety 	<ul style="list-style-type: none"> ▪ Implementation of CCO Safe Handling Guidelines

Improving the Safety of Ambulatory Intravenous Chemotherapy in Canada

- This project will aim to answer the following questions:
 - What are the current end-to-end ordering, labeling, verifying, administering, and documenting practices for ambulatory IV chemotherapy across Canada? What are the risks in these practices?
 - What efforts are underway in each province for improving the safe delivery of ambulatory IV chemotherapy? What variations in approach exist between provinces/centres?
 - What specific design characteristics of processes and technologies for ordering, labeling, verifying, administering, and documenting result in safer care?



Team Lead(s)

Dr. Anthony Easty, University Health Network, Ontario,

Dr. Anthony Fields, Alberta Cancer Board, Alberta

- Ms. Venetia Bourrier, Cancer Care Manitoba, Manitoba
- Ms. Andrea Cassano-Piche, University Health Network, Ontario
- Ms. Anjum Chagpar, University Health Network, Ontario
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- Ms. Roxanne Dobish, Cross Cancer Institute, Alberta
- Ms. Esther Green, Cancer Care Ontario, Ontario
- Ms. Sylvia Hyland, Institute for Safe Medication Practices Canada
- Ms. Karen Janes, BC Cancer Agency, British Columbia
- Dr. Yoo-Joung Ko, Sunnybrook Odette Cancer Centre
- Dr. S. Eshwar Kumar, New Brunswick Cancer Network, New Brunswick
- Dr. Brent Schacter, Canadian Association of Provincial Cancer Agencies
- Dr. Maureen Trudeau, Cancer Care Ontario, Ontario
- Ms. Rachel White, University Health Network, Ontario

Oncology Nursing Workforce Studies

- *Oncology Nursing: Finding the Balance in a Changing Health Care System: Bakker, Fitch, Green, Butler and Olson*
- *Understanding the Factors that Influence Recruitment and Retention in Oncology Nursing: Bakker, Fitch, Green, Butler, Olson, Cummings and Conlon*
- *The Relationship Between Nursing Leadership and Nurses' Job Satisfaction in Canadian Oncology Work Environments: Cummings, Olson, Hayduk, Bakker, Fitch, Green, Butler, and Conlon*
- *Canada's Experience Translating Workplace Knowledge in Cancer Settings: Fitch, et al.*
- *Meeting the Needs of Cancer Patients and Families: Today and Tomorrow: Clinical Role Functions: What do Oncology Nurses Do?: Crooks, Green et al.*

Workforce Studies: Advanced Practice Nurses in Oncology

- The Advanced Practice Nursing Role in Ontario Integrated Cancer Programs: Bryant, Green et al.
- The Advanced Practice Nursing Role in Ontario Regional Cancer Centres: An Interim Evaluation: Bryant, Green et al.
- Responding to the Role Development Needs of Oncology APN: A Provincial e-Based Mentorship Program: Bryant et al.
- Increasing Capacity for the Effective Implementation of Oncology APN Roles for Under-serviced Populations: A Collaborative, Facilitative Approach: Bryant, Bakker, Green, et al. (in process)
- Mentoring NP-MD Dyads in Collaborative Palliative Care Practice: Dudgeon, Green, Bryant, et al. (Phase II)

Future research

- Workplace environment: best practice
- National and international collaboration
- Inter-professional model of care
- Outcomes related to oncology nursing 'dose'

“Mentoring Inter-professional Primary Health Care Teams in Collaborative Palliative Care Practice.”

- This project aims at building regional relationships between inter-professional primary health care teams (e.g., family physicians, primary health care nurse practitioners, APN’s, RN’s, social workers, pharmacists, and others -mentees) and palliative care experts (palliative care physicians and advanced practice nurses - mentors) to increase competencies in palliative care knowledge and skills, and inter-professional collaborative practice of both mentees and mentors.
- This project targets primary health care teams within four designated LHINs (i.e. South East, North East, Hamilton Niagara Haldimand Norfolk and Brant, and Waterloo Wellington). Inter-professional mentee teams are being recruited from each of the designated areas. The mentor dyads are drawn from the palliative care expertise of two local Universities: Queen’s and McMaster.



Ontario Oncology APN

Mentorship

Interprofessional
E-mentorship Program



Responding to the Development Needs of APNs in Ontario:

The Development and Evaluation of a Provincial e-Based
Mentorship Program

Better cancer services every step of the way

Ontario Oncology APN

Mentorship

Interprofessional
e-Mentorship Program



Purpose: To develop & evaluate an e-based interprofessional mentorship program for adult & pediatric oncology APNs

Partners: APN-COP, CCO, McMaster University & provincial cancer centres

Funders: MoHLTC & CCO

Participants

- 76 interprofessional mentors from across Canada & 50 APN mentees from Ontario
- 79 Mentorship Workshop participants
- 33 matched mentors & mentees





- ✓ **Positive impact on APN role development at 2 months:**
 - ✓ Inter-professional networking & collaboration
 - ✓ 80.9% of APN mentees/mentors reported the program had helped to achieve their personal and professional goals
 - ✓ 46% of APN mentors/mentees had some to significant improvement in work related to research, EBP, or leadership
 - ✓ Significant improvement in APN job satisfaction related to professional, social and community interaction ($p=0.03$) and time ($p=0.04$).

PARTICIPATORY EVIDENCE-BASED PATIENT-FOCUSED PROCESS



**Increasing Capacity for the Effective Implementation of
Oncology Advanced Practice Nursing Roles for Underserved Populations:
*A Collaborative Facilitative Approach***

Project Partners:

- Juravinski & Sudbury Regional Cancer Programs
- Cancer Care Ontario
- McMaster & Laurentian Universities

Funders

- Change Foundation & Ministry of Health and Long-Term Care
- Cancer Care Ontario
- 11 of 14 Ontario Regional Cancer Programs





Project Goals:

- ✓ Develop & evaluate tools/resources to support APN role implementation
- ✓ Establish clearly defined APN roles & role outcomes through the use of a systematic framework
- ✓ Create practice environments that support APN roles & new approaches to cancer care delivery for underserved populations using collaborative, inter-professional, & inter-sectoral strategies



Approaches

Phase I

- ✓ Administrator survey
- ✓ Toolkit development with provincial stakeholder input

Phase II

- ✓ Implement & evaluate a facilitated process & resources used to develop an APN role & new approaches to care in one southern & northern cancer setting

Phase III

- ✓ Revise & disseminate APN Role Implementation Toolkit

CCO Provincial Consensus Meeting (2008): Recommendations

- Urgent need for workforce planning to maximize use of APN expertise
- Establish provincial/national committees to develop HHR plan
- Establish provincial database to monitor APN workforce
- APN role expansion to areas of provincial priority
- Specialty-based education to produce the numbers & types of APN roles required in cancer care
- Systematically implement/evaluate APN roles in innovative models of inter-professional care for under-serviced populations
- Implement province wide recruitment, retention & role support strategies

Communities of Practice

Communities of practice are groups of people who share a concern, a set of problems, or a passion about a topic, and who deepen their understanding and knowledge of this area by interacting on an ongoing basis.

Wenger, 2006

Oncology Nursing Research Community of Practice

Accomplishments

- 22 members across the province (researchers, educators, organizational leaders, clinicians)
- Definition of “research” is broad
- Quarterly meetings
- Provincial survey of ambulatory oncology telephone-based nursing services

Stacey, D., Bakker, D., Green, E., Zanchetta, M., & Conlon, M., (2007). Ambulatory oncology nursing telephone services: A provincial survey. *Canadian Oncology Nursing Journal*, 17(4): 186 (e1-5).

- To explore and describe the characteristics of the telephone-based oncology nursing services provided through ambulatory cancer programs for patients in Ontario
- To identify factors influencing the use of telephone protocols in practice
- To identify opportunities to enhance the quality of telephone-based nursing services



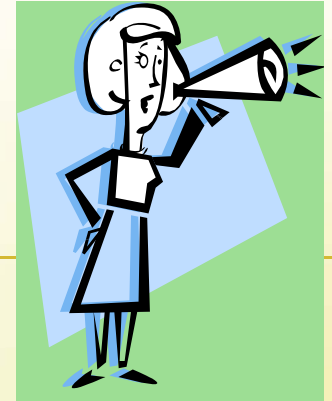
Oncology Nursing Research Community of Practice

Impact

- Share ideas, knowledge and expertise through collaboration, partnerships, & networking
- Initiate and implement research activities relevant to oncology nursing
- Promote evidence-based oncology nursing practice
- Identify research priorities

For the CoP-Research, the ability to meet its goals in sharing knowledge and promoting oncology nursing research lies in the fact that the CoP is made up of nurses who work in different organizations across a large region and represent expertise from all domains of nursing

Oncology APN COP



Accomplishments

- Monthly growth with increase from 25 to 89 members
- Working document on role clarity
- Initiating CANO APN SIG
- 2008 Members survey
- CCO Advanced Practice Consensus Meeting 2008
- 1-day Pre-Conference Workshop at ICCN (2006) on APN role development, implementation & evaluation
- Orientation handbook for new members
- Oncology APN eMentorship Program

Oncology APN COP

Next Steps

- Strengthen pediatric APN participation
- Role implementation support strategies
- Oncology APN education
- Partnering with other stakeholders
- Influencing cancer care policies
- New funding projects & research
- National leadership role

Questions?
