

Nursing Newsletter

Dear colleagues,

This year is an incredibly important year for nursing as it has been designated by the World Health Organization as the International Year of the Nurse and Midwife.

However, our ability to acknowledge and celebrate nurses have been overshadowed by the COVID-19 pandemic which has taken centre stage in our lives. Health Services staff, and in no small part our nurses, have worked tirelessly to support the CAF and the greater Canadian public during this challenging time. The global pandemic has imposed significant changes to our day-to-day lives as well as the work we do. Now, more than ever, it will be important to stay healthy and connected with each other in order to support our friends, colleagues and families.



In response to these challenging circumstances, our DND and CAF nurses have demonstrated a tremendous level of dedication, professionalism and patience to which I am extremely proud. Our nurses continue to put service before self, providing essential care to our sick and injured members as well as Canadian citizens. Whether it be repatriating Canadian citizens, working in COVID-19 screening centres or providing frontline care at CF H Svcs clinics; each of you makes a difference. I want to particularly acknowledge our Nursing Officers who have been deployed to Long Term Care facilities. Your efforts and commitment to the CAF and the health of our communities have not gone without notice or appreciation by patients and leadership alike. As the situation continues to unfold, I want to thank each of you for your hard work and perseverance during this incredibly dynamic time, and above all, I sincerely hope each of you remain healthy.

Additionally, this week marks National Nursing Week (11-17 May) in Canada and I encourage each of you to take pause and celebrate your profession in the best way you can with so many restrictions in place. I hope that in the near future we are able to come together locally to properly honor and celebrate the National Nursing week.

Happy National Nursing Week!

Thank you

INSIDE THIS ISSUE

Chief of Nursing Services	1
Inside this Issue	2
Current Senior Practice Leaders	3
Outgoing SPL & 2IC	3
SPL & 2IC Introductions	3
Promotions	4
International Year of the Nurse and Midwife	6
Nursing Leadership Resources	7
Recognition	10
Canadian Forces Health Services Group Medical Library	13
Annual directive on licensing and membership fees reimbursement during posting season	16
World Health Day - World Health Organization	17
Update on Uniformed Nurse Practitioners	18
Guidance on Clinical Practice privilege for Non-OFP licensed and unlicensed Nur Os	18
Annex A "Clinical Employment of Unlicensed Nur Os on OJE"	19
Annex B "Clinical Employment of Licensed, Non-OFP Nur Os on OJE"	20
AE OUTCAN Experience	21
OP GLOBE - Nursing Officer Making a Difference	22

WEBINAR

INTERNATIONAL NURSES DAY

WHEN: MAY 12, 2020

TIME: 3 pm (ECT)

Event in English

Please see attached the invitation (agenda) of the virtual celebration of the International Nurses Day in Pan American Health Organization (PAHO) and World Health Organization (WHO)

Link webex
<https://bit.ly/INursesDay>



Senior Practice Leaders

Current list of SPL and Second In Command (2I/C)

	SPL	SPL 2I/C
GDNO	Maj Tanya Lewis	LCdr Julie Harvey
CCNO	Maj Amy Godwin	Capt Cory VanDeWauwer
PNO	Maj Sharon Higgins	Lt(N) Mary Barker
MHNO	Maj Paula Walbourne	Lt(N) Derek Carter
PCN	Capt Stephanie Chan	Capt Frédérik Moreau
AE	Capt Damien Miller	Capt Michelle Mills
Nur O (Res F)	Maj Kimberly Lamarche	N/A
Home Care	Maryse Guilbert	N/A
Case Management	Elaine Somers	N/A
Community Health	Marie-Christine Lamontagne	N/A
Nurse Practitioner	Karen Angus	Stroyan Monkhouse

Outgoing SPL & 2I/C

My sincere appreciation to the outgoing SPLs for their outstanding contributions to their specialties

- ♦ LCdr Laura Neal, GDNO SPL
- ♦ Capt Jason Lefler, PNO SPL 2I/C

SPL & 2I/C Introduction

In the last newsletter we introduced to you the Senior Practice Leader (SPL) and their SPL Second in Charge (SPL 2I/C) for each of the specialty. Due to the turnover that we had during the last few month, in this fourth edition, we would like to introduce to you our newly appointed and civilians SPLs and 2I/Cs

Critical Care Nursing Officer (CCNO)

Maj Amy Godwin, CCNO SPL

Maj Amy Godwin joined the CAF in 2003 through ROTP and graduated 3 years later from the McMaster University School of Nursing. After a period of consolidation similar to the CPT program, Maj Godwin deployed to Afghanistan working at the Role 3 in Kandahar; this experience solidified her desire to specialize in critical care. She completed specialty training in 2008 at RNPDC in Halifax and has been working in various clinical and staff officer positions since. Throughout her career, Maj Godwin has been posted to CF H Svcs C (O), 1 Cdn Fd Hosp, CFHSTC and CF H Svcs Gp HQ. Currently filling the role of Detachment Commander HRD Ottawa, Maj Godwin will work closely with the Chief of Nursing Services to lead the CCNO specialty through exciting growth and change over the coming years.

General Duty Nursing Officer (GDNO)

LCdr Julie Harvey, GDNO SPL 2I/C



LCdr Julie Harvey obtained her BScN from Laval University in 2003. After completing her military nursing qualifications, she took the opportunity to go to live in Osnabrück, Germany for two years, where her husband was posted. Upon her return to Canada in 2007, she was posted to the 1 Cdn Fd Hosp in Petawawa where she subsequently deployed twice to Afghanistan. In 2013, she was posted to CF H Svcs S (O) then to CF H Svcs G HQ where she held several clinical management positions. Since 2018, she has held the position of Detachment Commander at the HRD Montreal where she and her staff are kept up to date clinically so that they are ready to deploy on any mission.

Throughout her career LCdr Harvey remained clinically current by participating in MCRP, particularly in surgery and emergency departments. Her most recent MCRP placement was at the Centre Hospitalier de l'Université de Montréal (CHUM) in Thoracic and Vascular Surgery. Passionate about medical simulation, she participated in and organized several Code Orange (mass casualty incident) simulations with civilian partners in both Ontario and Quebec. She is married to Jason Vallis, a mechanical engineer and former CAF member, and is the mother of two children; Maxime 5 years old and Charlie 2 years old.

Home Care

Maryse Guilbert

It all started as a summer job when she was studying microbiology at McGill University. On May 5, 2020, she completed 34 years of service as an employee of the Federal Public Service. (DND, VAC, Health Canada First Nations in isolated posting). She worked at different levels and in different functions but always linked to health care including 24 years as a BScN, RN. Maryse has a Degree in Nursing Science and a University Certificate in Healthcare Management. She has also completed training as a nurse in an expanded role. Since 1996, she worked in the provincial health care system, Hospital, Community Health Center and currently with Public Health. At 50 years old, she started doing some downhill skiing as a family activity and she keep signing in choirs currently "The Army Voices". Mother and grand-mother through all of this.

Promotions

Congratulations to the following individuals on their recent promotions

- ♦ Maj Amy Godwin—HRD Commander, Ottawa

Community Health

Marie-Christine Lamontagne

Marie-Christine is a Public Health Nurse working for DFHP's Communicable Disease Control Program since January 2017. She oversees the CAF Immunization Program as well as the CHN's clinical practice. For that matter, Marie-Christine holds a MSc in Public Health as well as a MSc(A) in Occupational Health. She is a retired Major who worked for CF H Svcs from 1990 to 2011 and as such, deployed to Bosnia and performed TAVs in Afghanistan and the Golan Heights. Before joining the DND community again, Marie-Christine worked for Health Canada as an Occupational Health Nurse and the Public Health Agency of Canada as a Quarantine Officer, and was sent to Guinea in 2015 and 2016 during Canada's Ebola Response. Since travel health is also a major component of the CAF immunization program, she is currently doing a travel health degree from the UK.

Nurse Practitioner

Karen Angus, NP SPL

Karen Angus began her nursing career in 2003. She first started working in critical care. Initially as a stepdown/ICU nurse in cardiothoracic surgery and transplants at Duke University Hospital in North Carolina. She then transferred to the Emergency Room. She began working as a travel nurse and had contracts in North Carolina, Maine and Connecticut. She also worked in remote communities in Northern Alberta. Karen graduated from the Nurse Practitioner program at Dalhousie University in Halifax. Returning home to Ottawa, she worked at a Community Health Centre in Primary Care before beginning her career with the CAF in 2011. She has been the SPL for the NP group since 2016. She loves spending time with her family and especially reading and baking with her two young children.

Stroyan Monkhouse, NP SPL 2I/C



Stroyan Monkhouse is a Public Servant NP working in Primary Health Care at 33 CF H Svcs C Kingston since 2008. He graduated with B.A. (Psychology) in 1997 at the University of Saskatchewan and in 2001 graduated with a BScN from Queen's University. Prior to becoming a Nurse Practitioner, Stroyan gained various experiences both as a civilian nurse and military member. Between 1990 and 1993 he worked as a Medical Assistant in the Reserve Force, and from 2001-2007 he worked as a Primary Care Nurse at Queen's Family Health Team, as a Community Health Nurse at Paramed, and then as a nursing supervisor in a LTC facility. In 2007, Stroyan graduated from Athabasca University with Master in Nursing, Nurse Practitioner stream. Since becoming a NP, he has been involved in establishing outpatient programs that support primary and secondary health prevention, including sexual health and IUD insertions as well as 24hr hypertension monitoring at 33 CF H Svcs C. He enjoys triathlons, golf and recently has taken up to learning languages (French, German, and Spanish) and history of different cultures of Europe. He and his spouse, who is also a nurse, have a cat and dog.

LCol Carolyn Blanchard
Chief of Nursing Services
CF H Svcs Gp HQ

International Year of the Nurse and Midwife Nursing Now

As previously mentioned, the year 2020 is an exciting year for nursing as it has been designated as the International Year of the Nurse and Midwife (IYONM). The purpose of the IYONM is to improve health care by raising the profile and status of nursing worldwide as well as to celebrate the bicentenary of Florence Nightingale's birth. The IYONM is also aligned with a larger global campaign, called Nursing Now. Nursing Now Canada is focused on increasing leadership opportunities for junior nurses (called the Nightingale Challenge), improving culturally safe and appropriate care for indigenous clients, and reinstating the Chief Nursing Officer positions at the provincial, territorial and federal levels.

In the spirit of Florence Nightingale's work as a remarkable nurse leader, the Nightingale Challenge seeks to empower the next generation of nurses through leadership training and development so they may be better positioned to lead, innovate, influence and improve healthcare. With that said, the Nightingale Challenge asks employers to provide leadership training to junior nurses particularly those under the age of 35 years. DND has pledged to participate in the Nightingale Challenge by providing 6 nurses under 35 years of age LEADs Summit Series leadership training. However, I recognize that many of our next generation leaders are over 35 years, which is why I have secured funding for an additional 4 nurses, providing a total of 10 DND/CAF nurses advanced leadership training.

I am happy to announce that the following nurses were selected
to participate in the Nightingale Challenge

Maj Elodie Tremblay	Capt Michelle Mills
Capt Damien Miller	Capt Olivia Carbonneau
Capt Katherine Bourque	Capt Jessica Grace
Ms Dawn Leblanc	Capt Tracy Boyce
Capt Sarah Thornton	Capt Frédérik Moreau

The above nurses have been nominated based on leadership potential and commitment to their specialties. However, I want to acknowledge that there are a great many of you who are also deserving and capable leaders.

For those not selected, I have ensured that a list of free or low cost leadership courses were compiled for each of you to access. It is my goal to support each of you in reaching your own leadership potential, and hope that you are able to take advantage of what these courses can offer.

Nursing Leadership Resources

DLN – free online courses offered through the DLN portal

Coaching for Excellence

This on-line course includes key coaching theories, techniques, tips and a self-assessment tool to provide performance-based coaching in the workplace. Through the presentation of coaching success stories, the demonstration of a coaching conversation and the opportunity to practice a coaching simulation, participants will be able to observe and apply their learning. Content: Self-assessment and reinforcement of coaching and related leadership competencies; Effective questions to use during coaching sessions; Apply coaching competencies within a conversation; The influence of personal and organizational culture; Tools for coaching practices. Key Leadership Competencies: Engagement, Managing Excellence, People Management

Mental Health in the Workplace for Employees

The goal of this course is to help you to develop a good general understanding of mental health, mental illness and the impact on the workplace. It is designed to increase your level of knowledge and awareness around mental health issues. The course provides tips, tools and resources to help those who may be suffering from mental distress as well as to encourage a more tolerant, supportive and inclusive workplace. The course concludes with a module on how best to manage and maintain your own mental

Mental Health in the Workplace for Managers

The goal of this course is to help you understand mental health, as well as mental illness and its impact on the workplace. It is designed to increase your level of confidence in managing mental health issues, and provide tips, tools and resources to help you support employees who may be suffering from mental distress. The course concludes with a section concerning your own mental health.

Diversity, Inclusion and Employment Equity

This course was previously titled “Understanding Diversity and Employment Equity”.

With the face of Canada rapidly changing and becoming more mobile and diverse, diversity, inclusion and Employment Equity (EE) has taken a greater prominence in the DND workplace than ever before; embracing diversity is critical for every member of an inclusive workplace. This online course is intended as an introductory learning tool for all employees who may be new to the topic of diversity, inclusion and EE, or as a refresher for those who have some previous training.

Nurse.com

Nurse.com Offers a number of courses ranging from clinical and non-clinical, leadership type. Membership is \$71.00/year which typically provides free access to most of the courses. Without membership, course prices are as listed next to the title.

The Future of Nursing Report \$22

<https://www.nurse.com/ce/the-future-of-nursing-report>

This module outlines progress made five years out toward implementing the recommendations set out in the Institute of Medicine report *The Future of Nursing, Leading Change, Advancing Health*. Some barriers to APRN practice have been removed in several states, and other RNs have progressed in terms of being more influential by becoming engaged in interprofessional teams, some in leadership roles. There also are more options for RNs pursuing additional education.

Developing Your Leadership Potential- \$80

<https://www.nurse.com/ce/developing-your-leadership-potential>

As the largest healthcare profession in the U.S. and the profession positioned on the front line of patient care, nurses are crucial for leading change and advancing health. The Robert Wood Johnson Foundation and the Institute of Medicine made recommendations to transform the nursing profession in their report "The Future of Nursing: Leading Change, Advancing Health." A key message from the report is the recommendation that nurses be full partners together with physicians and other healthcare professionals in redesigning the country's healthcare system. This activity will provide practical strategies to help you develop your personal plan for developing your leadership potential regardless of your chosen career path.

Transformational Leadership \$17

<https://www.nurse.com/ce/transformational-leadership-a-growing-promise-for-nursing>

In 2014, the American Nurses Credentialing Center published an updated Magnet Recognition Program Application Manual. However, the components of the Magnet Model remained the same: emphasizing the importance of using a leadership style known as transformational leadership. Transformational leadership has been shown to be particularly effective in turbulent and uncertain environments, such as those found in today's healthcare organizations. Although not every organization will achieve Magnet status, nurses at all organizations can learn how to use the principles of transformational leadership to support a professional practice environment that results in outstanding patient care. This module explains what transformational leadership is, why transformational leadership is a key part of Magnet nursing organizations, and how it can promote work satisfaction among nurses and improve care for patients.

ACHIEVE: Centre for Leadership and Workplace Performance

Offers a number of inexpensive leadership and management training, webinars and resources.

<https://ca.achievecentre.com/topics/>

Class central: Free online courses used by the Infantry School at CFB Gagetown, NB:

Applications of Everyday Leadership, Becoming a Successful Leader (Inclusive Leadership Training)

<https://www.classcentral.com/course/everyday-leadership-application-5250>

Conversations That Inspire: Coaching Learning, Leadership and Change

<https://www.classcentral.com/course/coaching-3707>

Leading With Effective Communication (Inclusive Leadership Training)

<https://www.classcentral.com/course/edx-leading-with-effective-communication-inclusive-leadership-training-4547>

Inspiring and Motivating Individuals

<https://www.classcentral.com/course/motivate-people-teams-4183>

Foundations of Everyday Leadership

<https://www.classcentral.com/course/everyday-leadership-foundation-5251>

Leadership and Influence

<https://www.classcentral.com/course/leadership-influence-5992>

GC Campus

GC Campus is the Canadian School of Public Service site that offers approximately 26 free online, non-health related leadership courses. Courses range from quick and basic to longer, more advanced training. To access the courses, users need to create a free account.

<https://idp.cspc-efpc.gc.ca/idp/login-en.jsp>

Additional free nursing leadership seminars, resources and journals can be found below:

http://www.nursingleadership.org.uk/resources_free.php

<http://www.nursingleadership.org.uk/seminars/>

Nursing Leadership Journal

<https://www.longwoods.com/publications/nursing-leadership>

Recognition

As part of our IYONM activities, I want to ensure we take the time every few months to recognize some of our outstanding DND and CAF nurses as a way of thanking them for their hard work and commitment to our organization. The below nurses have been nominated by their practice leaders and are just a few of the many nurses I hope to recognize throughout the year.

If you know of a nurse that should be recognized in any upcoming newsletters, contact us at the +SOCNS address.

Maj Valerie Duggan

Maj Duggan joined the CAF in 1997 and has been a truly inspirational nurse leader throughout her career. She has worked in a number of roles and positions, which has helped her to become the well-rounded nurse and leader she is today. Some of her notable achievements include establishing the Primary Care Nurse Senior Practice Leader position, designing the PCN course, working as the Primary Care Services Manager at Canadian Forces Health Services Center Ottawa, providing clinical care on Op PALLADIUM (Bosnia-Herzegovina), deployed as the nurse In-Charge (IC) of the Intermediate Care Ward in Op ATHENA (Afghanistan), and then the Senior Nursing Officer (SNO) for Op IMPACT (Iraq).

In 2019 she was recognized for her clinical leadership on Op IMPACT, receiving the Canadian Governor General coin during her deployment. Major Duggan has been and continues to be a mentor, coach and leader amongst all nurses, regardless of rank, occupation, specialty or location. In every role she fills, she is a staunch patient advocate and dedicated leader, and does credit to both the CAF and the Nursing profession alike.



Maj Duggan was presented a GG coin by General Jonathan Vance, Chief of the Defence Staff present and the Governor General of Canada, Her Excellency the Right Honourable Julie Payette.

Wendy Kowaluk-Crozier

Wendy Kowaluk-Crozier is a civilian Primary Care Nurse (PCN) at 23 CF H Svcs C Winnipeg who has proven herself to be a force for change and an exemplary nurse leader. She has implemented multiple nurse led initiatives that have improved patient care and increased efficiency within her clinic. In her busy role, she has conducted research to identify gaps in care and developed programs to ensure patients are provided the right care at the right time. For example, she has implemented a robust Hypertension program as well as Well Women's clinic. She also runs a sexual health clinic, where she provides STI testing and counseling.

Her expertise has been recognized by national leaders, where she recently provided a presentation to the Director of Force Health Protection on her breast health care program. Her work not only improves the care of clients at her clinic, but also reduces wait times as well as the workload on other primary care practitioners and encourages a true interdisciplinary approach to care. She is on the Canadian Family Practice Nurses Association as the Education Chair and has been a PCN at 23 CF H Svcs C for over 10 years. She has, and continues, to be a mentor and clinical resource for all of the nurses and Med Techs posted to the clinic and has demonstrated excellence as both a nurse clinician and leader.

Lt(N) Debra Fredericks

Lt(N) Fredericks is an exemplary Perioperative Nursing Officer (PNO) and clinical expert in her field. Lt(N) Fredericks joined the CAF in 1991 and has selflessly deployed as a PNO 5 times, sometimes on back-to-back missions. Her deployments include Op ATHENA ROTOs 3, 5 & 8 (Kandahar, Afghanistan), Op ATTENTION ROTO 0 (Kabul), and most recently to Iraq on Op IMPACT ROTO 7. Her wealth of experience saw her appointed by the Chief of Nursing Services (CNS) as the Senior Practice Leader (SPL) for PNO's. In this role she ensured clinical practice guidelines were current and advised the CNS as a subject matter expert on Perioperative care. She has provided invaluable professional and clinical guidance in relation to HS branch direction, to specialists related to PNO competencies and capabilities and as a mentor to junior nurses, peers and Operating Room Technicians.

Her completion of Master of Education program as well as her many roles, such as Training Officer at the Medical Trauma Simulation Centre, have enabled her to pass on valuable clinical expertise and experience facilitating improvements to the team approach to trauma care. She works tirelessly to develop and plan high quality simulation scenarios and courses for Nurses, Physicians, Specialists and Technicians alike, both civilian and military.

Lt(N) Fredericks leads by example in fitness, dedication and professional development. She is a member of the Perioperative governing body, the Operating Room Nurses Association of Canada and maintains her specialty certification through the Canadian Nurses Association. She is currently employed beyond the Compulsory Retirement Age, embodying the ethos of our Nursing pioneer, Florence Nightingale who "never gave or took an excuse".

Lt(N) Jeffrey Lee

Lt(N) Jeff Lee has demonstrated clinical excellence and commitment to health protection throughout the COVID-19 pandemic. As the pandemic began to emerge in Canada, Lt(N) Lee has been called upon to provide essential input and guidance to CFHS leadership and on all matters related to Infection Prevention and Control (IPAC). His experience and role in IPAC started many years ago when Lt(N) Lee initially completed his IPAC program with the Association for Professionals In Infection Control (APIC) by volunteering to assist the Senior Medical Advisor at Directorate of Force Health Protection (DFHP) with special projects. He also completed all three CBRNE courses with US Army Medical Research Institute of Chemical Defense (USAMRICD), sessions at US Army Medical Research Institute of Infectious Diseases (USAMRIID) as well as the Health Emergencies in Large Populations (HELP) course at the Bloomberg School of Public Health, John Hopkins University.

He is the only member in DND/CAF that holds a Certification in Infection Control (CIC) from the Certification Board of Infection Control and Epidemiology and is the only IPAC nurse in DND/CAF with practical experiences both in-garrison and on deployment. For example, while deployed as a CCNO on Op ATHENA rotos 2 & 6, he held the secondary duty of IPAC nurse where he remediated nosocomial transmissions of Acinetobacter in contaminated ICU ventilators as well as collaborated with the clinical team to manage endemic Multi-Drug Resistant pulmonary infections. Back in Canada he gained valuable experiences while moonlighting as an IPAC nurse at the Civic Campus of The Ottawa Hospital.

When his credentials became known to the Directorate of Force Health Protection (DFHP) he was quickly seconded from his IPAC role at the CF Health Services Centre (Ottawa) to the DFHP Communicable Disease Control Program (CDCP) to work as the National IPAC Nurse. In this function he has assisted CDCP with the national COVID-19 portfolio where his extensive theoretical knowledge and practical experiences enabled Lt(N) Lee to provide relevant and timely advice to clinicians, leadership and planners alike. He played an integral role to the IPAC planning and support of Op GLOBE missions, helping to make these a success and was recently deployed to St Jean in support of Op LASER, providing IPAC education and program planning. He regularly provides remote COVID-19 mitigation and support to local clinics and continues to work tirelessly to ensure CAF members and HS personnel remain safe during the ongoing pandemic.

Lt(N) Lee does the nursing profession and health services credit through his dedication to professional development and commitment to clinical excellence and health care leadership. Bravo Zulu!

CANADIAN FORCES HEALTH SERVICES GROUP MEDICAL LIBRARY

RESOURCES

EBSCO Databases

CINAHL

Indexes and abstracts articles from nearly 800 nursing, biomedical, and consumer health journals, as well as publications of the American Nurses Association and the National League for Nursing. CINAHL uses its own thesaurus terms, but they are related to MeSH headings. CINAHL provides full text for hundreds of journals indexed in the CINAHL database. Additional material includes Evidence-Based Care Sheets and Quick Lessons which provide concise overviews of diseases and conditions and outline the most effective treatment options.

Nursing Reference Centre

A point-of-care resource intended for staff nurses, nurse administrators, nursing students, nurse faculty, and hospital librarians. It delivers the best available and most recent clinical evidence and knowledge on conditions and diseases via a nursing-specific graphical interface. Full-text information covers a wide range of health conditions, diseases, patient education, drug information, continuing education, guidelines, and information on research instruments.

Both resources can be accessed through the Library's webpage
<http://cmp-cpm.mil.ca/en/health/personnel-providers/library.page>.

Under the heading "Databases" you will see EBSCO listed. Clicking the hyperlink will bring you to a page which lists all the databases to which the library subscribe. Select the database you wish to consult and you will be brought to the main search page for that resource.

ADDITIONALLY, THE FOLLOWING RESOURCES CAN BE ACCESSED FOR CONTINUING EDUCATION AND TO SUPPORT CLINICAL PRACTICE

<http://cmp-cpm.mil.ca/en/health/personnel-providers/library.page>.

E-Journals

The Library subscribes to four nursing titles from a variety of publishers. These titles can be found under the Nursing tab on the Library's webpage.

- Canadian Journal of Nursing Leadership
- Journal of Psychosocial Nursing and Mental Health Services (English only)
- Journal of Trauma Nursing (English only)
- Nursing 2019 (English only)

DynaMed

A clinician-focused tool designed to facilitate efficient and evidence-based patient care. Rigorous, daily review of medical literature by physician and specialist staff ensures timely and objective analysis, synthesis and guidance. DynaMed includes drug content from Micromedex, Canadian and international guidelines, and clinical images.

DSM-5

A classification of mental disorders with associated criteria designed to facilitate more reliable diagnoses of these disorders. DSM is intended to serve as a practical, functional, and flexible guide for organizing information that can aid in the accurate diagnosis and treatment of mental disorders. It is a tool for clinicians, an essential educational resource for students and practitioners, and a reference for researchers in the field.

RxTx

Canada's authoritative source for prescribing and managing drug therapy at the point of care. Integrates the content from the drug and therapeutic products from the Canadian Pharmacists Association into one convenient resource using Compendium of Pharmaceuticals and Specialties (CPS), Compendium of Therapeutic Choices (CTC), Compendium of Therapeutics for Minor Ailments (CTMA), and Compendium of Products for Minor Ailments (CPMA).

RxTx is available on the DWAN as well as on personal devices through the RxTx App at the following link: <https://www.pharmacists.ca/function/et/register-for-rxtx-mobile/> (organization code: 0116781)

Gideon

Provides a current, evidence-based resource for diagnosis, treatment and teaching in the fields of tropical and infectious diseases, epidemiology and microbiology. Use GIDEON to diagnose, treat and track information on over 350 infectious diseases from around the globe.

CANADIAN FORCES HEALTH SERVICES GROUP MEDICAL LIBRARY

LIBRARY SERVICES

Article Retrieval

Clients may request the retrieval of resources (articles, book chapters, etc.) from the CFHS Library staff. Turnaround time ranges from 24h to 40h depending on the method of acquisition. For the quickest results, please provide the most complete citation available. Multiple requests can be sent at one time.

Literature Search

Library staff will conduct a search of the literature to aid a client in their research. An average turnaround time is one week. This allows Library staff to conduct an in-depth search while balancing multiple requests and performing the day to day activities of the library. Please provide context of the research in a sentence or two, keywords, time frame, and demographics if applicable.

Interlibrary Loans

An interlibrary loan (ILL) is the process of requesting materials that a library does not own from other libraries. The Library staff will conduct an ILL on a client's behalf if the resources is not available through database and journal subscriptions or open access resources. Please contact the Library with any questions you may have. Library staff are available if you wish to learn more about the resources.

Point of Contact: Christine Gilbert-Harrison, Library Technician
E-mail: +Library CFHS-Bibliothèque SSFC@CMP CF H Svcs Gp@Ottawa-Hull
Phone: 613-901-1616
<http://cmp-cpm.mil.ca/en/health/personnel-providers/library.page>

Annual directive on licensing and membership fees reimbursement during posting season

IAW Policy 3120-06 Credentialing of Medical Branch Clinical Practitioners, <http://cmp-cpm.mil.ca/en/health/policies-direction/policies/3120-06.page> all healthcare professional are mandated to ensure that they maintain, at all times, a current, unrestricted professional license from their regulatory College.

During posting season, it is also very important that a healthcare professional ensure they maintain a valid license from their former provincial regulatory organization until the new provincial regulatory organization has issued a license.

Members may be eligible for reimbursement of more than one license/membership per year, but must demonstrate their eligibility to their CoC. In the case of postings, it is self-evident, but for MCRP purposes or other reasons, the member should provide a CFTPO or other official documentation to demonstrate the need (i.e. northern nursing rotations).

The link at the directive below stipulates that a member will be reimbursed for the second license (para 9).

<http://cmp-cpm.mil.ca/en/health/personnel-providers/license-membership-fees.page>

If a member does not maintain a license or are the subject of a complaint, investigation or a restriction (temporary or permanent) has been placed on their license, they must notify their local Prof Tech Net immediately and complete a new *DND 2523 Credentialing Information form* and submit it to the Credentialing Cell at CF H Svcs Gp HQ via their Prof Tech Net for review.

Not maintaining current licensure poses a risk to our patient population and to the reputation of the CFHS.

World Health Day World Health Organization (WHO)

<https://www.who.int/news-room/campaigns/world-health-day/world-health-day-2020>

World Health Day (WHD) is held annually on 7 April and is a way for the World Health Organization to focus attention on a health problem or issue requiring special awareness.

This year's focus of WHD was on the nursing and midwifery workforce and to remind world leaders of the critical role these professions play in keeping the world healthy.

The main goals of WHD 2020 was to urge governments and all relevant stakeholders to:

- invest in the massive acceleration of nursing **education**;
- create at least 6 million new nursing **jobs** by 2030, primarily in low- and middle income countries, to offset the projected shortages and redress the inequitable distribution of nurses across the world; and
- Strengthen nurse **leadership** – both current and future leaders – to ensure that nurses have an influential role in health policy formulation and decision-making, and contribute to the effectiveness of health and social care systems.

The World's Nursing Report 2020 ("The State of the World's Nursing 2020 – Investing in Education, Jobs and Leadership"), the first of its kind, was also released on this day and provided a global picture of the nursing workforce and focused on five themes:

1. **Nursing in a context of broader workforce and health priorities**: Presents the contributions of the health workforce to the 2030 Agenda for Sustainable Development.
2. **Nursing roles in 21st-century health systems**: outlines the role and contributions of nurses to deliver priority health interventions with respect to the WHO "triple billion" targets of achieving universal health coverage, addressing health emergencies, and increasing health and well-being for all.
3. **Policy levers to enable the nursing workforce**: Describes the broader health labour market and workforce policy levers and governance determinants to address the challenges to nurses working to their full potential in health facilities and communities, both in individual countries as well as globally.
4. **Current status of evidence and data on the nursing workforce**: Provides an analytical overview of the current nursing workforce, including the areas of greatest relevance for national, regional and global policy development, namely stock, composition and distribution; production capacity; education, regulation, practice, policy and governance environment; leadership; and labour market factors.
5. **Future directions for nursing workforce policy**: Outlines a forward-looking agenda with policy options and a call to action for Member States, education institutions, regulatory bodies, professional associations, development partners, international organizations and other stakeholders.

Update on Uniformed Nurse Practitioners

NP in the CAF

As many of you are already aware, the Surgeon General has granted uniformed, licensed Nurse Practitioners the opportunity for practice privileges in CAF clinics. This was an exciting announcement and many of you have asked the question, 'will we now be recruiting and training uniformed NPs?'

Before any new occupation can be developed in the CAF a number of steps must first occur, including a study to identify a number of factors, these include: What training will be required? What pay and rank will they be recruited at? How can NPs be employed both in-garrison and on operations? Should NP be a sub-occupation of Nursing or a separate occupation? Where will the positions to employ them come from? These are just a sample of the many important questions that need to be answered to ensure that a solid structure is established on the recruitment and employment of NPs in the CAF.

I am aware there are many Nursing Officers interested in pursuing NP as a career option in the CAF and I am happy to say that a study has already begun. We have already identified a pay structure and employment method for NPs within the Reserve Force which can provide the main architecture for the future employment of NPs in the Regular Force. As the study progresses I will continue to provide updates to our nursing community.

Guidance on Clinical Practice Privileges for non-OFP licensed and unlicensed Nur Os

Ref: March 24: Letter from Chief of the Defence Staff (CDS) regarding COVID-19 <https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2020/03/march-24-letter-from-cds-regarding-covid-19.html>

IAW ref, Clinical phase training (CPT) and BOQ courses have been placed on hold. As such, we have multiple Nursing Officers within various stages of their training available for employment within the CAF. Experience of these nurses vary and range from Nursing Students (unlicensed) to Registered Nurses (licensed). As such, Standing Clinical Practice Privileges have been developed for the employment of licensed and unlicensed Nursing Officers who have not reached their Operational Functional Point (OFP).

Annex A "Clinical Employment of Unlicensed Nur Os on OJE" and Annex B "Clinical Employment of Licensed, Non-OFP Nur Os on OJE" provide direction WRT the conditions and limitations of privileges the local Senior Medical Authority (SMA) may grant.

Annex A “Clinical Employment of Unlicensed Nurses on OJE”

This provides interim direction to Canadian Forces Health Services Group units on the clinical employment of unlicensed military student nurses while on On-Job-Experience (OJE). This includes both personnel who are currently undertaking their baccalaureate in nursing or have graduated with a baccalaureate in nursing but are not yet licensed.

1. Student nurses are supernumerary clinical staff employed at CF H Svcs Cs to gain additional clinical experiences which supports learning and the consolidation of clinical skills prior to graduation or licensure. As student nurses are unlicensed and unregulated care workers, they must work under the clinical supervision and license of a registered nurse (RN) or Nurse Practitioner (NP). The student nurse must always be able to identify which RN or NP is responsible for their clinical supervision as the supervising RN or NP is responsible for all clinical actions performed by the unlicensed student nurse.

2. For student nurses who have completed at least one year of a baccalaureate nursing program, the following limited clinical practice privileges may be granted locally by the Senior Medical Authority (SMA):

- a. may complete Periodic Health Assessment (PHA) Part 1 preliminary examination including (1) heart rate blood pressure; (2) height; (3) weight; (4) Body Mass Index (BMI); (5) waist circumference (WC); (6) visual acuity; and (7) audiogram;
- b. may perform a 12 lead electrocardiogram (EKG) when required for Part 1 examinations (IAW para 4);
- c. may take vital signs of patients presenting for primary care for the purpose of sick parade or booked appointments; and
- d. may perform administrative duties, including documenting patient care. All patient documentation must be signed using the term ‘Student Nurse’.

3. For student nurses who have completed three (3) or more years of nursing school, the following additional clinical practice privileges may be granted locally by the Senior Medical Authority (SMA) and must be performed under the direct supervision of an RN or NP:

- a. prepare and administer IM and SC medications (except controlled substances);
- b. prepare and administer oral medication (except controlled substances) ordered by a physician, PA, or NP;
- c. apply oxygen via nasal prong or face mask;
- d. perform point of care testing for the purpose of obtaining blood glucose measurements; and
- e. apply or change wound care dressings.

4. In all interactions with patients, the OJE student nurse must introduce themselves to the patient as a student nurse and ensure that patients agree to have the student involved in their care before proceeding.

5. The local SMA, in collaboration with the supervising RN or NP, will ensure that OJE student nurses demonstrate competency and knowledge of the procedures, treatments or assessments outlined in para above before privileges are granted.

6. The local SMA, in collaboration with the supervising RN or NP, will confirm that the orientation and demonstration of competency includes appropriate draping technique and use of chaperones when performing EKGs, as well as actions to be taken for any abnormal Part 1 test or questionnaire results that require immediate action IAW CFHS policy and guidance.
7. The clinical privileges outlined above define the outer boundaries of clinical privileges and may be restricted by the local SMA or supervising RN or NP as appropriate.
8. If an RN or NP is unavailable to supervise the clinical practice of a student nurse, only those non-controlled acts/clinical skills outlined in para 2 may be performed by the student nurse.
9. Questions may be directed to the Chief of Nursing Services, Canadian Forces Health Services Group Headquarters or to ++credentialing-verification@CMP@ottawa-hull.

Annex B “Clinical Employment of Licensed, Non-OFP Nur Os on OJE”

This provides direction to Canadian Forces Health Services Centres (CF H Svcs C) on the clinical employment of non-Operationally Functional Point (OFP) military licensed registered nurses placed in CF H Svcs Cs for On-Job-Experience (OJE) while awaiting Basic Nursing Officer Course and/or completion of Clinical Phase Training.

1. For licensed, non-OFP nurses, general duty nursing clinical practice privileges may be granted by the local Senior Medical Authority (SMA) with the following conditions and limitations:
 - a. All clinical duties are to be performed with the support of one or more assigned mentors who shall be responsible to provide orientation and clinical mentorship for the duration of the non-OFP nurse's OJE. The mentor is to be an experienced military Nursing Officer or civilian registered nurse;
 - b. The OJE nurse may perform all clinical skills identified in Annex A 'Clinical Employment of Nursing Student on OJE' without direct supervision;
 - c. The OJE nurse may perform Primary Care Nursing duties or Community Health Nursing duties in an assisting capacity (when a fully qualified Primary Care or Community Health Nurse is also present and available for practice support);
 - d. The OJE nurse may perform general duty nursing roles for field exercises and local taskings with the support of an on-site clinical mentor and in coordination with the Clinical Phase Training (CPT) Coordinator and the Basic Training List (BTL) manager; and
 - e. The OJE nurse may perform immunizations in the capacity of an Assistant Immunizer. This privilege may be expanded by the local SMA to that of Primary Immunizer upon completion of the requisite training.
2. The local SMA will ensure that the Nur O's license is in good standing.
3. The local SMA will ensure that the licensed OJE non-OFP Nur O demonstrates the requisite competency and knowledge before privileges at the indirect mentorship level are authorized.
4. The non-OFP Nur O will not be deployed to any operation until they have reached OFP, unless extenuating circumstances arise. Exceptions due to operational exigencies require approval of the Chief of Nursing Services.
5. Questions or requests for expanded privileges in exceptional circumstances may be directed to the Chief of Nursing Services or ++credentialing-verification@CMP@ottawa-hull.

Capt Patrick Rodrigue
375th Aeromedical Evacuation Squadron
Scott Air Force Base, Illinois

AE OUTCAN Experience



My name is Capt Patrick Rodrigue, I am the current Flight Nursing Officer on exchange with 375th Aeromedical Evacuation Squadron located at Scott Air Force Base, Illinois, United States. I have been working in a collaborative/

interoperable environment with the United States Air Force (USAF) ever since my posting in July 2018. My current roles with the USAF include OIC for SIMULATION TECHNOLOGIES department, Aeromedical Evacuation Crewmember, Medical Crew Director, Mission Clinical Coordinator, Flight Instructor and Stan/Eval (Standards/Evaluations) Candidate.

I have been given the opportunity to deploy with the USAF 405th Expeditionary Aeromedical Evacuation Squadron (EAES) to Bagram Airfield, Afghanistan as an Aeromedical Evacuation Operations Officer (AEEO) with the Aeromedical Evacuation Operations Team (AEOT). The mission I am currently on involves the movement of patients with traumatic battle injuries and non-battle injuries including local nationals, NATO Forces, and American military/contractors from point of injury to a higher level of care. AES deployments are generally 120 days, however it may change due to the circumstances surrounding COVID-19. My current position includes, but is not limited to, Aeromedical Evacuation Operations Officer, Unit Travel representative, Unit Command Cell operator (UCC), night shift OIC, and back-up crewmember. My duties includes ensuring proper management (Alert/Posture) of three AE flight crews/two

Critical Care Air Transport Teams, to include launching/recovering of mission(s), ensuring appropriate Air Force Instructions adherence, and advising the Command Cell on mission management related matters. My additional duty includes primary POC responsible for deployment and redeployment for all the 405th EAES members. As UCC, I ensure the safety and accountability of members when we are subjected to Indirect Fire (IDF/Rocket Attacks) and/or ground attacks. I am also expected to back fill mission(s) when required if another member is unable.

The living conditions in Bagram are appropriate, however due to COVID-19 multiple measures were implemented in order to ensure appropriate social distancing and prevent contamination. The gyms are currently on lock down, the mess is only available for take-out, and the Morale/Welfare center is closed. However, we continue to have WIFI access which is adequate in order to maintain communications with families at home. The main challenge/difficulties resides in ensuring families back home are safe. COVID-19 has introduced an unexpected stress in addition to the possibility of IDF and ground attacks. The Canadian/American AE CoC, including CDLS Washington have been extremely supportive in these challenging times ensuring my family is cared for, resulting in a decrease of stress and increased focus to achieve mission success.

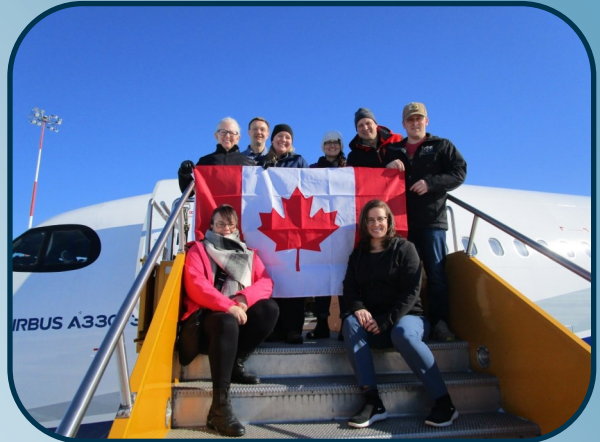
I would absolutely recommend this experience to any members who are willing to maintain an open perspective and learn from another military culture. The exchange has increased my strategic/tactical knowledge of patient care/movement/rules/regulation in all their forms with our counter-part and solidified/strengthened my resolve within the AE community.

Major Linda Jackson
SO Aeromedical Evacuation Advisor
1 Canadian Air Division HQ

Op GLOBE- Nursing Officers Making a Difference

2020 is the year of the Nurse. A time to acknowledge and celebrate a profession truly dedicated to the care and well-being of the human race. As part of this celebration, I would like to highlight the work of the nursing officers who volunteered for the Op GLOBE missions.

As citizens and partners of the Canadian community as a whole, CAF has a shared responsibility to assist federal, provincial, territorial and municipal authorities to save lives and mitigate human suffering. This call came and was answered when Global Affairs Canada (GAC) requested Health Services support to repatriate Canadians from Wuhan, China back to Canada. This operation saw several more repatriations now complete from around the world including Japan, California and Florida.



As a Nursing Officer and an Aeromedical Evacuation Crew Member, I was tasked to the GAC 2 team. This was a multidisciplinary team comprised of Flight Surgeon LCdr Heather Galbraith as the Team Leader, Flight Surgeon LCdr Mike Montague, CCAE Specialist Capt Matt Wilson from the CF AE Flight, and from 1 Cdn Fd Hosp HRD Ottawa Capt Laura Stewart (CCNO) and Lt(N) Valerie Tiller (GDNO) and Doug Danch, GAC. This was a team of equals working in collaboration towards mission success.

Our team came together via virtual means on 4 Feb 2020 and did not meet in person until 7 Feb 2020. Using e-mail, text and WhatsApp we started mission preparation based on FHP guidelines and the lessons learned pushed back to the team from the GAC 1 mission. We departed on a Hi Fly chartered passenger aircraft for Hong Kong, China on 8 Feb 2020 where mission planning, equipment preparation and training was ongoing. After a short crew rest day in Hong Kong, the actual mission was executed on 10-11 Feb 2020. In total the team was on duty for approximately thirty hours straight.

Capt Wilson, Capt Stewart, and Lt(N) Tillier played a key role in each phase of the mission. They actively participated in brainstorming the mission plan, preparing kit, screening, training, loading/unloading, passenger care (PAX) and post mission debriefing. This was not a routine mission and they proved very adept at troubleshooting and developing creative solutions as the situation dictated.

In particular the nurses led the way in ensuring all were trained and ready to work in Protective Personal Equipment (PPE). PPE was worn in the PAX area during the mission by not only the medical team but also the Hi Fly civilian flight attendants. The flight attendants had neither a medical background nor experience with PPE. The nursing team took the challenge on and by mission start had trained the flight attendants in the donning/doffing procedures. At end mission the flight attendants acknowledged that due to the Nursing Officers' training they not only had the skill but also the confidence to work in PPE and to do their job safely.

Capt Wilson, Capt Stewart, and Lt(N) Tillier are examples of exactly what Health Services needs in regards to dedicated professional Nursing Officers. They are mission success.

